

ORDINANCE NO. 15-88

AN ORDINANCE AMENDING ORDINANCE NO. 15-88 ESTABLISHING THE PAY AND BENEFITS FOR VARIOUS PART-TIME AND INTERMITTENT, AND 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 seasonal, and

WHEREAS, Section 155.09, Appointment Status, of the Codified Ordinances of the City of Delaware defines part-time employment, and Ordinance No. 15-57 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 and intermittent/seasonal employees.

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

SECTION 1. Ordinance No. 15-88 is hereby amended to read as follows:

A. Effective December 30, 2015 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	8.71	9.03	9.40	9.60	9.79
PT 2	13.14	13.65	14.21	14.78	15.35
PT 3	13.81	14.36	14.90	15.54	16.16
PT 4	15.91	16.55	17.22	17.90	18.62
PT 5	18.43	19.00	19.59	20.21	20.80
PT 6	21.05	21.68	22.25	22.92	23.61

PAY GRADE

POSITION

PT 1

Facility Maintenance Technician I

PT 2

Support Services Aide, Parking Control Officer

PT 3

Facility Maintenance Technician II
Clerical Specialist, Records Clerk,
Laborer, Front Counter Clerk, Help Desk
Technician

PT 4

No present position

PT 5 Investigator/Diversion Manager, Code Enforcement Officer
 PT 6 Human Resource Coordinator

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.
 - (g) Employees shall receive a Parks and Recreation Credit to be applied to a Jack Florance Pool membership, City Golf Course membership or punch-card, or City rentals (shelters or Hillborn Room). The amount of the credit shall be \$60.00. Employees shall abide by the stipulations set forth by the managing organization both in definition and restrictions. This credit amount is fixed, regardless of changes in membership fees that may occur. Credits may not be used to purchase memberships or to secure rentals beyond the calendar year for which it is issued. Credits will not be re-issued if lost or stolen and must be surrendered at the time of registration/purchase. Credits are non-transferrable.

B. Effective January 1, 2014 permanent part-time firefighters shall be paid on an hourly basis in accordance with the following table:

PAY GRADE	POSITION	WAGE
PTFF1	Firefighter/EMT	12.00/hour
PTFF2	Firefighter/Paramedic	14.00/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 2 1/2 hours in any 28 day pay cycle shall be compensated for a rate of time and one half.
- (c) The employee will be responsible for payment of the employee contribution to their pension system.
- (d) 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.
- (e) Permanent part-time firefighters may not exceed 1500 hours worked in a calendar year.
- (g) Employees shall receive a Parks and Recreation Credit to be applied to a Jack Florance Pool membership, City Golf Course membership or punch-card, or City rentals (shelters or Hillborn Room). The amount of the credit shall be \$60.00. Employees shall abide by the stipulations set forth by the managing organization both in definition and restrictions. This credit amount is fixed, regardless of changes in membership fees that may occur. Credits may not be used to purchase memberships or to secure rentals beyond the calendar year for which it is issued. Credits will not be re-issued if lost or stolen and must be surrendered at the time of registration/purchase. Credits are non-transferrable.

C. Effective December 31, 2014, 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	8.10/hour
SL 2	Cashier II,	8.40/hour
SL 3	Cashier III	8.90/hour
SL 4	Laborer I, Intern I,	9.27/hour
SL 5	Laborer II	10.30/hour

SL 6	Intern II, Clubhouse Manager , Laborer III	11.33/hour
SL 7	Laborer IV	\$12.36/hour
SL8	Intern III	\$13.39/hour
SL9	Intern IV, Cemetery Office Manager	\$14.42/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 /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. 15-88 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.

VOTE ON RULE SUSPENSION:

YEAS ____ NAYS ____
 ABSTAIN ____

PASSED: _____, 2015

YEAS ____ NAYS ____
 ABSTAIN ____

ATTEST: _____
 CITY CLERK

 MAYOR