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ORDINANCE NO. 07-14 AC CMS

AN ORDINANCE AMENDING SECTION 145.07 OF THE CODIFIED ORDINANCES OF THE CITY OF OBERLIN RELATING TO LONGEVITY COMPENSATION AND DECLARING AN EMERGENCY

BE IT ORDAINED by the Council of the City of Oberlin, County of Lorain, State of Ohio, five-sevenths (5/7ths) of all members elected thereto concurring:

SECTION 1. That Section 145.07 of the Codified Ordinances of the City of Oberlin relating to Longevity Compensation for City employees is hereby amended to read as follows:

145.07 LONGEVITY COMPENSATION.

Each full-time employee of the City shall be entitled to a longevity bonus in the following amounts for service with the City:

Years of Service	Amount of Bonus
5 to 10 years	\$400
11 to 15 years	\$500
16 to 20 years	\$650
21 to 25 years	\$800
26 or more years	\$950

The longevity bonus will accrue each year on the anniversary of the employee's date of hire and be paid on June 30 for a date of hire between January 1 and June 30, and December 31 for a date of hire between July 1 and December 31, effective January 1, 2007.

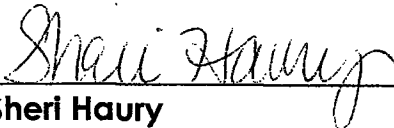
SECTION 2. It is hereby found and determined that all formal actions of this Council concerning or relating to the adoption of this ordinance were adopted in an open meeting of this Council, and that all deliberations of this Council and of any of its committees that resulted in such formal action, were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

SECTION 3. That this Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health and safety of the citizens of the City of Oberlin, Ohio, or to provide for the usual daily operation of a municipal department, to wit:

“to amend Section 145.07 of the Codified Ordinances so that additional longevity benefits are timely in place, and to ensure the efficient operation of the City of Oberlin” and shall take effect immediately upon passage.

PASSED : 1st Reading – January 16, 2007 (E)
2nd Reading –
3rd Reading –

ATTEST:



Sheri Haury
INTERIM CLERK OF COUNCIL



Daniel Gardner
PRESIDENT OF COUNCIL


POSTED: January 17, 2007

EFFECTIVE DATE: January 17, 2007

City of *Oberlin*

11-12-2007 P01:45

69 South Main Street, Oberlin, Ohio 44074

To: Honorable President, Members of Council, and Council Appointees
From: Sal Talarico, Finance Director 
Subject: Non-union Employee Vacation, Ord. 07-15 AC CMS and
Longevity Benefits, Ord. 07-14 AC CMS
Date: January 12, 2007

As part of the recent negotiations with the IBEW, and prior negotiations with the full-time Dispatchers, we amended the vacation and longevity benefits as follows:

Vacation – employees are eligible for an additional week of vacation (total of 25 days) after 25 years of service.

Longevity – the previous formula changed completely, presented below is the OLD formula and the new payment schedule is incorporated into ordinance 07-14 AC CMS.

Previous Longevity Formula

11-15 years of service	¾% of base salary
16-20	1%
21-25	1 ¼%
26 or more	1 ½%

With the passage of ordinance 07-14 AC CMS and 07-15 AC CMS the Non-union city employee vacation and longevity benefits will be the same as the IBEW and full-time Dispatchers.

The Police Patrol Officer and Sergeant's vacation benefit is slightly different. They receive 25 days of vacation after 20 years vs. 25 years. The reason for this difference is that under the Police and Fire Pension plan they are eligible to retire after 25 years vs. 30 years for Public Employee Retirement System employees. The Police have historically also had a much higher longevity benefit. In this area the City has maintained comparability with other Police departments.

During the agenda session, where the City Manager and I asked for these two amendments to be placed on Council's agenda, I was asked for the average wage increase for non-union employees over the last two years. The average for 2005 was 4.09% and 3.94 for 2006. These averages do not include Council appointees or employees that received an increase as a result of completing their probationary periods. As an additional note, we do not have the added expense of negotiations with non-union city employees.

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It has always been our intent to keep benefits as consistent as possible, for example, in the contract with the IBEW that expired December 31, 2005, we had agreed to language that provided a “me-too” provision for vacation. The provision would have allowed the IBEW membership to receive the same vacation benefit as non-union City employees if the City had increased the non-union benefit during the previous contract period.

If you have any questions please call.

c. File

Section V. Employee Benefits

1. Vacation

Vacations are earned by working. Each regular full time employee is eligible for paid vacation on his or her employment anniversary date as follows:

<u>Length of Service</u>	<u>Vacation</u>
After 1 year of service	10 days
After 5 years of service	15 days
After 15 years of service	20 days
After 25 yrs of service	25 days

As a recruitment tool for superintendents, the respective appointing authority may award up to ^{TEN} fifteen (10) days of vacation prior to the completion of one year of service.

Each department head is eligible for paid vacation on their employment anniversary date as follows:

<u>Length of Service</u>	<u>Vacation</u>
After 1 year of service	15 days
After 15 years of service	20 days

As a recruitment tool for department heads, the respective appointing authority may award up to fifteen (15) days of vacation prior to the completion of one year of service.

Each regular part-time employee who has completed two (2) or more years of service and worked a minimum of 1040 hours in the twelve (12) month period preceding his/her anniversary date shall be eligible for an annual paid vacation allowance on a prorated basis, (i.e. number of hours worked compared to 2080 hours).

Full-time firefighter-drivers upon completion of one year of continuous