

ORDINANCE NO. 2022-081, AS AMENDED

AN ORDINANCE ESTABLISHING JOB CLASSIFICATIONS, PAY RANGES, SALARY SCHEDULES AND OTHER MATTERS THAT MAY AFFECT PAY, FOR ALL NON-ELECTED OFFICERS AND EMPLOYEES OF THE CITY OF FINDLAY, OHIO, AND REPEALING ORDINANCE NO. 2021-116, ORDINANCE NO. 2022-011 AND ALL OTHER ORDINANCES AND/OR PARTS OF ORDINANCES IN CONFLICT HEREWITH, AND DECLARING AN EMERGENCY.

BE IT ORDAINED by the Council of the City of Findlay, State of Ohio, two-thirds (2/3) of all members elected thereto concurring:

SECTION 1: REPEAL

That Ordinance No. 2021-116, Ordinance No. 2022-011, and all other Ordinances and/or parts of Ordinances in conflict herewith be repealed and Ordinance No. 2022-081, As Amended is hereby enacted establishing Job Classifications, Pay Ranges, Salary Schedules and other matters that may affect pay for all non-elected officers and employees of the City of Findlay, Ohio.

SECTION 2: UNCLASSIFIED SERVICE OF CIVIL SERVICE

The unclassified service of the civil service of the City shall include:

- A. All officers elected by the people.
- B. All directors or heads of departments.
- C. All officers and members of boards and commissions whose appointment is subject to concurrence by Council.
- D. One administrative assistant to each elective officer, one assistant to the Deputy Auditor and one assistant to the various directors or heads of departments, and one secretary and one assistant or clerk for each board or commission appointed by the Mayor.
- E. The City Clerk.
- F. The legal assistants to the Law Director.
- G. Four clerical/administrative support employees for the City Auditor, per ORC Section 124.11 (A)(8).
- H. Bailiffs, constables, clerks of court and deputy clerks of court, official stenographers, and other employees of courts.
- I. Physicians, nurses, engineers, veterinarians, and surveyors, or other comparable professions that require licensing under the laws of the State of Ohio.
- J. Those employees whose job duties require, as essential qualifications over and above technical competency requirements, a high degree of trust, confidence, reliance, integrity or fidelity and who perform non-ministerial, discretionary duties in the department heads place and stead.

SECTION 3: CLASSIFIED SERVICE OF CIVIL SERVICE

- A. The classified service shall comprise all positions not specifically included in Section 2, above.

SECTION 4: RESIDENCY PROVISION

A. Pursuant to Ohio Revised Code 9.481(B) (1), no political subdivision shall require any of its employees, as a condition of employment, to reside in any specific area of the State of Ohio. The only exceptions to this residency requirement are elected officials who are required to live in the City of Findlay, as well as those employees appointed under the provisions of the Ohio Revised Code, which require residency in the City.

SECTION 5: PROMOTIONAL POLICY

Effective March 1, 2016, an employee who is promoted to or hired into a job classification that is in the "Administrative," "Professional," "Executive," or "Computer" job classifications outlined in Section 6 of this ordinance, will be assigned a biweekly amount within the allowed range. Once the employee is assigned an amount within the range, future increases in the biweekly salary amount shall not exceed eight percent (8%) in any calendar year unless authorized by Council legislation.

SECTION 6: EXECUTIVE, ADMINISTRATIVE, PROFESSIONAL, AND COMPUTER JOB CLASSIFICATIONS AND BIWEEKLY SALARY RANGES

Effective January 8, 2023, the following job classifications of the various non-elected officers and employees of the City of Findlay, Ohio shall be declared as Executive, Administrative, Professional or Computer positions under provisions of the Fair Labor Standards Act and guidelines provided by the U.S. Department of Labor. These job classifications shall be exempted from the payment of overtime, and shall be paid a bi-weekly salary as provided by law. These job classifications and biweekly pay amounts are to be used by full-time employees only, as defined in Section 13.

<u>JOB CLASSIFICATION</u>	<u>BIWEEKLY PAY</u> <u>AS OF 01/08/2023</u>		<u>BIWEEKLY PAY</u> <u>AS OF 01/07/2024</u>	
	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
Airport Director/Supervisor.....	\$ 2,332.00	\$ 3,710.40	\$ 2,333.60	\$ 3,712.80
Assistant City Engineer.....	\$ 2,639.20	\$ 3,947.20	\$ 2,641.60	\$ 3,950.40
Assistant Fire Chief.....	\$ 2,573.60	\$ 4,099.20	\$ 2,576.00	\$ 4,103.20
Assistant City Income Tax Administrator	\$ 2,056.80	\$ 3,537.60	\$ 2,058.40	\$ 3,540.80
City Clerk/Chief Assistant/Mayor's Office.....	\$ 2,139.20	\$ 3,663.20	\$ 2,140.80	\$ 3,666.40
City Engineer.....	\$ 2,957.60	\$ 4,384.80	\$ 2,960.00	\$ 4,388.80
Clerk of Municipal Court.....	\$ 2,139.20	\$ 4,099.20	\$ 2,140.80	\$ 4,103.20
Software Developer.....	\$ 2,056.80	\$ 3,537.60	\$ 2,058.40	\$ 3,540.80
Information Systems Manager.....	\$ 2,702.40	\$ 4,384.80	\$ 2,704.80	\$ 4,388.80
Deputy City Auditor.....	\$ 2,592.00	\$ 4,860.00	\$ 2,594.40	\$ 4,864.00
Director of Public Safety.....	\$ 2,957.60	\$ 4,860.00	\$ 2,960.00	\$ 4,864.00
Director of Public Service.....	\$ 2,592.00	\$ 4,860.00	\$ 2,594.40	\$ 4,864.00
Engineer (EI).....	\$ 2,056.80	\$ 3,572.80	\$ 2,058.40	\$ 3,576.00
Engineer Project Manager.....	\$ 2,056.80	\$ 3,537.60	\$ 2,058.40	\$ 3,540.80
Fire Chief.....	\$ 2,957.60	\$ 4,511.20	\$ 2,960.00	\$ 4,514.40
Flood Plain/Zoning Administrator.....	\$ 2,332.00	\$ 3,710.40	\$ 2,333.60	\$ 3,712.80
Human Resources Director.....	\$ 2,592.00	\$ 4,860.00	\$ 2,592.00	\$ 4,864.00
Income Tax Administrator.....	\$ 2,573.60	\$ 4,099.20	\$ 2,576.00	\$ 4,103.20
Police Captain.....	\$ 2,573.60	\$ 4,099.20	\$ 2,576.00	\$ 4,103.20
Police Chief.....	\$ 2,957.60	\$ 4,511.20	\$ 2,960.00	\$ 4,514.40
Professional Civil Engineer.....	\$ 2,412.00	\$ 3,562.40	\$ 2,414.40	\$ 3,565.60
Professional Surveyor.....	\$ 2,092.80	\$ 3,288.00	\$ 2,094.40	\$ 3,291.20
Project Coordinator.....	\$ 2,056.80	\$ 3,432.00	\$ 2,058.40	\$ 3,435.20
Project Manager.....	\$ 2,056.80	\$ 3,527.60	\$ 2,058.40	\$ 3,540.80
Public Works Superintendent.....	\$ 2,573.60	\$ 4,099.20	\$ 2,575.20	\$ 4,103.20
Public Works Supervisor.....	\$ 2,056.80	\$ 3,537.60	\$ 2,058.40	\$ 3,712.80
Recreation Manager.....	\$ 2,332.00	\$ 3,710.40	\$ 2,333.60	\$ 3,540.80
Service-Safety Director.....	\$ 3,344.80	\$ 7,289.60	\$ 3,348.00	\$ 7,296.00
Sewer Maintenance Supervisor.....	\$ 2,056.80	\$ 3,537.60	\$ 2,058.40	\$ 3,540.80

<u>JOB CLASSIFICATION</u>	<u>BIWEEKLY PAY</u>		<u>BIWEEKLY PAY</u>	
	<u>AS OF 01/08/2023</u>		<u>AS OF 01/07/2024</u>	
	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
Traffic Signal Supervisor.....	\$ 2,056.80	\$ 3,537.60	\$ 2,058.40	\$ 3,540.80
Utilities Billing Supervisor.....	\$ 2,056.80	\$ 3,537.60	\$ 2,058.40	\$ 3,540.80
Wastewater Treatment Supervisor.....	\$ 2,056.80	\$ 3,537.60	\$ 2,058.40	\$ 3,540.80
Water Distribution Supervisor.....	\$ 2,056.80	\$ 3,537.60	\$ 2,058.40	\$ 3,540.80
Water Pollution Control Supt.....	\$ 2,573.60	\$ 4,099.20	\$ 2,576.00	\$ 4,103.20
Water Treatment Plant Supt.....	\$ 2,573.60	\$ 4,099.20	\$ 2,576.00	\$ 4,103.20
Water Treatment Supervisor.....	\$ 2,056.80	\$ 3,537.60	\$ 2,058.40	\$ 3,540.80

SECTION 7: EXCEPTED PAY RANGES

That from and after January 8, 2023 the following job classifications and salaries are hereby established exempt and as an exception to all other pay ranges outlined in this ordinance.

<u>JOB CLASSIFICATION</u>	<u>BIWEEKLY PAY</u>	<u>BIWEEKLY PAY</u>
	<u>AS OF 01/08/2023</u>	<u>AS OF 01/07/2024</u>
Assistant Director of Law I.....	\$ 2,385.30	\$ 2,387.32
Assistant Director of Law II.....	\$ 2,197.92	\$ 2,199.79
Assistant Director of Law III.....	\$ 2,018.83	\$ 2,020.55
Assistant Director of Law IV.....	\$ 1,832.91	\$ 1,834.46
Member – Civil Service Commission.....	\$ 222.38	\$ 222.57

SECTION 8: OVERTIME ELIGIBLE EMPLOYEE CLASSIFICATIONS PAID WITHIN A RANGE OF HOURLY RATES

Effective January 8, 2023 the following job classifications of the various non-elected officers and employees of the City of Findlay, Ohio, shall be declared as non-exempt and overtime eligible positions pursuant to Section 16 herein. These job classifications are to be used for part-time and full-time employees as defined in Section 13 or as noted below.

<u>JOB CLASSIFICATION</u>	<u>HOURLY RATE</u>		<u>HOURLY RATE</u>	
	<u>AS OF 01/08/2023</u>		<u>AS OF 01/07/2024</u>	
	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
Computer Support Technician.....	\$ 12.39	\$ 22.45	\$ 12.40	\$ 22.47
Network Administrator.....	\$ 23.24	\$ 40.62	\$ 23.26	\$ 40.65
Senior Network Administrator.....	\$ 24.36	\$ 44.57	\$ 24.38	\$ 44.61
Code Enforcement Officer I.....	\$ 21.66	\$ 29.02	\$ 21.68	\$ 29.04
Code Enforcement Officer II.....	\$ 27.71	\$ 35.93	\$ 27.73	\$ 35.96
Fire Inspector/Part Time.....	\$ 27.71	\$ 34.15	\$ 27.73	\$ 34.18
Mechanic – Fire Department.....	\$ 18.02	\$ 32.80	\$ 18.04	\$ 32.83
Airport Operations Coordinator.....	\$ 22.16	\$ 31.03	\$ 22.18	\$ 31.06
Assistant to Director of Law/Council Clerk.....	\$ 21.40	\$ 31.94	\$ 21.42	\$ 31.97
Auditor Staff Accountant.....	\$ 23.97	\$ 43.86	\$ 23.99	\$ 43.90

SECTION 9: HOURLY JOB CLASSIFICATIONS AND PAY RANGES

Effective January 8, 2023 the following non-exempt and overtime eligible hourly job classifications and pay ranges of the various non-elected officers and employees of the City of Findlay, Ohio, shall be as follows:

Employees hired on or before August 21, 2003 shall be placed in a pay range which begins with a zero (0). Those hired after August 21, 2003 shall be placed in a pay range that begins with a nine (9). Seasonal employees will be placed in a pay range that begins with an eight (8).

JOB CLASSIFICATIONS

PAY RANGE

These job classifications and pay ranges are to be used for full-time, part-time and temporary employees as defined in Section 13. The employees in these classifications shall be paid on an hourly basis as provided by law and shall be non-exempt and eligible for overtime pursuant to Section 16 herein.

Administrative Assistant I	0120	9120
Administrative Assistant II	0130	9130
Administrative Assistant III	0140	9140
Administrative Assistant IV	0150	9150
Administrative Assistant V	0160	9160
Administrative Assistant VI	0170	9170
Administrative Assistant VII	N/A	9180
Administrative Assistant VIII	N/A	9190
Administrative Assistant IX	N/A	9200
Airport Line Service Technician	0130	9130
Airport Lead Line Service Technician	0140	9140
Airport Senior Lead Line Service Technician	0160	9160
Assistant Recreation Supervisor	0160	9160
Assistant Utilities Billing Supervisor	0160	9160
Building & Grounds Maintenance Tech	0160	9160
Building Maintenance Tech	0150	9150
Clerk I	0080	9080
Clerk II	0110	9110
Clerk III	0120	9120
Clerk IV	0140	9140
Chief Construction Inspector	0190	9190
Construction Inspector I	0160	9160
Construction Inspector II	0170	9170
Construction Inspector III	0180	9180
Graduate Engineer	0170	9170
Engineering Technician	0180	9180
Fleet Maintenance Manager	0120	9120
CAD I	0110	9110
CAD II	0130	9130
Engineering Tech I	0150	9150
Engineering Tech II	0170	9170
Firefighter (Part-Time Only)	N/A	9080,9090,9100,9110
Public Works Groundskeeper	0030-0140,	9030-9140
Lab Technician I – Class II License	0182	N/A
Lab Technician I – Class III License	0183	N/A
Lab Technician I – Class IV License	0184	N/A
Lab Technician I	N/A	9200
Lab Technician II – Class II License	0192	N/A
Lab Technician II – Class III License	0193	N/A
Lab Technician II – Class IV License	0194	N/A
Lab Technician II	N/A	9210
MS4 Coordinator	0170	9170
Operations/Scheduler	0160	9160
Public Maintenance Mechanic I	0160	9160
Public Maintenance Mechanic II	0170	9170
Public Maintenance Mechanic III	0180	9180
Public Works Maintenance Worker I	0110	9110
Public Works Maintenance Worker II	0120	9120
Public Works Maintenance Worker III	0130	9130
Public Works Maintenance Worker IV	0140	9140
Public Works Maintenance Worker V	0150	9150
Public Works Maintenance Worker VI	0160	9160
Public Works Cemetery Foreman	0170	9170

Public Works Foreman I	0170	9170
Public Works Foreman II	0180	9180
Public Works Foreman III	0190	9190
Public Works Foreman IV	0200	9200
Public Works Foreman V	0210	9210
Parking Enforcement Officer	0110	9110
Secretary I	0120	9120
Secretary II	0140	9140
Secretary III	0150	9150
Sewer Maintenance Worker I	N/A	9120
Sewer Maintenance Worker II	N/A	9130
Sewer Maintenance Worker III – No License	0160	N/A
Sewer Maintenance Worker III – Class I License	0161	N/A
Sewer Maintenance Worker III – Class II License	0162	N/A
Sewer Maintenance Worker III	N/A	9140
Sewer Maintenance Worker IV	0150	9150
Sewer Maintenance Worker V	0160	9160
Sewer Maintenance Worker VI	0170	9170
Sewer Maintenance Foreman I	0180	9180
Sewer Maintenance Foreman II	0190	9190
Sewer Maintenance Foreman III	N/A	9200
Sewer Maintenance Foreman IV	N/A	9210
Tax Administrator Agent I	0120	9120
Tax Administrator Agent II	0130	9130
Traffic Signal Electrician I	0160	9160
Traffic Signal Electrician II	0180	9180
Traffic Signal Electrician III	0190	9190
Traffic Signal Electrician Assistant I	0120	9120
Traffic Signal Electrician Assistant II	0140	9140
Truck Driver I	0110	9110
Truck Driver II	0120	9120
Utilities Billing Clerk I	0110	9110
Utilities Billing Clerk II	0120	9120
Utilities Billing Clerk III	0130	9130
Utilities Billing Clerk IV	0140	9140
Utility Grounds Maintenance Worker I	0110	9110
Utility Grounds Maintenance Worker II	0120	9120
Utility Grounds Maintenance Worker III	0130	9130
Utility Grounds Maintenance Worker IV	0140	9140
Utility Grounds Maintenance Worker V	0150	9150
Utility Grounds Maintenance Worker VI	0160	9160
Utility Maintenance Mechanic I	0140	9140
Utility Maintenance Mechanic II	0150	9150
Utility Maintenance Mechanic III	0160	9160
Utility Maintenance Mechanic IV	0170	9170
Utility Maintenance Mechanic V	0180	9180
Utility Maintenance Mechanic VI	0190	9190
Water Meter Maintenance Worker	0130	9130
Water Meter Technician I	0120	9120
Water Meter Technician II	0140	9140
Water Meter Technician III	0150	9150
Waterline Maintenance Technician Assistant	N/A	9150
Waterline Maintenance Technician	N/A	9160
Waterline Maintenance Worker I	N/A	9120
Waterline Maintenance Worker II	N/A	9130
Waterline Maintenance Worker III – No License	0160	N/A
Waterline Maintenance Worker III – Class I License	0161	N/A
Waterline Maintenance Worker III – Class II License	0162	N/A
Waterline Maintenance Worker III	N/A	9140

Waterline Maintenance Worker IV	0150	9150
Waterline Maintenance Worker V	0160	9160
Waterline Maintenance Worker VI	0170	9170
Waterline Maintenance Foreman I	0180	9180
Waterline Maintenance Foreman II	0190	9190
Waterline Maintenance Foreman III	N/A	9200
Waterline Maintenance Foreman IV	N/A	9210
Water Treatment Plant Operator Assistant	N/A	9140
Water Treatment Plant Operator – No License/OIT	0160	9160
Water Treatment Plant Operator - Class I License	0161	9170
Water Treatment Plant Operator – Class II License	0162	9180
Water Treatment Plant Operator – Class III License	0163	9190
W/W Treatment Plant Operator Assistant - No License	0140	N/A
W/W Treatment Plant Operator Assistant – Class I License	0141	N/A
W/W Treatment Plant Operator Assistant – Class II License	0142	N/A
W/W Treatment Plant Operator Assistant - Class III License	0143	N/A
W/W Treatment Plant Operator Assistant	N/A	9140
W/W Treatment Plant Operator – No License/OIT	0160	9160
W/W Treatment Plant Operator - Class I License	0161	9170
W/W Treatment Plant Operator – Class II License	0162	9180
W/W Treatment Plant Operator – Class III License	0163	9190

SEASONAL JOB CLASSIFICATIONS

Effective January 8, 2023, the following job classifications and pay ranges are to be used for seasonal employees as defined in Section 13. Overtime eligibility shall be determined pursuant to Section 16 of this ordinance and under the applicable provisions of the Fair Labor Standards Act.

JOB CLASSIFICATIONS

PAY RANGES

Seasonal Support Staff.....8010 – 8160

	<u>HOURLY RATE</u>		<u>HOURLY RATE</u>	
	<u>AS OF 01/08/2023</u>		<u>AS OF 01/07/2024</u>	
	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
Learn to Skate Instructor	\$ 11.09	\$ 33.25	\$ 11.10	\$ 33.27

SECTION 10: LICENSE STIPENDS/SHIFT DIFFERENTIAL/EMERGENCY CONTACT PAY

- A. Effective January 12, 2020 employees who are in the following classifications shall be paid an annual license stipend upon providing proof of the license level obtained: Sewer Maintenance Supervisor, Water Treatment Superintendent, Water Pollution Control Superintendent, Water Distribution Supervisor, Water Treatment Supervisor, Wastewater Treatment Supervisor, Waterline Maintenance Foreman I and II and Sewer Maintenance Foreman I and II. The following license stipend amounts will be paid on the first payday in July of each year to active employees:

Class I License	\$ 250.00
Class II License	\$ 500.00
Class III License	\$ 750.00
Class IV License	\$ 1,000.00

- B. Effective January 9, 2022, employees hired after August 21, 2003 and who are in the following classifications will be paid an annual license stipend upon providing proof of the license level obtained: Sewer Maintenance Foreman I, II, III and IV, Waterline Maintenance Foreman I, II, III and IV, Waterline Maintenance Technician Assistant, Waterline Maintenance Technician and Laboratory Technician I and II. The license stipend will be paid on the first payday in July of each year to active employees:

Class I License	\$ 250.00
Class II License	\$ 500.00
Class III License	\$ 750.00
Class IV License	\$ 1,000.00

- C. Effective January 8, 2023 employees of the Water Distribution Department who are required to carry a cell phone designated for emergency contact and who must be available to co-ordinate response to an emergency situation, will receive twenty dollars (\$20.00) per day for each day that they serve in the capacity as the department's emergency contact.
- D. Effective January 8, 2023, employees with the titles of Water Treatment Plant Operator, Water Treatment Plant Operator Assistant, Lab Technician I and II, Wastewater Treatment Plant Operator and Wastewater Treatment Plant Operator Assistant shall be paid an hourly shift differential during the afternoon and overnight shifts.

Eligible employees shall receive one dollar forty cents (\$1.40) per hour for each complete hour worked between 4 p.m. and midnight, and they shall receive (\$1.00) per hour for each complete hour worked between midnight and 8 a.m. Shift differential shall not be paid for any partial hour worked.

When an eligible employee works between the hours of 4 p.m. and 8 a.m. on the holidays outlined in Section 23, Paragraph D, or when an operator is working overtime during the hours of 4 p.m. through 8 a.m., appropriate shift differential will be paid at the same factoring rate as the base wage.

SECTION 11: PAY RANGES

- A. As of January 8, 2023, the following pay ranges are hereby established for the non-elected officials and employees of the City of Findlay, Ohio, and all of said non-elected officials and employees shall be non-exempt and paid hourly on a bi-weekly basis, as provided by law, except as noted in Sections 6, 7 and 8.

	Completed	0	1 – 2	3 - 4	5 – 6	7	8
	Years of Service						
Step	A	B	C	D	E	F	
0030	12.24	13.50	14.12	14.82	15.43	16.24	
0050	14.76	16.18	16.86	17.68	18.47	19.25	
0060	15.39	16.86	17.68	18.47	19.25	20.18	
0070	16.07	17.68	18.47	19.25	20.18	21.04	
0080	16.84	18.47	19.25	20.18	21.04	21.95	
0090	17.59	19.25	20.18	21.04	21.95	23.07	
0100	18.34	20.18	21.04	21.95	23.07	24.03	
0110	19.22	21.04	21.95	23.07	24.03	25.15	
0120	19.99	21.95	23.07	24.03	25.15	26.29	
0125	20.44	22.51	23.48	24.62	25.73	26.89	
0130	20.89	23.07	24.03	25.15	26.29	27.55	
0140	21.93	24.03	25.15	26.29	27.55	28.81	
0141	22.85	25.15	26.29	27.55	28.81	28.81	
0142	23.93	26.29	27.55	28.81	28.81	28.81	
0143	25.06	27.55	28.81	28.81	28.81	28.81	
0150	22.85	25.15	26.29	27.55	28.81	30.19	
0151	23.93	26.29	27.55	28.81	30.19	30.19	
0160	23.93	26.29	27.55	28.81	30.19	31.65	

0161	25.06	27.55	28.81	30.19	31.65	32.26
0162	26.24	28.81	30.19	31.65	32.26	32.85
0163	27.44	30.19	31.65	32.26	32.85	33.54
0170	25.06	27.55	28.81	30.19	31.65	33.18
0171	26.24	28.81	30.19	31.65	33.18	33.18
0172	27.44	30.19	31.65	33.18	33.18	33.18
0173	28.76	31.65	33.18	33.18	33.18	33.81
0174	30.15	33.18	33.18	33.18	33.18	33.81
0180	26.24	28.81	30.19	31.65	33.18	34.65
0181	27.44	30.19	31.65	33.18	34.65	34.65
0182	28.76	31.65	33.18	34.65	34.65	34.65
0183	30.15	33.18	34.65	34.65	34.65	34.65
0190	27.44	30.19	31.65	33.18	34.65	36.32
0191	28.76	31.65	33.18	34.65	36.32	36.32
0192	30.15	33.18	34.65	36.32	36.32	36.32
0193	31.58	34.65	36.32	36.32	36.32	36.32
0194	34.65	36.32	36.32	36.32	36.32	36.32
0200	28.75	31.65	33.18	34.65	36.32	38.05
9030	12.24	12.87	13.23	13.63	13.91	14.21
9050	14.76	15.45	15.91	16.40	16.77	17.11
9060	15.39	16.15	16.65	17.14	17.45	17.64
9070	16.07	16.84	17.34	17.86	18.24	18.60
9080	16.84	17.34	17.86	18.24	18.60	19.54
9090	17.60	18.44	19.00	19.58	19.95	20.38
9100	18.34	19.24	19.81	20.43	20.84	21.26
9110	19.22	20.19	20.80	21.41	21.85	22.27
9120	19.99	20.98	21.63	22.26	22.72	23.19
9140	21.93	23.02	23.71	24.40	24.92	25.43
9150	22.85	24.03	24.75	25.48	25.99	26.51
9160	23.93	25.11	25.89	26.66	27.21	27.76
9170	25.06	26.33	27.11	27.92	28.50	29.07
9180	26.24	27.54	28.39	29.22	29.82	30.40
9190	27.44	28.79	29.69	30.56	31.16	31.80
9200	28.73	30.17	31.08	32.00	32.97	33.95
9210	30.06	31.58	32.51	33.50	34.50	35.53

B. As of January 7, 2024, the following pay ranges are hereby established for the non-elected officials and employees of the City of Findlay, Ohio, and all of said non-elected officials and employees shall be non-exempt and paid hourly on a bi-weekly basis, as provided by law, except as noted in Sections 6, 7 and 8.

	Completed Years of Service	0	1 – 2	3 - 4	5 – 6	7	8
	Step	A	B	C	D	E	F
0030		12.25	13.52	14.13	14.83	15.45	16.25
0050		14.77	16.19	16.88	17.70	18.48	19.27

0060	15.40	16.88	17.70	18.48	19.27	20.20
0070	16.08	17.70	18.48	19.27	20.20	21.06
0080	16.86	18.48	19.27	20.20	21.06	21.97
0090	17.61	19.27	20.20	21.06	21.97	23.09
0100	18.35	20.20	21.06	21.97	23.09	24.05
0110	19.23	21.06	21.97	23.09	24.05	25.18
0120	20.01	21.97	23.09	24.05	25.18	26.31
0125	20.45	22.53	23.50	24.64	25.75	26.92
0130	20.91	23.09	24.05	25.18	26.31	27.57
0140	21.95	24.05	25.18	26.31	27.57	28.84
0141	22.87	25.18	26.31	27.57	28.84	28.84
0142	23.96	26.31	27.57	28.84	28.84	28.84
0143	25.08	27.57	28.84	28.84	28.84	28.84
0150	22.87	25.18	26.31	27.57	28.84	30.21
0151	23.96	26.31	27.57	28.84	30.21	30.21
0160	23.96	26.31	27.57	28.84	30.21	31.68
0161	25.08	27.57	28.84	30.21	31.68	32.28
0162	26.26	28.84	30.21	31.68	32.28	32.88
0163	27.47	30.21	31.68	32.28	32.88	33.57
0170	25.08	27.57	28.84	30.21	31.68	33.21
0171	26.26	28.84	30.21	31.68	33.21	33.21
0172	27.47	30.21	31.68	33.21	33.21	33.21
0173	28.78	31.68	33.21	33.21	33.21	33.84
0174	30.17	33.21	33.21	33.21	33.21	33.84
0180	26.26	28.84	30.21	31.68	33.21	34.68
0181	27.47	30.21	31.68	33.21	34.68	34.68
0182	28.78	31.68	33.21	34.68	34.68	34.68
0183	30.17	33.21	34.68	34.68	34.68	34.68
0190	27.47	30.21	31.68	33.21	34.68	36.35
0191	28.78	31.68	33.21	34.68	36.35	36.35
0192	30.17	33.21	34.68	36.35	36.35	36.35
0193	31.60	34.68	36.35	36.35	36.35	36.35
0194	34.68	36.35	36.35	36.35	36.35	36.35
0200	28.77	31.68	33.21	34.68	36.35	38.09
9030	12.25	12.88	13.24	13.64	13.92	14.23
9050	14.77	15.47	15.92	16.41	16.78	17.12
9060	15.40	16.17	16.67	17.15	17.48	17.82
9070	16.08	16.86	17.36	17.88	18.26	18.62
9080	16.86	17.73	18.24	18.80	19.17	19.55
9090	17.61	18.46	19.01	19.59	19.98	20.40
9100	18.35	19.26	19.83	20.44	20.86	21.28
9110	19.23	20.21	20.81	21.43	21.87	22.29
9120	20.01	21.00	21.65	22.28	22.74	23.21
9130	20.91	21.96	22.62	23.31	23.79	24.23
9140	21.95	23.04	23.73	24.42	24.94	25.45

9150	22.87	24.05	24.77	25.50	26.01	26.53
9160	23.96	25.13	25.91	26.68	27.23	27.78
9170	25.08	26.35	27.14	27.94	28.53	29.09
9180	26.26	27.56	28.41	29.25	29.84	30.43
9190	27.47	28.81	29.72	30.59	31.19	31.83
9200	28.75	30.19	31.11	32.03	32.99	33.98
9210	30.09	31.60	32.54	33.52	34.53	35.56

ALL SEASONAL EMPLOYMENT POSITIONS PAY AT STEP A

Rates outlined below for seasonal employees shall be changed at the beginning of the first full pay period which includes federal and/or state effective dates for the minimum wage rate.

8010	Minimum Wage
8020	5% over Minimum Wage
8030	5% over Pay Range Directly Above
8040	5% over Pay Range Directly Above
8050	5% over Pay Range Directly Above
8060	5% over Pay Range Directly Above
8070	5% over Pay Range Directly Above
8080	5% over Pay Range Directly Above
8090	5% over Pay Range Directly Above
8100	5% over Pay Range Directly Above
8110	5% over Pay Range Directly Above
8120	5% over Pay Range Directly Above
8130	5% over Pay Range Directly Above
8140	5% over Pay Range Directly Above
8150	5% over Pay Range Directly Above
8160	5% over Pay Range Directly Above

SECTION 12: STEPS

- A. The pay ranges established in Section 11 above establish six (6) steps, and each step within each pay range states the hourly rate. Advancement from Step A shall be based upon the individual employee's completed years of service with the City of Findlay, Ohio on the following schedule:

<u>Completed Years of Service</u>	<u>Step</u>
0	A (0)
1, 2	B (1, 2)
3, 4	C (3, 4)
5, 6	D (5, 6)
7	E (7)
8 or more	F (8 +)

- B. Service time credit with the City shall be carried with the employee when transferring between departments, or when changing job classifications, except that no service time credit shall apply to the Police or Fire Departments in the positions of sworn police officer or sworn firefighter for new employees at these departments after February 26, 1984.

Service time credit shall only apply to regular, full-time employees, and shall not apply to temporary, seasonal, or part-time help. Service time credit is used in the calculations of pay rate and longevity eligibility. Service time credit does not apply to vacation accrual.

- 1. New employees may receive service credit for previous employment when such previous employment is determined to be qualified and competent in a similar job position. Such service credit shall be awarded on the following basis:

<u>Years of Experience</u>	<u>Service Credit</u>
5 or More	2 years
2, 3, 4	1 year
1 or less	0

SECTION 13: DEFINITIONS

Effective January 8, 2023 for the purpose of interpreting this ordinance;

- A. Full time employees shall be those employees having completed their regular work schedule of thirty (30) hours or more per week on a twelve (12) months per calendar year basis. Full time employees are eligible for step pay increases.
- B. Part-time employees shall be those employees having completed their **regular work schedule** of less than thirty (30) hours per week on a twelve (12) months per calendar year basis. Part-time employees **shall** receive paid holidays per Section 23. Part-time employees are **NOT** eligible for vacation accruals. Part-time employees are eligible for step pay increases.
- C. Seasonal employees shall be those employees who work **intermittently** an **average** of less than thirty (30) hours per week in a calendar year. Seasonal employees are **NOT** eligible for paid holidays nor vacation accruals. Seasonal employees are **NOT** eligible for wage step increases. Seasonal employees shall be paid under a pay range that begins with an eight (8).
- D. Temporary employees shall be those employees who work less than twelve (12) months in a calendar year. Temporary employees shall work less than 1,500 hours in one twelve (12) month period. Temporary employees are **NOT** eligible for paid holidays nor vacation accrual. Temporary employees shall **NOT** be eligible for wage step increases. Temporary employees shall be paid under a pay range that begins with an eight (8) or a nine (9).

SECTION 14: COMPENSATION FOR ACTING POSITIONS

- A. When it is required to appoint an employee to an acting position on a temporary basis to fulfill a position temporarily unoccupied, then and in such event, the acting employee shall be paid the salary as designated for the position under the City salary ordinance, providing, however, the temporary salary increase shall commence only after thirty business days of continuous service in the acting position.
- B. When the vacancy appears to be permanent, as in death, retirement, or termination, the temporary salary shall commence upon the appointment of the employee to the acting position.

SECTION 15: LONGEVITY EFFECTIVE AS OF THE FIRST PAY DATE OF JANUARY 2023

- A. All full-time employees who have completed nine (9) or more years of continuous full-time service shall accrue a longevity fund of seventy dollars (\$70) per bi-weekly pay period in addition to their regular rate of pay.
- B. All full-time employees who have completed fifteen (15) or more years of continuous full-time service shall accrue a longevity fund of ninety dollars (\$90) per bi-weekly pay period in addition to their regular rate of pay. The longevity accrual in this section shall replace the longevity accrual provided for in Paragraph A of this Section.

- C. All full-time employees who have completed twenty (20) or more years of continuous full-time service shall accrue a longevity fund of one hundred dollars (\$100) per bi-weekly pay period in addition to their regular rate of pay. The longevity accrual in this section shall replace the longevity accrual provided for in Paragraph B of this Section.
- D. All full-time employees who have completed twenty-five (25) or more years of continuous full-time service shall accrue a longevity fund of one hundred and twenty dollars (\$120) per bi-weekly pay period in addition to their regular rate of pay. The longevity accrual in this section shall replace the longevity accrual provided for in Paragraph C of this Section.
- E. Accrued longevity funds shall be paid separately from the biweekly pay and will be issued annually on the same date as the last payday in the calendar year.
- F. Longevity accruals under this section shall be included in any calculation of overtime pay rates.
- G. Longevity accruals shall be included in wage rates on a one-time basis, at the time of retirement, or death, to calculate unused holiday, vacation and/or sick leave payments.
- H. The classifications of Assistant Director of Law I through Assistant Director of Law IV, inclusive, shall accrue longevity as set forth in this section.

SECTION 16: OVERTIME PAY EFFECTIVE JANUARY 3, 2016

- A. Each eligible non-exempt City employee who works more than forty (40) hours per calendar week shall be compensated at the rate of time and one half (1-1/2) his regular hourly rate for any hours worked in excess of forty (40) hours per calendar week.
- B. The calculation of overtime pay shall be calculated including holidays and vacation leave as part of the straight time determination. Callback hours as provided in Section 17 shall not be considered as part of the straight time determination.
 - 1. An employee who is eligible for overtime may elect to take accrued compensatory time ("CompTime") off instead of overtime pay for any overtime worked, upon approval of management. The compensatory time shall be granted by the employee's supervisor on a time and one half (1-1/2) basis (i.e. for one hour of overtime, one and one half hours of comp time will be granted.) Employees may accumulate up to and maintain 140 hours of unused comp time and may, with approval of the hiring authority, accumulate and maintain a balance in excess of 140 hours of unused comp time.
 - 2. When an employee who has been eligible for overtime receives a promotion and accepts a position that is exempt from the payment of overtime, the employee will be paid for all unused accumulated compensatory time hours at the time of the promotion. The payment will be made using the base rate of pay in effect prior to the employee's promotion.

SECTION 17: CALL BACK PAY EFFECTIVE JANUARY 3, 2016

- A. An employee who is called back to work from off duty, shall be paid at least three (3) hours' pay at one and one half (1 ½) times the employee's regular rate of pay. An employee must have completed (forty) 40 hours of straight time determination as defined in Section 16 to be eligible for call back pay.
- B. No hours worked or paid under this section shall be counted in the straight time determination pursuant to Section 16 as paid hours worked as part of the employee's regular work week.
- C. There shall be no duplication of overtime pay during the same three (3) hour call-in period.

SECTION 18: DISCRETIONARY LEAVE EFFECTIVE JANUARY 8, 2023

Discretionary leave is paid time off that may be awarded to an overtime exempt employee to recognize extra time spent to accomplish goals and/or objectives of the City. Discretionary time will be awarded at one hour for every hour earned and approved by the hiring authority.

- A. Discretionary leave time will be automatically credited to the leave balance up to (eighty) 80 hours per year. The nature and duration of the hours for which discretionary time may be awarded must be included in bi-weekly timekeeping records. Exempt persons must outline their actual hours worked each pay period. The hiring authority can reject or modify the discretionary leave balance. Any modifications must be given to the Auditor's Office.
- B. Eligible employees may accrue a maximum of 80 hours per accrual year, which are the pay periods that are included in the paydays in each year. Any discretionary leave balance will be forfeited after the last payday of each year.
- C. A maximum of up to 8 hours of discretionary leave can be used in each work week (Sunday through Saturday).
- D. Discretionary leave has no cash value and shall not be paid at the time of retirement, resignation or termination from City employment.

SECTION 19: SICK LEAVE PAYMENT; UNUSED SICK LEAVE PAYMENT

In addition to the sick leave provided for in O.R.C. Sec. 124.38, the following policy on sick leave payment is established for all employees of the City. As used in this section, "retirement" means disability or service retirement under any state or municipal retirement system in this state.

- A. Any employee incurring a non-duty related sickness or disability shall receive sick leave with full pay, subject to accumulated sick leave.
- B. An employee incurring a duty related sickness or injury shall receive sick leave with full pay for the maximum period as prescribed for total temporary disability in the Ohio Revised Code unless extended by City Council upon recommendation of the employee's hiring authority. Sick leave used under these conditions, and subject to worker's compensation payments, shall be reinstated to accumulated sick leave, provided that the employee completes the proper application for worker's compensation benefits and refunds to the City all funds received as a result of the application. There shall be no reinstatement for sick leave not subject to workers compensation reimbursement.
- C. Accumulated sick leave shall be computed on a basis of one hour of accumulated sick leave for each one hour missed from the regular scheduled shift as a result of sickness or disability.
- D. Any City employee hired on or before August 21, 2003 and paid directly by warrant by the City Auditor may elect at the time of retirement from active service with the City, or death, and with ten (10) or more years of service with the State or any of its political subdivisions, to be paid in cash one fourth (1/4) the value of the first 960 hours of accrued but unused sick leave credit and, if applicable, to be paid in cash one-half (1/2) the value of all accrued but unused sick leave credit in excess of 960 hours. Payment shall be contingent upon 30 days written notice prior to retirement. In the event an employee has more than one thousand nine hundred twenty (1,920) hours of unused sick leave, all such sick leave shall be paid at the rate of one-half (1/2) of said leave. The accumulated but unused sick leave payment provided for herein shall be based on the employee's rate of pay at the time of retirement and shall eliminate all sick leave credit accrued but unused by the employee at the time payment is made

Any City employee hired after August 21, 2003 and paid directly by warrant by the City Auditor may elect at the time of retirement from active service with the City, or death, and with ten (10) or more years of service with the State or any of its political subdivisions, to be paid in cash one fourth (1/4) the value of 960 hours of accrued but unused sick leave credit. Payment shall be contingent upon 30 days written notice prior to retirement. The accumulated but unused sick leave payment provided for herein shall be based on the employee's rate of pay at the time of retirement and shall eliminate all sick leave credit accrued but unused by the employee at the time payment is made.

SECTION 20: DONATED LEAVE POLICY

- A. This policy sets forth the process to allow employees to voluntarily provide donated leave to co-workers, or receive donated leave, if there is a critical need due to a serious health condition or injury of an employee. This policy would apply to full-time and part-time permanent employees only.

To Request Donated Leave

In order to determine if an employee is eligible to receive donated leave as a result of their serious illness or injury, the employee must provide sufficient documentation to establish the existence of a serious health condition.

An employee requesting donated leave will complete the "Application to Request Donated Leave" form, or equivalent documentation to establish the serious illness or injury. It is the responsibility of the employee to provide documentation for certification. Leave donation requests will not be processed until all necessary documentation is provided.

An employee may receive donated leave up to the number of hours the employee is scheduled to work each pay period only, if the employee who is to receive donated leave:

1. has a serious health condition,
2. has utilized all accrued vacation/holovac and sick hours, and
3. has applied for any paid leave, workers compensation or other benefits program for which the employee is eligible. Donated leave may be used to satisfy the waiting period for these benefits.

B Certification of Eligibility

Upon receiving the "Application to Request Donated Leave", the Human Resources Director shall review all documents submitted including necessary medical documentation, but excluding any Protected Health Information (PHI), to ensure any such application meets both the standard for sick leave usage and the criteria for donated leave. So long as all the requirements of this section have been met, the Human Resources Director shall approve any such application for donated leave.

For this section, a "serious health condition" is defined as:

1. an illness, injury, impairment or physical or mental condition that involves inpatient care in a hospital, hospice, or residential medical care facility, or
2. a period of incapacity of more than seven (7) days that also involves:
 - a. treatment by a health care provider in connection with such inpatient care, or
 - b. the constant supervision of the health care provider, or
 - c. a condition which is permanent or long-term for which treatment may not be effective.

C. Donation Process

An employee of the City of Findlay may voluntarily donate accrued, unused sick and/or vacation/holovac hours to another employee of the City who has no accrued leave and, who has a critical need for it due to a serious health condition. Employees wishing to donate leave to a fellow employee must complete the "Leave Donation Donor Form" and certify the following information:

1. the name of the employee for whom the leave is intended,
2. that the employee voluntarily elects to donate leave and does so with the understanding the donated leave will not be returned,
3. willingness to donate a minimum of 8 hours, and
4. that they will retain a combined leave balance of sick and vacation/holovac hours of 480 or more.

D Establishing Need and Utilization of Donated Leave

Upon establishing the need and utilization of donated leave, the Auditor's Office will perform the following functions:

1. notify the donating employee of the specific pay period it will be used in and the amount of leave to be used, and
2. inform the requesting employee of the amount of leave that will be used from donations.

E. Administering the Donation Program

The leave donation program shall be administered on pay period by pay period basis under the following guidelines:

1. Employees using donated leave shall be considered in active pay status and shall accrue leave and any other benefits to which they would otherwise be entitled.
2. Leave accrued by an employee while using donated leave shall be used, if necessary, in the following pay period before additional donated leave may be received.
3. Donated leave shall not count toward the probationary period.
4. Donated leave shall never be converted to a cash benefit.
5. Donated leave or the leave accrued by the use of the donation is not eligible for reimbursement when used to satisfy the waiting period for workers compensation benefits.
6. If the leave meets the FMLA criteria, the leave time will also be charged against the employee's yearly entitlement as outlined by FMLA and the employee handbook.

F. The City of Findlay shall respect an employee's right of privacy. However, the City may, with permission of the employee who is in need of leave, inform employees of their co-worker's critical need for leave. In addition, supervisors and all other employees are **prohibited from directly soliciting** leave donations from co-workers to ensure that no employees are coerced to donate leave.

SECTION 21: MEDICAL INSURANCE

A. The City agrees to share in the cost of providing health and prescription drug insurance for full-time employees. Employees hired before November 1, 2013 may choose between a Core Plan and a High Deductible Health Plan (HDHP). Employees hired after November 1, 2013 may only enroll in the High Deductible Health Plan (HDHP).

B. Except as otherwise provided herein, the cost of health and prescription drug insurance coverage shall be shared between the employer and full-time employees, whether the employee selects family, employee plus or single coverage. The employer's share of the monthly premium, regardless of the plan option(s) selected by the employee, shall be shared on the following basis:

Employer's Share 90% of monthly premium
Employee's Share 10% of monthly premium

C. The City shall make a contribution to the health savings account of an employee who elects coverage under the HDHP. The contribution amount will be approved by Council annually. These amounts shall be distributed across 24 pay periods. The employee must be in active paid status to receive these contributions.

In order to continue to qualify for the ten percent (10%) premium contribution limit for medical and prescription drug coverage, employees must participate in the employer's wellness program which includes a wellness screening and attending one open enrollment meeting. If the employee does not participate, the employer's share of the premium contribution for medical and prescription drug coverage shall be eighty percent (80%) and the employee's share of the premium for medical and prescription drug coverage will increase to twenty percent (20%).

Employees hired after May 1, 2016 shall be given an opportunity to participate in the wellness program upon hire as part of the onboarding and pre-employment process. Employees hired after May 1, 2016 that choose not to participate in the wellness program upon hire shall have a premium contribution of twenty percent (20%) and the City's share of the premium shall be eighty percent (80%). All employees on the City's health plan shall have an opportunity to participate in the wellness program.

- D. The City is able to assess a premium surcharge for employees who enroll in the City's health insurance who declare tobacco use by themselves or a covered spouse. The surcharge is to be paid by the employee, however the City will not be required to pay a portion of this surcharge in addition to the employee's share.
- E. The City shall make available to employees an optional dental and/or vision coverage, if selected by the employee. The monthly premium cost shall be shared:

Employer's Share	90% of monthly premium
Employee's Share	10% of monthly premium
- F. The employee's share shall be deducted from the payroll of each participating employee.
- G. An employee must be on the payroll of the City for a period of 30 days, before becoming eligible for the hospitalization and health insurance contributions provisions contained herein.
- H. A Health Insurance Committee will be formed and be comprised of thirteen (13) members consisting of two (2) representatives each from the Police Union and Fire Union, and eight (8) representatives from the non-union departments and one (1) representative of the employer. The Mayor, Auditor and/or other administrator of the employer health care plan will serve as ex officio members of the committee but shall not enjoy or exercise voting rights. In addition, the employer retains the right to invite advisory personnel to participate in all meetings for informational purposes only.
- I. The function of the committee will be to conduct regular meetings aimed at discussing the function, cost and financial condition of the health care plan. Whenever changes to the health care plan are due to an increase in health insurance cost of more than twelve percent (12%), the employer has the right to make plan design changes to lower the overall cost of the plan to twelve percent (12%). The employer will be required to share any proposed changes with the insurance committee and seek input from the committee prior to implementing any changes. Whenever changes to the health care plan are otherwise warranted or necessitated, the committee shall vote on which changes and/or provisions shall be implemented.
- J. A majority vote of the insurance committee shall bind all employees. In the event that the committee cannot reach a majority vote, after further discussion and consideration of said plan changes, only the proposed changes receiving a plurality of votes shall be considered and the plan receiving a majority of those votes shall bind all employees. In no event shall a plan change adopted by the committee impose a different effect or outcome on any single employee or group of employees.
- K. For the Mayor, Auditor, Director of Law, and the Judges of the Municipal Court, the City shall provide for a hospitalization and health insurance policy for those elected officials upon notification by such elected official that he/she desires such coverage. The policy shall be under the same group plan provided for non-elected City employees and the amount to be paid by the City shall be equal to that paid by the City for non-elected employees.
- L. The City Council may choose to appropriate additional funds for payments of health insurance costs upon the recommendation of the Auditor, if it is deemed necessary to meet the financial obligations related to health insurance costs. The funding would be in addition to the distribution of monthly premiums as outlined in Paragraphs B and C of this section.

SECTION 22: LIFE INSURANCE

- A. All full-time employees shall be covered under a group life insurance policy and shall receive double indemnity coverage under said policy.
- B. The Mayor, Auditor, Treasurer, Director of Law, Council Members, President of Council and the Judges of the Municipal Court, shall be furnished by the City a term life insurance policy in an amount and terms equal to the amount of term life insurance provided to non-elected employees.
- C. Such policy to insure the life of such full-time and elected officials with the aforementioned reserves the right to designate his beneficiary of the insurance on his life.

- D. The Mayor, subject to City Council approval, shall determine the amount of life insurance coverage provided to all full-time employees.

SECTION 23: REGULAR VACATION/HOLIVAC AND ACCRUAL SERVICE YEARS EFFECTIVE JANUARY 8, 2023

- A. Holivac is the combination of holidays and vacation hours into a single accrual. The holivac system recognizes twelve (12) holidays per year and the amount of vacation that the individual employee is entitled to receive.
- B. One year of service shall be computed on 26 biweekly pay periods. These weeks do not need to be consecutive. If there is a break in the employee's full-time service with the City, upon re-hire to a full-time position, the employee will be given credit for previous time for which vacation/holivac accrual was eligible. Positions listed in the Excepted Pay Ranges of this Ordinance are not eligible for vacation/holivac accrual credit upon re-hire.
- C. Each full-time employee, after completing service of six (6) months with the City shall have earned and receive forty (40) hours of vacation. After completing one (1) year of service, full-time employees will be given 40 hours of vacation, and will be due annually thereafter they shall accrue a maximum of eighty (80) hours of vacation leave with full pay. Vacation leave shall accrue to the employee at the rate of 0.0385 hours for each paid base hour for those entitled to a maximum of 80 hours per year. Employees subject to holivac shall accrue 0.0846 hours on each paid base hour.
- D. A full-time employee after completing five (5) or more years of service with the City shall have earned and receive forty (40) additional hours of vacation, and annually thereafter will be due a maximum of 120 hours of vacation leave with full pay. Vacation leave shall accrue to the employee at the rate of 0.0577 hours on each base hour paid for those entitled to a maximum of 120 hours per year. Employees subject to holivac shall accrue 0.1038 hours on each paid base hour.
- E. A full-time employee after completing ten (10) or more years of service with the City shall have earned and receive forty(40) additional hours of vacation, and annually thereafter will be due a maximum of 160 hours of vacation leave with full pay. Vacation leave shall accrue to the employee at the rate of 0.0769 hours on each paid base hour for those entitled to a maximum of 160 hours per year. Employees subject to holivac shall accrue 0.1231 hours on each paid base hour.
- F. A full-time employee after completing fifteen (15) or more years of service with the City shall have earned and receive forty additional hours of vacation, and annually thereafter be due a maximum of 200 hours of vacation leave with full pay. Vacation leave shall accrue to the employee at the rate of 0.0962 hours on each paid base hour for those entitled to a maximum of 200 hours per year. Employees subject to holivac shall accrue 0.1423 hours on each paid base hour.
- G. A full-time employee after completing twenty (20) or more years of service with the City shall have earned and receive forty (40) additional hours of vacation, and annually thereafter will be due a maximum of 240 hours of vacation leave with full pay. Vacation leave shall accrue to the employee at the rate of 0.1154 hours on each paid base hour for those entitled to a maximum of 240 hours per year. Employees subject to holivac shall accrue 0.1615 hours on each paid base hour.
- H. To facilitate the changes in vacation accruals outlined in this section, persons who have completed service years which move them into a higher annual accrual, shall be credited forty (40) additional hours of vacation on the second payday in January 2023. Eligibility for the higher accruals will be calculated on the completed service credit with the pay period ending January 7, 2023.
- I. Vacation/holivac leave is earned while on other paid leave provided by the City but vacation/holivac is not accrued when working overtime hours. Vacation/holivac leave is earned only while on active pay status with the City.
- J. During the first six months of service, no vacation shall be granted to an employee. During the six months of service, employees subject to holivac shall accrue their holidays at a rate of 0.0462 hours on each paid base

- hour. After six months of service, an employee may take vacation or holivac up to the number of hours accumulated at the time, subject to other limitations as specified by ordinance.
- K. To use vacation/holivac hours, employees must have approval of their supervisor. Supervisors must consider the request of employees for usage of these hours and approve those requests after considering the staffing needs of the department(s) affected.
 - L. Employees who have unused vacation or holivac leave to their credit may accumulate up to two (2) years credit with the approval of the department head. Employees shall forfeit their right to take or be paid for any vacation or holivac leave to their credit which is in excess of the accrual for two (2) years. Excess leave shall be eliminated from the employee's leave balance in the pay period in which the vacation anniversary date occurs. The hiring authority may approve exceptions to this provision. The two (2) year accrual limit shall be based on the accumulation of an employee who would be paid 40 base hours per week.
 - M. A person employed with the City on or after May 21, 2017, other than as an elected officer, who was previously employed by the State or any political subdivision of the State earning vacation credits is entitled to have his or her prior service with any of these employers counted as service with the City of Findlay for the purpose of computing the amount of the employee's vacation/holivac leave, and their anniversary date. Upon approval of the appropriate hiring authority, a candidate seeking a position with the City may be permitted to transfer their accrued but unused vacation leave from a State employer or any political subdivision of the State. The hours to be transferred cannot exceed two years of accrual.

SECTION 24: HOLIDAYS

- A. As of November 2, 2021 a full or part-time employee, excluding temporary or seasonal employees, whose salary or wage is paid by the City shall not be required to work on days declared in this section to be holidays, unless in the opinion of the employee's responsible administrative superior failure to work on such holidays would impair the public service. Such holidays shall be:
 - 1. The first day of January, known as New Year's Day;
 - 2. The third Monday of January, known as Martin Luther King, Jr. Day;
 - 3. The third Monday in February, known as Washington-Lincoln Day or President's Day;
 - 4. The last Monday in May, known as Decoration or Memorial Day;
 - 5. June 19, known as Juneteenth National Independence Day
 - 6. The Fourth Day of July, known as Independence Day;
 - 7. The first Monday of September; known as Labor Day;
 - 8. November 11, known as Veteran's Day;
 - 9. The fourth Thursday in November, known as Thanksgiving Day;
 - 10. The day after Thanksgiving;
 - 11. December 24, known as Christmas-Eve Day;
 - 12. December 25, known as Christmas Day; and
- B. In the event that any of the aforesaid holidays shall fall on Saturday, the Friday immediately preceding shall be observed as the holiday. In the event that any of the aforesaid holidays shall fall on Sunday, the Monday immediately succeeding shall be observed as the holiday.
- C. Any employee, not subject to holivac whose normal scheduled day off falls on one of the aforementioned holidays shall be granted a day off with pay to replace the holiday missed as a result of his normal work schedule during the pay period in which the legal holiday so missed falls.
- D. As of January 1, 2023, a non-union employee that is subject to holivac accruals and who is **required** to work on New Year's Day, July 4th, Thanksgiving, Christmas Day, or Christmas Eve, as part of the employee's regular forty (40) hour schedule, shall be paid at double their regular rate of pay for hours worked on these holidays. A non-union employee that is subject to holivac accruals and is **required** to work on President's Day, Memorial Day, Labor Day, Martin Luther King Jr Day, Veteran's Day, Day After Thanksgiving and Juneteenth as part of the employee's regular forty (40) hour schedule, shall be paid at one and one half (1 ½) times their regular rate of pay. These payments will be made for the actual date of the holiday.

- E. A full-time or part-time employee who works less than forty (40) hours per week shall receive paid Holiday leave on a pro-rata basis at the same rate as the employee's average number of hours worked per day in the balance of the pay period which contains the holiday. Furlough days will be used in the calculation of the pro-ration.

SECTION 25: MILEAGE REIMBURSEMENT

- A. No elected official or employee of the various departments of the City of Findlay, Ohio, using his personal private motor vehicle while on City business or in the performance of his duties as an official or employee of the City, shall, be paid mileage for such use, by the City, on a daily, weekly, monthly, or other period of time-only basis. All claims for reimbursement for mileage shall be upon the basis of actual miles traveled.
- B. The Auditor of the City is hereby directed and authorized to make payment for reimbursement to City officials and employees for miles traveled using personal or private motor vehicles on City business at the rate set by the Internal Revenue Service at the time of business travel. No claims for reimbursement for mileage shall be allowed unless accompanied by a detailed report showing actual miles traveled on City business.

SECTION 26: DEATH IN FAMILY

- A. In the event of the death in the immediate family of an employee, the employee shall be granted up to 3 work days off (24 hours of duty time off in the case of a Fire Department employee), without loss of pay, vacation, or accumulated sick leave, in order to attend the funeral or matters of the deceased. Should notification of death be received during working hours, the employee shall also receive, with the consent of the department head the balance of the shift off, without the loss of pay, vacation, holivac or accumulated sick leave, in addition to the aforementioned time off provisions.
- B. As of January 9, 2022, the immediate family shall be defined as the spouse, person residing with the employee as a spouse (must be approved by the hiring authority), child, mother, father, sister, brother, grandparent, grandchild, mother-in-law, father-in-law, sister-in-law, brother-in-law, daughter-in-law, son-in-law, current stepchild and current stepparent. Immediate family will also apply to a person(s) with whom the employee has legal court ordered guardianship over.
- C. In the event of a death of a member of the employee's "extended family", the employee shall be granted up to three (3) days off without loss of pay for the purpose of attending the funeral, which shall be deducted from the employee's sick leave bank. For purposes of this section, "extended family" shall be defined to include employee's aunt, uncle, cousin, and grandparent-in-law.
- D. Additional time off, for a death in the immediate family shall be given with consent of the head of the department and shall be deducted from vacation, holivac or accumulated sick leave.
- E. Time off, for a death other than the immediate family shall be given with the consent of the head of the department and shall be deducted from vacation, holivac or accumulated sick leave.

SECTION 27: TAX DEFERRAL PLAN FOR EMPLOYEE PENSION CONTRIBUTIONS

- A. The Mayor, Auditor, Service-Safety Director or the Directors of Public Safety and Service of the City are hereby authorized to execute all necessary documents with the Internal Revenue Service, the Ohio Public Employees Retirement System and the Ohio Police and Fire Pension Fund to qualify all public employee retirement payments made by the City for its employees as tax-deferred compensation under the Internal Revenue Service regulations.
- B. All employees of the City who are subject to either the Ohio Public Employees Retirement System or the Ohio Police and Fire Pension Fund shall not and do not have the option of choosing to receive the contributed amounts directly instead of having them paid by the City to the Ohio Public Employees Retirement System or the Ohio Police and Fire Pension Fund.

- C. Employee contributions to the Ohio Public Employees Retirement System or the Ohio Police and Fire Pension Fund will be paid by the City in lieu of the contributions being paid directly by the employee.

SECTION 28: UNION CONTRACTS

Provisions in this ordinance which are also covered in collective bargaining agreements shall be superseded by the terms of those agreements.

SECTION 29: EXCLUSION OF EMPLOYEES OF FINDLAY MUNICIPAL COURT

- A. All employees of the Findlay Municipal Court other than the Clerk while still considered employees of the City shall be subject to classification as determined by the Judges of said Court and shall be subject to the orders of the Judges of said Court.

SECTION 30: MILITARY LEAVE

- A. (1) Permanent City employees who are members of the Ohio Organized Militia, or members of other reserve components of the armed forces of the United States, including the Ohio National Guard, are entitled to a leave of absence from their respective positions without loss of pay for the time they are performing service in the uniformed services, for periods of up to one month, for each calendar year in which they are performing service in the uniformed services.
- (2) As used in this section:
- (a) "Calendar year" means the year beginning on the first day of January and ending on the last day of December.
- (b) "Month" means twenty-two (22) eight (8) hour work days or one hundred seventy-six (176) hours, or for a public safety employee, seventeen (17) twenty-four hour days or four hundred eight (408) hours, within one calendar year.
- (c) "Permanent City employee" means any person holding a position in the employ of the City that requires working a regular schedule of twenty-six (26) consecutive biweekly pay periods or any other regular schedule of comparable consecutive pay periods which is not limited to a specific season or duration. "Permanent City employee" does not include student help; intermittent, seasonal, or external interim employees; or individuals covered by personal service contracts.
- (d) "Service in the uniformed services" means the performance of duty, on a voluntary or involuntary basis, in a uniformed service, under competent authority, and includes active duty, active duty for training, initial active duty for training, inactive duty for training, full-time national guard duty, and performance of duty or training by a member of the Ohio Organized Militia pursuant to Chapter 5923 of the Ohio Revised Code. "Service in the uniformed services" also includes the period of time for which a person is absent from a position of public or private employment for the purpose of an examination to determine the fitness of the person to perform any duty described in this division.
- (e) "Uniformed services" means the armed forces, the Ohio Organized Militia when engaged in active duty for training, inactive duty training, or full-time National Guard duty, the Commissioned Corps of the Public Health Service and any other category of persons designated by the President of the United States in time or war or emergency.
- (f) "Public safety employee" means a permanent City employee who is employed as a Firefighter or Emergency Medical Technician.
- B. Any permanent City employee, who is entitled to the leave provided under division (A) of this section, and who is called or ordered to the uniformed services for longer than a month, for each calendar year in which the employee performed service in the uniformed services because of an executive order issued by the President

of the United States, because of an act of Congress, or because of an order to perform duty issued by the Governor pursuant to section 5919.29 of the Ohio Revised Code is entitled, during the period designated in the order or act, to a leave of absence and to be paid during each monthly pay period of that leave of absence, the lesser of the following:

- (1) The difference between the permanent City employee's gross monthly wage or salary as a permanent City employee and the sum of the permanent City employee's gross uniformed pay received in the month; or
 - (2) Five hundred dollars (\$500.00)
- C. No permanent City employee shall receive payments under division (B) of this section if the sum of the permanent City employee's gross uniformed pay received in a pay period exceeds the employee's gross wage or salary as a permanent City employee for that period or if the permanent City employee is receiving pay under division (A) of this section.
- D. Each permanent City employee who is entitled to leave provided under division (A) of this section shall submit to the permanent City employee's appointed authority the published order authorizing the call or order to the uniformed services or a written statement from the appropriate military commander authorizing that service, prior to being credited with that leave.
- E. Any permanent City employee whose employment is governed by a collective bargaining agreement with provision for the performance of service in the uniformed services shall abide by the terms of that collective bargaining agreement with respect to the performance of that service, except that no collective bargaining agreement may afford fewer rights and benefits than are conferred under this section.

SECTION 31: DIRECT DEPOSIT

- A. The City Auditor shall make all wage and benefit payments by direct deposit except when circumstances necessitate that any such direct deposit is not appropriate or prudent.

SECTION 32: BOND

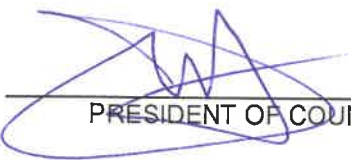
- A. All officers and employees of the City, except the City Auditor, City Treasurer, Income Tax Administrator, Assistant Income Tax Administrator, Utilities Billing Supervisor, and Recreation Manager, shall be included in a public employees and public officers blanket bond or bonds indemnifying the City against loss due to the non-faithful performance of dishonest act or acts of such officer or employee. The specific employees outlined above shall be covered under public officials' surety bonds.
- B. All officers and employees shall be bonded under a blanket bond in the amount of not less than one-hundred thousand dollars (\$100,000).
- C. The blanket bond or bonds shall be purchased from a surety company licensed to issue such bonds in the State of Ohio and shall be in the penalty as set forth, and shall cover all elected officers, appointed officers, and all employees, whether full-time, part-time, casual, temporary or otherwise.

SECTION 33: DISCHARGE OF AN EMPLOYEE; PAYMENT


- A. An employee leaving the service of the City for any reason shall be paid in full for all accumulated vacation hours, holivac hours, compensatory time and accrued longevity at the time of the termination.

SECTION 34: EFFECTIVE DATE

- A. This ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health and safety of the inhabitants of the City of Findlay, Ohio, and for the further reasons that is immediately necessary for preparation and implementation of various changes in specific provisions which will go into effect as of January 1, 2023 or as noted in each Section.



PRESIDENT OF COUNCIL



MAYOR

PASSED September 20, 2022

ATTEST Dennis DeVore
CLERK OF COUNCIL

APPROVED September 20, 2022

Outline of changes to the 2023/2024 salary ordinance

Section 2, D – Language changed to clarify appointments allowed.

Section 5 – Language clarified

Section 6 – Wording was changed in the description to include the word “exempt” when discussing overtime eligibility
Title of Recreation Administrative Supervisor was changed to Recreation Manager
Title of Recreation Marketing & Facilities Superintendent was removed
Title of Assistant Income Tax Administrator was added
Title of Project Manager was added

All pay rates were increased by 6 percent for 2023 (these are the basic rate increases used for all classifications)
Pay rates were increased by 3% over 2022 then another 3% was added for 2024.(these are the basic rate increases used for all classifications)

Pay rates for Airport Director, Recreation Manager and Flood Plain/Zoning Administrator were increased higher than the 6%. Their responsibilities were re-evaluated and it was determined they should be placed in a pay level in between Supervisors and Superintendents

Section 7 - These titles were clarified as exempt and the basic increase applied

Section 8 - These positions were clarified as non-exempt and the basic pay increase was applied
Performance/Data Management Technician classification was eliminated

Section 9 - These classifications were denoted as non-exempt
Account Clerk I – IV were removed, these titles are no longer in use
Airport Worker I – III were changed to three levels of Line Service Technicians with the same pay ranges
Building and Ice Maintenance Tech was eliminated
City Forester was eliminated
Custodial/Maintenance Worker was eliminated
Customer Service/Field Representative was eliminated
Lab Technician I & II – No License and Class I License were eliminated and the pay ranges were adjusted
Security Officer was eliminated
Sign Maintenance Supervisor was eliminated
Surveyor Technician I, II, I SIT and II Intern were eliminated
Waterline Maintenance Technician Assistant with license was eliminated
Zoning/Building Inspector was eliminated
Pay ranges for Learn to Skate Instructors were combined
Temporary Support Staff was changed to Seasonal Support Staff

Section 10 - C- The rate was changed to \$20.00 per day
D- Afternoon shift differential was changed to \$1.40 per hour, midnight shift differential was change to \$1.00 per hour

Section 11 - These ranges were noted as non-exempt
The base pay rates were applied for 2023 and 2024
Pay ranges 0005 – 0022, 9005 – 9022 and 0031 – 0040 and 9031 – 9040 were eliminated

Section 13 - Definitions were clarified

Section 15 - Longevity was changed to begin at the completion of 9 years
Longevity amounts were increased

Section 18 - Discretionary Leave was added

Section 23 - All levels of vacation/ holivac accrual were changed

Section 24 - D - Holiday pay was granted on 5 additional holidays and was increased on 5 holidays. Language was changed to clarify the employees eligible for holiday pay

Section 32 - Language was changed to include the necessity of an individual bond for the Assistant Income Tax Administrator

The changes in the Amended ordinance are highlighted below

Outline of changes to the 2023/2024 salary ordinance

- Section 2, D – Language changed to clarify appointments allowed.
- Section 5 – Language clarified
- Section 6 – Wording was changed in the description to include the word “exempt” when discussing overtime eligibility Title of Recreation Administrative Supervisor was changed to Recreation Manager
Title of Recreation Marketing & Facilities Superintendent was removed
Title of Assistant Income Tax Administrator was added
Title of Project Manager was added
Title of Airport Supervisor was changed to Airport Director/Supervisor to coincide with the codified ordinances
- All pay rates were increased by 6 percent for 2023 (these are the basic rate increases used for all classifications)
Pay rates were increased by 3% over 2022 then another 3% was added for 2024.(these are the basic rate increases used for all classifications)
- Pay rates for Airport Director/Supervisor, Recreation Manager and Flood Plain/Zoning Administrator were increased higher than the 6%. Their responsibilities were re-evaluated and it was determined they should be placed in a pay level in between Supervisors and Superintendents
- Section 7 - These titles were clarified as exempt and the basic increase applied
- Section 8 - These positions were clarified as non-exempt and the basic pay increase was applied
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Pay ranges for Learn to Skate Instructors were combined
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- Section 10 - C- The rate was changed to \$20.00 per day
D- Afternoon shift differential was changed to \$1.40 per hour, midnight shift differential was change to \$1.00 per hour
- Section 11 - These ranges were noted as non-exempt
The base pay rates were applied for 2023 and 2024
Pay ranges 0005 – 0022, 9005 – 9022 and 0031 – 0040 and 9031 – 9040 were eliminated
Several pay ranges that were mistakenly eliminated from the original printed version were re-instated
- Section 13 - Definitions were clarified
- Section 15 - Longevity was changed to begin at the completion of 9 years
Longevity amounts were increased
- Section 18 - Discretionary Leave was added
- Section 23 - All levels of vacation/ holivac accrual were changed
- Section 24 - D - Holiday pay was granted on 5 additional holidays and was increased on 5 holidays. Language was changed to clarify the employees eligible for holiday pay
- Section 32 - Language was changed to include the necessity of an individual bond for the Assistant Income Tax Administrator