

1st Rdg 3/2/09
2nd Rdg 3/16/09
3rd Rdg 4/6/09

ORDINANCE NO. 2009-10

AN ORDINANCE AMENDING CERTAIN SECTIONS OF ORDINANCE NO. 1985-7 & 1993-7, REPEALING ALL ORDINANCES IN CONFLICT HEREWITH, AND DECLARING AN EMERGENCY.

BE IT ORDAINED by the Council of the Village of Arlington, State of Ohio, Two-thirds (2/3) of all members elected thereto concurring:

SECTION 1: That Section 4 of Ordinance No. 1985-7 and Section 1 of Ordinance No. 1993-7 are hereby amended to read as follows:

Section 4. VACATION LEAVE. That all employees of the Village of Arlington, Ohio, holding a position of employment with the Village of Arlington, Ohio, shall be entitled the following paid vacations according to the number of continuous full years of employment of such employee with the Village of — Arlington, Ohio, as immediately precede such employees scheduled vacation. Vacation leave shall not be accumulative from year to year; and employees shall not be paid for any unused vacation. However, employees shall be permitted to carry-over, from anniversary year to anniversary year, 1 week of vacation.

<u>Years</u>	<u>Weeks</u>
Upon completion of 1 years of service	1 week
Upon completion of 2 years of service	2 weeks
Upon completion of 8 years through the 14th year of service	3 weeks
Upon completion of 15 years service or more	4 weeks

SECTION 2: That Section 6 of Ordinance No. 1985-7 and Section 2 of Ordinance No. 1993-7 is hereby amended to read as follows:

Section 6. SICK PAY. That sick pay shall be accumulated and paid in the following manner: Each full time employee of the Village shall be entitled to five (5) days of sick leave each year with pay. Employees may use sick leave, upon approval of the responsible administrative officer of the Village, for absence due to personal illness, pregnancy, injury, exposure to contagious disease which could be communicated to other employees, and to illness, injury or death in the employee's immediate family. Unused sick leave shall be accumulative without limit. When sick leave is used, it shall be deducted from the employee's credit on the basis of one hour for every one hour of absence from previously scheduled work. The previously accumulated sick leave of an employee who has been separated from the public service shall be placed to his credit upon his employment by the Village of Arlington, provided that such employment by the Village of Arlington takes place within ten years of the date on which the employee was last terminated from public service. An employee who transfers from one public agency to employment by the Village of Arlington shall be credited with the unused balance of his accumulated sick leave. Each employee shall be required to furnish a satisfactory written, signed statement to justify the use of sick leave. If medical attention is required, a certificate stating the nature of the illness from a licensed physician may be required to justify the use of sick leave. Falsification of either a written, signed statement or a physician's certificate shall be grounds for disciplinary action including dismissal.

This section does not interfere with existing unused sick leave credit in any agency of government where attendance records are maintained and credit has been given employees for unused sick leave.

An employee of the Village of Arlington may elect, at the time of retirement from active service with the Village of Arlington, and with ten or more years of service with the state, any political sub-divisions, or any combination thereof, to be paid in cash for one-fourth of the value of his accrued but unused sick leave credit. The payment shall be based on the employee's rate of pay at the time of retirement and eliminates all sick leave credit accrued but unused by the employee at the time payment is made. An employee may receive one or more payments under this division, but the aggregate value of accrued but unused sick leave credit that is paid shall not exceed, for all payments, the value of ten (10) days of accrued but unused sick leave.

Notwithstanding the foregoing, if an employee gives the Village written notice of his resignation ninety (90) days or more in advance of the date on which the resignation shall become effective, such employee shall receive an additional twenty (20) days of accrued but unused sick leave. This section shall apply to all current — and future full time employees of the Village of Arlington.

In case of death of an employee of the Village of Arlington no accumulated but unused sick leave shall be paid.

SECTION 3: That Section 8 of Ordinance No. 1985-7 and Section 3 of Ordinance No. 1993-7 shall be amended to read as follows:

Section 8. PERSONAL LEAVE. That each employee shall be allowed three (3) personal days for a death in the immediate family and three (3) personal days for business or other purposes per year

A record of personal days shall be kept for each employee. Personal days shall not accumulate from year to year and employees shall not be paid for any unused personal days.

SECTION 4: That Ordinance No. 1985-7 and Ordinance No. 1993-7 shall be amended to include the following provision:

Section 9. COMPENSATORY TIME. An employee who is eligible for overtime may elect to take compensatory time ("comp time") off instead of overtime pay for any overtime worked. 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 80 hours of unused comp time. When an employee receives a promotion and/or accepts a position that is exempt from payment of overtime, or upon retirement, said employee shall be paid for all unused accumulated compensatory time

SECTION 5: 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 Village of Arlington, Ohio and for the further reason it is immediately necessary to establish rules regarding employee compensation.

WHEREFORE, this Ordinance shall take effect and be in force from and after its passage and approval by the Mayor.

Terry L. Huffman
PRESIDENT OF COUNCIL
Ernest R. Salt
MAYOR

PASSED 4/6/09

ATTEST Donna Carbin
FISCAL OFFICER

APPROVED 4/6/09