

Amended Ordinance No. 39 - 19

By: Steve Keyes

An ordinance to amend Chapter 262: Employees Generally, in order to provide for options to decline group health insurance coverage for certain classifications of employees, and in order to make certain changes to Schedule I employee wellness benefits.

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

Section 1.

That 262.02(c)(12)(B) be amended to read as follows:

(12)

B. Sick leave accrual.

1. 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 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.~~ (Ord. 9-13. Passed 4-9-13.)

Section 2.

That 262.02(c)(19) be amended to read as follows:

(19) Option to decline group health insurance coverage.

A. On the effective date of this subsection, employees who are able to obtain health insurance coverage through a spouse or other source may choose to decline or reduce coverage under the City's group health insurance plan. An eligible employee who declines coverage in its entirety shall be entitled to receive an annual payment from the City as follows: family coverage - \$3,000.00, employee/spouse coverage - \$2,500.00, employee/children coverage - \$2,500.00, and employee only coverage - \$2,000.00. Payments will be made quarterly as soon after the end of each calendar quarter as administratively practicable. **Non-schedule I employees that are otherwise eligible for City health insurance shall be eligible for employee-only decline payments under the terms and conditions outlined above.**

Section 3.

That 262.02(c)(16)(C) be amended to read as follows:


C. Effective January 1, **2020**, all Schedule I employees who work ~~four (4) consecutive months (January-April, May-August, and September-December)~~ **a full quarter of a year** without any use of sick leave shall be entitled to receive one (1) day off with pay **or eight hours of straight time to be paid, if practicable, on the next full pay period.** The day off with pay must be used in the ~~quarter 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.

Section 4.

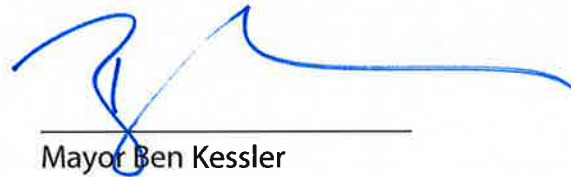
That this Ordinance is an emergency measure necessary for the immediate preservation of the public peace, health, safety or welfare, and shall take effect upon its passage and approval by the Mayor.

Passed: 12-10, 2019

Attest: 
William Harvey, Clerk of Council


Lori Ann, President of Council

Approved: 12-10, 2019


Mayor Ben Kessler

First Reading: 11-26-19

Second Reading: 12-3-19

Third Reading: 12-10-19

Passed 12-10-19