

ORDINANCE NO. 108-00

By: Jed W. Morison

An Ordinance to amend Section 262.02(c)(5)A and B and Section 262.02(c)(7)A of the Administrative Code regarding life and health insurance benefits and longevity pay, respectively, for full-time salaried and hourly employees who are not members of bargaining units governed by collective bargaining agreements, to amend Section 262.02(c)(13)B regarding tuition reimbursement for such employees, to amend Section 262.02(d)(1) and (2) of the Administrative Code regarding insurance benefits of certain elected and appointed officials, and to add Section 262.02(c)(17) of the Administrative Code regarding a fitness incentive for the Police Chief and Police Captain, such amendments to be effective January 1, 2001, and to declare an emergency.

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF BEXLEY, OHIO:

Section 1. That Section 262.02(c)(5)A and B of the Administrative Code are hereby amended as follows:

- A. Life. A policy of group life insurance in the amount of \$50,000 per employee shall be fixed by this ordinance covering all employees at no cost to the employee; and
- B. Health. A contract or contracts providing group health, hospital, surgical major medical, dental and vision insurance with such benefits as shall be fixed annually by contract covering all employees. The City shall offer employees group health insurance coverage under a preferred provider plan ("PPO") which provides benefits presented to and approved by this Council, with the City paying 92%, and each covered employee paying 8%, of the premium cost of the PPO. Any co-payment shall be paid by each covered employee by automatic payroll deduction. Dental and vision insurance shall be provided at no cost to the employee.

Section 2. That Section 262.02(c)(7)A of the Administrative Code is hereby amended as follows:

- (7) Longevity Pay.
 - A. Each Schedule I employee shall be entitled to longevity pay effective on his or her anniversary date, which is the date he or she started working for the City. Such longevity pay shall be paid annually and will be included in the next regular pay following his or her anniversary date and shall be based upon years of continuous employment as follows:

Beginning 5 th year	\$500
Beginning 10 th year	\$650
Beginning 15 th year	\$800
Beginning 20 th year	\$950

Section 3. That Section 262.02(c)(13)B of the Administrative Code is hereby amended as follows:

- C. Reimbursement. For approved courses, an employee shall be reimbursed one hundred percent (100%) of the tuition expense and expenses incurred for required textbooks, to a maximum of three thousand dollars (\$3,000) during each calendar year, provided that the employee satisfactorily completes the approved course by attaining a grade C or better, or an equivalent. No reimbursement is available for any other expense related to course attendance. Reimbursement shall be made to an employee upon submission of official transcripts, tuition statements and receipts for textbooks..

Section 4. That Section 262.02(c) of the Administrative Code is hereby amended by the addition of a new subsection (17) as follows:

- (17) Fitness Incentive for Police Chief and Police Captain. The Police Chief and Police Captain are entitled to the following fitness incentive provided they meet the 65th percentile physical fitness level of the Cooper Aerobics Standards: If the 65th percentile standard is attained at least once during each calendar year the Police Chief and Police Captain shall be awarded an incentive payment of \$200 payable during the first pay period of December of that year, or they may elect in lieu of such payment to take off one(1) day as the schedule permits and as approved by their respective supervisors. If the Police Chief or Police Captain successfully meet the 65th percentile standard a second time during the same calendar year they may elect to take off one additional day as the schedule permits and as approved by their respective supervisors.

Section 5. That Section 262.02(d)(1) and (2) of the Administrative Code are hereby amended as follows:

- (1) Elected Officials. All elected officials shall be furnished health care insurance, dental care insurance, life insurance, and vision care insurance at the same benefit levels and coverage and on the same terms that it is provided to Schedule I employees and such other insurance benefits, if any, as shall be mandated by state law; provided, however, that the City shall pay 80%, and the Auditor and members of Council shall pay 20%, of the premium cost of the PPO. Compensation of Council members shall be as provided by the Charter, and compensation of the Mayor and Auditor

shall be as provided by a separate Ordinance. Any co-payment shall be invoiced and paid quarterly.

- (2) City Attorney. The City Attorney shall be furnished insurance at the same benefit levels and coverage and on the same terms as elected officials under subsection (1) above. Compensation of the City Attorney shall be provided by a separate ordinance.

Section 6. That existing Sections 262.02(c)(5) A and B, (c)(7)A, (c)(13)B and (d)(1) and (2) of the Administrative Code are hereby repealed.

Section 7. That this Ordinance is an emergency measure necessary for the immediate preservation of the public peace, health and safety, said emergency being the need to provide uninterrupted and uniform benefits for employees of the City, and shall be in force immediately upon its passage and approval by the Mayor, to be effective as of January 1, 2001.

Passed: _____, 2000

President of Council

Attest: _____
Clerk of Council

Approved: _____, 2000

David H. Madison, Mayor

*12-26-00 First Reading
1-09-01 Second Reading*