

**ORDINANCE 20-20**

By: Troy Markham

**An Ordinance to Amend Section 262.02(c) of the City of Bexley's Codified Ordinances**

**WHEREAS**, the City periodically reviews the benefits provided to its employees; and

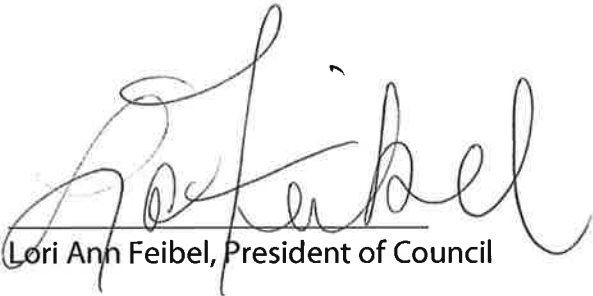
**WHEREAS**, the City wants to provide quality benefits to support employees and remain competitive in the market;


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

**Section 1.** That Section 262.02(c) be amended to include a section for "Paid Parental Leave."

- That all full-time employees eligible and approved by the City of Bexley for the Family Medical Leave Act (FMLA) based upon the birth or adoption of a child, if the employee is a biological parent, spouse or domestic partner, or legal guardian, and the child resides with the employee, will be eligible for partial payment of their current salary during their absence without the use of banked paid time off under "Paid Parental Leave."
- That eligible employees will be required to adhere to a two (2) week waiting period before "Paid Parental Leave" benefits begin. Employees may use their banked paid time off during this initial waiting period.
- That eligible employees will receive fifty percent (50%) of their current salary, for a period of no longer than ten (10) weeks following the two (2) week waiting period. Employees may use their banked paid time off for the remaining fifty percent (50%) of their current salary (for a total of 100% current salary).
- That eligible employees will receive "Paid Parental Leave" on a bi-weekly basis.
- That all ordinances or parts thereof, which are inconsistent herewith, are hereby repealed.

**Section 2.** That the provisions of this ordinance shall take effect at the earliest time permitted by law and declared an emergency.

  
Lori Ann Feibel, President of Council

Attest:   
WILLIAM HARVEY AUDITOR

William Harvey, Clerk of Council

passed: 5-12-20

may 12, 2020



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Ben Kessler, Mayor