

ORDINANCE NO. 11-96

AN ORDINANCE AMENDING ORDINANCE NO. 10-89 ESTABLISHING THE PAY AND BENEFITS FOR VARIOUS PART-TIME, INTERMITTENT/SEASONAL EMPLOYEES OF THE CITY OF DELAWARE.

WHEREAS, the City hires various part-time, intermittent/seasonal employees that can be divided into two classifications, to wit: permanent part-time and intermittent part-time, and

WHEREAS, Section 155.09, Appointment Status, of the Codified Ordinances of the City of Delaware defines part-time employment, and Ordinance No. 10-89 established pay and benefits for various part-time employees of the City, and

WHEREAS, it is necessary to clarify the wages and benefits for each classification of part-time employees.

NOW THEREFORE, BE IT ORDAINED by the Council of the City of Delaware, State of Ohio:

SECTION 1. Ordinance No. 10-89 is hereby amended to read as follows:

A. Effective December 21, 2011 permanent part-time employees shall receive the following wages and benefits:

1. Wages. Permanent part-time employees shall be paid on an hourly basis in accordance with the following table:

PAY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
PT 1	7.89	8.18	8.52	8.70	8.87
PT 2	11.90	12.36	12.87	13.39	13.90
PT 3	12.52	13.01	13.50	14.09	14.64

PAY GRADE

PT 1
PT 2
PT 3

POSITION

Facility Maintenance Technician I
Parking Control Officer
Facility Maintenance Technician II
Clerical Specialist, Records Clerk,
Laborer, Front Counter Clerk, Help
Desk Technician

2. Benefits. Benefits for permanent part-time are as follows:
 - (a) Employees will accrue Universal Leave on a prorated basis of 4.6 hours for every eighty hours worked in a pay period.
 - (b) Employees are eligible for holiday pay if they work a major holiday which includes the following: Christmas, Labor Day, Memorial Day, July 4, New Year's Day and Thanksgiving. Holiday Pay is defined as one and one half times the employee's regular hourly rate.
 - (c) Overtime shall be compensated at straight time rates for all hours in paid status, except that all hours in paid status in excess of 40 hours in any work week shall be compensated for a rate of time and one half.
 - (d) The employee shall be responsible for payment of the employee contribution for the State of Ohio Retirement System.
 - (e) Upon termination of employment with the City employees will not receive pay-out for any leave accumulated.
 - (f) If an employee becomes full time with the City, any accumulated Universal Leave will be added to the employee's sick leave balance.

B. Effective December 28, 2005 permanent part-time firefighters shall be paid on an hourly basis in accordance with the following table:

PAY GRADE	POSITION	WAGE
PTFF1	Firefighter/EMT	10.34/hour
PTFF2	Firefighter/Paramedic	12.63/hour

1. Benefits. Benefits for permanent part-time firefighters are as follows:
 - (a) The City will provide \$10,000 of life insurance
 - (b) Overtime shall be compensated at straight time rates for all hours in paid status, except that all hours in paid status in excess of 40 hours in any work week shall be compensated for a rate of time and one half.
 - (c) The employee will be responsible for payment of the employee contribution to social security.

C. Effective April 6, 2010, intermittent part-time/seasonal employees

shall receive the following wages and benefits:

1. Wages. Intermittent part-time/seasonal employees shall be paid on an hourly basis in accordance with the following table:

PAY GRADE	POSITION	WAGE
SL 1	Cashier I	7.30/hour
SL 2	Cashier II,	7.75/hour
SL 3	Cashier III	8.25/hour
SL 4	Laborer I, Intern I,	9.00/hour
SL 5	Laborer II	10.00/hour
SL 6	Intern II, Clubhouse Manager	11.00/hour
SL 7	Intern III	13.00/hour

For intermittent/seasonal positions not listed above, the wages shall be the entry-level pay rate reflected in the applicable pay plan for the equivalent permanent full-time position or a pay rate established by the City Manager.

2. Benefits. Intermittent part-time/seasonal employees are not eligible for benefits, except the following:
 - (a) The employee shall be responsible for payment of the employee contribution for the State of Ohio Retirement System.

SECTION 2. Existing Ordinance No. 10-89 is hereby repealed.

SECTION 3. This Council finds and determines that all formal actions of this Council and any of its committees concerning and relating to the passage of this Ordinance were taken in an open meeting of this Council, and that all deliberations of this Council and any of its committees that resulted in those formal actions were in meetings open to the public, all in compliance with the law including Section 121.22 of the Revised Code.

SECTION 4. EMERGENCY CLAUSE. That this ordinance is hereby declared to be an emergency measure, necessary to provide for the public

peace, property, health, safety, welfare, or to provide for the usual daily operation of a department or an office of the City, and for the further reason to provide for the timely changes in employee pay and benefits to be effective on December 21, 2011, and as such, will be in full force immediately upon its passage.

VOTE ON RULES SUSPENSION:

YEAS ___ NAYS ___
ABSTAIN ___

VOTE ON EMERGENCY CLAUSE:

YEAS ___ NAYS ___
ABSTAIN ___

PASSED: _____, 2011

YEAS ___ NAYS ___
ABSTAIN ___

ATTEST: _____
CITY CLERK

MAYOR