**Ordinance 09-13**

By: Richard Sharp

An ordinance to adjust selected sections of Chapter 262 of the Codified Ordinances of the City of Bexley.

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

1.) The following paragraph will be added to Section 262.02 (c) 7:

C. Effective January 1, 2013 all Schedule I employees shall be entitled to longevity pay after continued employment for the indicated period of years. Such longevity pay shall be paid annually and be included in the next regular pay following the employee’s anniversary date as follows:

After 4 through 8 consecutive years $950.00

After 9 through 14 consecutive years $1100.00

After 15 through 19 consecutive years $1250.00

After 20 consecutive years $1500.00

2.) Section 262.02 (c) 12 B shall be revised as follows:

Effective January 1, 2012, for each completed calendar month in active pay status (including, but not limited to, vacation, sick and personal leave), an employee shall earn 10 hours of sick leave. The amount of sick leave time which may be accrued is **~~1920~~ 2,100** hours. Sick leave shall accrue and be recorded at the employee’s base rate of pay in effect during the pay period when the sick leave is earned. Each time an employee is approved to use or convert sick leave, the sick leave available which accrued at the lowest base rate of pay shall be credited first. Only full-time employees of the City shall be eligible for sick time.

3.) Section 262.02 (c) 14 A 3. shall be revised as follows:

All other Schedule I employees. Effective January 1, 2013, vacation with pay will be granted to all other Schedule I employees on the anniversary date of hire based upon years of continuous employment with the City, unless otherwise required by City ordinance or law, as follows:

**Current**

End of year 1 through 3rd year = 10 workdays

Beginning of year 4 through 7th year = 12 workdays

Beginning of year 8 through 15th year = 16 workdays

Beginning of year 16 through termination = 20 workdays

**Revised**

End of year 1 through 3rd year = 10 workdays

Beginning of year 4 through 7th year = 12 workdays

Beginning of year 8 through 11th year = 16 workdays

Beginning of year 12 through 14th year = 17 workdays

Beginning of year 15 through 17th year = 21 workdays

Beginning of year 18 through 21st year = 22 workdays

Beginning of year 22 through termination = 26 workdays

4.) Section 262.02 (c) 14 B shall be revised as follows:

Effective January 1, 2013, subject to the approval of the department head or, in the case of a department head, the Mayor or Auditor, as appropriate, accrued vacation may be scheduled to be taken in two-hour increments by Schedule I employees. Each employee shall be required to schedule a full vacation during every anniversary year. It shall be the city’s general policy that every employee shall use his or her vacation by the employee’s anniversary date of each calendar year**. ~~,and no payment shall be made in lieu of unused vacation. Payment for accrued vacation in lieu of use of vacation will only be authorized in unusual circumstances. Vacation leave may accrue to an employee in an amount equal to the accrual of one year’s vacation at an employee’s current accrual rate.~~** Notwithstanding the foregoing, a maximum **of ~~five~~ ten days** of vacation time may be carried over from year to year upon the written request of an employee to his or her department head, or in the case of a department head, the Mayor or Auditor, as appropriate.

5.) Section 262.02 (c) 15 shall be revised as follows:

Employees will be paid the salary, wages or other compensation provided for in the annual pay ordinance enacted by Council**.  ~~All salaried employees will be paid twenty-six times per year, beginning January 1 of each year.~~  ~~All hourly personnel will be paid fifty-two times per year beginning January 1 of each year.~~**

6.) The following paragraph will be added to Section 262.02 (c) 16:

C. Effective January 1, 2013, all Schedule I employees who work four (4) consecutive months (January-April, May-August, and September-December) without any use of sick leave shall be entitled to receive one (1) day off with pay. The day off with pay must be used in the four month period following the period during which it was earned or the day is lost. The City agrees to cooperate with employees in the scheduling of each day off but the decision on scheduling a particular day off shall be at the sole discretion of the City. Use of sick leave as bereavement leave shall not deprive an employee of the wellness payment.

7.) Section 262.02 (c) 18 shall be deleted. This section referred to a position we no longer use.

8.) Section 262.02 (c) 23 shall read:

**Service Department Supervisors**. Effective January 1, 2013, Service Department Supervisors shall be entitled to all benefits that have been negotiated by AFSCME.

9.) Section 262.02 (e) 5 shall be revised as follows:

Wages shall be as provided by the annual pay ordinance, except that part-time employees who perform duties similar to employees within a bargaining unit may be paid a salary consistent with the comparable bargaining unit employees.

10.) That this ordinance shall go into effect and be in force from and after the earliest period allowed by law.

Passed \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, 2013

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 Rick Weber, President of Council

Attest: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, 2013

 Gary Qualmann, Clerk of Council

 Approved: \_\_\_\_\_\_\_\_\_, 2013

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 Benjamin Kessler, Mayor