

ORDINANCE NO. 21-02

By: John B. Rohyans

An Ordinance to amend, effective January 1, 2002, various provisions of Section 262.02 of the Administrative Code regarding terms and conditions of employment of elected and appointed officials and employees who are not members of a bargaining unit governed by a collective bargaining agreement and to declare an emergency.

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

Section 1. That Section 262.02(b)(1) is hereby amended as follows:

(1) "Exempt employee" means the Police Chief, Police Captain, <sup>(of)</sup> Service Director, Finance Director, Director of Recreation, Recreation Supervisors, Director, Development, Director of Technology, Director of Building Services and any other employee who is determined by virtue of his or her duties and responsibilities to be exempt from the provisions of the Federal Fair Labor Standards Act.

Section 2. That Section 262.02(c)(1) is hereby amended as follows:

(1) Bereavement leave. In the event of the death of an employee's mother, father, sister, brother, current spouse, child, current mother-in-law, current father-in-law, current sister-in-law, current brother-in-law, current step child, current daughter-in-law, current son-in-law, current stepmother, current stepfather, grandmother, grandfather, legal guardian or other person who stands in the place of a parent or for whom the employee stands in loco parentis, the employee shall be granted three working days off as sick leave with regular pay to attend the funeral or to attend to any other necessary business. If the funeral occurs outside of the State of Ohio, the employee may be granted sick leave usage for a maximum of five working days if he or she actually attends the funeral. Additional days of sick leave usage or leave without pay may be approved by the Mayor on a case-by-case basis.

Section 3. That Section 262.02(c)(7)A is hereby amended as follows:

(7) Longevity pay.

A. Each Schedule I employee, other than the Police Chief and Police Captain who shall be entitled to the longevity pay provided, from time to time, in the collective bargaining agreement governing uniformed members of the Bexley Police Department, 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 <sup>th</sup> year	\$550.00
Beginning 10 <sup>th</sup> year	\$700.00

Beginning 15<sup>th</sup> year                \$850.00  
Beginning 20<sup>th</sup> year               \$1,000.00

Section 4.        That Section 262.02(c) is hereby amended by the addition of division (10) as follows:

(10) Assistant Service Superintendent.    When the Assistant Service Superintendent is required to accept responsibilities and carry out duties of the Service Superintendent for a period of eight (8) consecutive work hours or more, her or she shall be paid at the rate of that position or classification while doing so.

Section 5.        That Section 262.02(c)(14)D is hereby amended as follows:

D.     Credit for prior service.        Newly hired employees will be granted service credit for vacation accrual pursuant to their prior public employment with another municipality within the State of Ohio. Newly hired employees are not eligible for vacation during their first year of City employment, provided that the Mayor may grant vacation during the first year of City employment for management positions on a case-by-case basis.

Section 6.        That Section 262.02(c)(16) is hereby amended as follows:

(16) Wellness payment.

A.     Police Chief and Police Captain. If the Police Chief and the Police Captain do not request and are not granted sick leave, except bereavement leave pursuant to subsection (c)(1) hereof, during each three calendar months of continuous service, he or she shall, in addition to the accumulation of the sick leave, have the option of receiving one (1) day's pay or one (1) day off with pay, up to a maximum of two (2) days per calendar year. ~~If the day off option is elected, the day off must be taken in the quarter immediately following the quarter in which it is earned, or it will be lost.~~ If the bonus option is elected, the bonus shall be paid as soon as practicable after it is earned and shall be in addition to all other pay and allowances. Vacation, personal days or injury leave may not be used in lieu of sick leave to qualify for the wellness payment.

B.     All Other Schedule I Employees. All other Schedule I employees who do not request and are not granted sick leave, except bereavement leave pursuant to subsection (c)(1) hereof, during each three calendar months of continuous service, he or she shall, in addition to the accumulation of the sick leave, have the option of receiving one (1) day's pay or one (1) day off with pay, up to a maximum of three (3) days per calendar year. If the day off option is elected, the day off must be taken in the quarter immediately following the quarter in which it is earned, or it will be lost. If the bonus option is elected, the bonus shall be paid as soon as practicable after it is earned and shall be in addition to all other pay and allowances. Vacation, personal days or injury leave may not be used in lieu of sick leave to qualify for the wellness payment.

Section 7.        That Section 262.02(d)(1) is hereby amended as follows:

(1) Elected officials. Compensation of Council members shall be as provided in Section 32 of the Charter. Compensation of the Mayor and Auditor shall be as provided in separate ordinances. Subject to Section 32 of the Charter in the case of Council members, 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 provided to Schedule I employees and such other insurance benefits, if any, as shall be mandated by state law; provided that the City shall pay eighty percent (80%) and the Auditor shall pay twenty percent (20%) of the premium cost of the PPO. Any co-payment shall be invoiced and paid quarterly.

Section 8. That the provisions of Section 262.02 amended by this Ordinance as presently in effect are hereby repealed and Section 262.02, as amended by this Ordinance, shall remain in full force and effect.

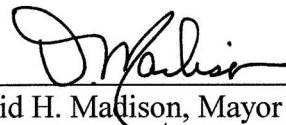
Section 9. That this Ordinance is an emergency measure necessary for the protection of the public health, welfare or safety, said emergency being the need to provide uninterrupted benefits to and services by City officials and employees covered by the Ordinance, and shall be effective as of January 1, 2002, upon passage by Council and signing by the Mayor.

Passed: 3-26, 2002

  
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President of Council

Attest:   
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Clerk of Council

Approved: 3/26, 2002

  
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David H. Madison, Mayor

2/26/02 First reading  
3/12/02 Second reading  
3/26/02 Third reading  
Passed.