

ORDINANCE NO. 26 - 21

By: Troy Markham

An ordinance to amend section 262.02(e) to allow for the payout of sick leave to full-time and part-time employees upon termination from service with the City.

WHEREAS, the City of Bexley currently permits full-time employees to cash out a portion of their accrued but unused sick leave upon termination of service with the City; and

WHEREAS, employees are permitted to carryover sick leave they earned while employed with certain other public employers; and

WHEREAS, the City desires to minimize its financial liability to pay out sick leave earned by employees while working for other public employers; and

WHEREAS, part-time employees of the City of Bexley currently accrue sick leave on the same basis as full-time employees but are not permitted to cash in sick leave upon termination of employment with the City; and

WHEREAS, the City of Bexley has valuable dedicated part-time employees who should receive the benefit of sick leave payout on the same basis as the full-time employees;

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

Section 1.

That section 262.02(c)(12)(E) pertaining to the payout of sick leave upon termination from employment with the City shall be amended as follows:

E. Termination of service. When a full-time employee terminates service, they also will receive one hour of pay for each eight hours of unused sick leave to their credit for total unused sick leave up to and including 320 hours and one hour of pay for each four hours of unused sick leave in excess of 320 hours up to and including 2,100 hours. The payment shall be calculated in accordance with subsection A. hereof and shall constitute payment in full of all sick leave credit accrued but unused by the employee. No payment will be made to any employee, for any unused sick leave, unless it is in excess of 232 hours. When termination of service results from the death of the employee, all unused sick leave to their credit shall be paid at the rate set forth above, in a lump sum to their surviving spouse or, if there is no spouse, to their estate. If the Police Chief or the Police Captain is killed in the line of duty, all unused sick leave to their credit shall be paid on the basis of one hour of pay for each hour of unused sick leave at the rate in effect at the time of their death in a lump sum to their surviving spouse or, if there is no spouse, to their estate.

Payout of sick leave upon termination under this section, other than due to retirement, shall only include sick leave earned while employed with the City of Bexley.

~~Part-time employees shall be entitled to a payout of a portion of accrued but unused sick leave in accordance with R.C. 5 124.39(B).~~

Section 2.

That section 262.02(e) be amended as follows:

(3) Part-time employees shall receive sick leave as set forth in Section 262.02(c)(12), **including the right to cash in accrued but unused sick leave.**

Section 3.

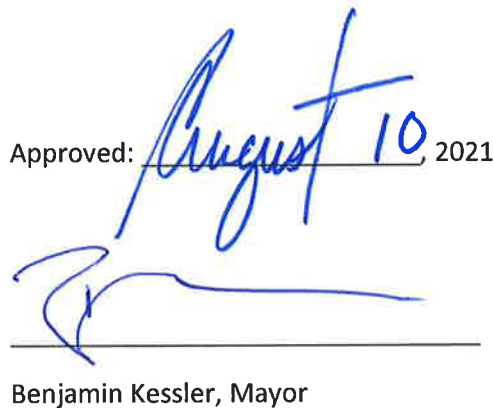
That this Ordinance shall impact all separations from January 1, 2021, and shall go into full force and effect at the earliest period allowed by law.

Passed August 10, 2021


Lori Ann Feibel, President of Council

Attest: August 10, 2021


William Harvey, Clerk of Council

Approved: August 10, 2021

Benjamin Kessler, Mayor

First Reading: June 8, 2021
Second Reading: June 22, 2021
Third Reading: August 10, 2021