

ORDINANCE 2019 - 37

AN ORDINANCE AMENDING SECTION 179.03 OF THE CODIFIED ORDINANCES OF THE CITY OF PARMA HEIGHTS AND DECLARING AN EMERGENCY

WHEREAS, the Council is desirous of amending Section 179.03 of the Codified Ordinances regarding employee vacation benefits:

NOW, THEREFORE BE IT ORDAINED BY THE COUNCIL OF THE CITY OF PARMA HEIGHTS, COUNTY OF CUYAHOGA AND STATE OF OHIO, THAT:

Section 1. Section 179.03 of the Codified Ordinances shall be amended, as set forth in Exhibit A, which is attached hereto, and is incorporated herein, as fully rewritten.

Section 2. Section 179.03 of the Codified Ordinance, as currently written, is repealed.

Section 3. The remaining sections of Chapter 179 shall remain in full force and effect, as currently written.

Section 4. This Council finds and determines that all formal actions of this Council concerning and relating to the adoption of this Ordinance were taken in an open meeting of this Council and that all deliberations of the Council and of any of its Committees comprised of a majority of the members of the Council that resulted in those formal actions were in meetings open to the public in compliance with the law.

Section 5. This Ordinance is declared to be an emergency measure necessary for the public peace, health and safety of the municipality and for the further reason that it is immediately necessary to amend Section 179.03, only, of the ordinance to update employee vacation benefits; wherefore, this ordinance shall be in full force and effect immediately upon its passage by Council and approval by the Mayor.

PASSED: 12-9-2019

Ma Sell
PRESIDENT OF COUNCIL

ATTEST: Florence A. Bohdan
CLERK OF COUNCIL

12-9-2019
APPROVED

FILED WITH THE MAYOR: 12-9-2019

Wil By
MAYOR

Exhibit A

(a) All full-time employees will be credited with their unused earned vacation balances beginning on January 1, 2020.

(b) Effective January 1, 2020, vacation leave for all full-time employees shall be computed on the full-time months actually employed. The rate that vacation leave accrues shall depend upon the number of years of total service for the City as a full-time employee. The employee's vacation leave shall accrue at the rate indicated in the following schedule:

<i>Total Years of Service</i>	<i>Accrual Rate per Month</i>	<i>Vacations Days per Year</i>	<i>Maximum Accrual</i>
0 up to 4	6.666 hours (80 base) 5.833 hours (70 base)	10 working days	160 hours (80 base) 140 hours (70 base)
5 up to 11	10.000 hours (80 base) 8.750 hours (70 base)	15 working days	200 hours (80 base) 185 hours (70 base)
12 up to 20	13.333 hours (80 base) 11.666 hours (70 base)	20 working days	240 hours (80 base) 220 hours (70 base)
21 up to 23	16.666 hours (80 base) 14.583 hours (70 base)	25 working days	280 hours (80 base) 255 hours (70 base)
24 or more	20.000 hours (80 base) 17.500 hours (70 base)	30 working days	320 hours (80 base) 290 hours (70 base)

(c) Vacation time earned during the first calendar month of full-time employment shall be prorated based on the amount of vacation contained in the schedule above to reflect service time from the date of full-time employment to end of the first calendar month. Vacation time earned during the final calendar month year of full-time employment shall be prorated based on the amount of vacation contained in the schedule above to reflect service time from the first day of the calendar month to the final date of full-time employment.

(d) Full-time employees may accumulate a maximum amount of their annual vacation accrued plus 80 hours (70 hours for employees working 35 hours per week), effective January 1, 2020. All vacation hours that exceed the allowable maximum accrual at the end of each pay period will expire without compensation.

(e) A full-time employee who is reemployed or rehired by the City upon retirement will not be paid for any earned and unused accumulated vacation. The employee will continue to accrue vacation and retain his or her unused accumulated vacation time and continue to earn vacation based on the schedule in subsection (a) above, not to exceed four weeks (20 work days) per year.

(f) Full-time employees terminating employment due to voluntary resignation or retirement shall be paid all earned and unused vacation time.

(g) In the case of death of any full-time employee, the earned and unused vacation time shall be paid to the employee's estate.

(h) Full-time employees who have concluded twenty-one continuous years of service may, at his or her option, bank not more than two weeks per year, up to a maximum amount of **nine** weeks. Full-time employees may receive cash payment for such banked vacation one time, either at retirement or before, but may not thereafter bank additional hours after the **nine** weeks have been utilized.

(i) In lieu of banking vacation time, an employee who has concluded twenty-one continuous years of service may turn in for annual payment not more than two weeks per year, up to a maximum amount of nine weeks. The Mayor and Finance Director must approve this intent no later than November 1 of the calendar year in which payment is requested. Such payment shall be made on the last pay of the calendar year in which payment is requested.