

**ORDINANCE NO. 01 - 2022**

AN ORDINANCE AMENDING THE CODIFIED ORDINANCES OF MADISON VILLAGE, OHIO, SECTIONS 131.12, 131.14 AND 131.17, TO MODIFY LONGEVITY COMPENSATION, COMPENSATORY TIME CARRY-OVER, AND THE STIPEND FOR ELIGIBLE EMPLOYEE HEALTH INSURANCE WAIVERS; AND DECLARING AN EMERGENCY.

WHEREAS, §§ 131.12, 131.14 and 131.17 of the Codified Ordinances set forth, respectively, longevity compensation, permissive compensatory time annual carry-over, and establish a stipend for eligible employee health insurance waivers; and

WHEREAS, upon recommendation of the Mayor, amendments to these sections are necessary to harmonize them with recent modifications to the police collective bargaining agreement.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE VILLAGE OF MADISON, COUNTY OF LAKE, STATE OF OHIO, THAT:

SECTION 1. That § 131.12 of the Codified Ordinances of Madison Village, same being of a general and permanent nature, be and the same is hereby amended with new text appearing below in bold lettering (to wit: **abcd**) and existing language to be replaced appearing as strike-through text (to wit: ~~abcd~~) whereupon § 131.12 shall henceforth from the effective date of this Ordinance read as follows:

131.12 LONGEVITY COMPENSATION.

(A) An employee's anniversary date for the purpose of computing the amount of vacation leave is the date full time employment with the Village commenced. All full time employees shall receive longevity payments of one hundred (\$100.00) dollars per year of full time service for up to ~~fifteen (15)~~ **twenty (20)** years maximum, not to exceed ~~one two thousand five hundred (\$1,500.00)~~ **2,000.00** dollars.

(B) Payment of the longevity pay will be in a lump sum, made during the pay period of the employee's employment anniversary date.

SECTION 2. That § 131.14 of the Codified Ordinances of Madison Village, same being of a general and permanent nature, be and the same is hereby amended with new text appearing below in bold lettering (to wit: **abcd**) and existing language to be replaced appearing as strike-through text (to wit: ~~abcd~~) whereupon § 131.14 shall henceforth from the effective date of this Ordinance read as follows:

131.14 HOURS OF WORK; OVERTIME; CALL-IN PAY; COMPENSATORY TIME.

(A) All full time Village employees shall have a work week of forty (40) hours, excepting those salaried non-exempt employees who may have variable work week hours.

(B) Non-exempt full time employees required to work more than forty (40) hours during a work week shall be compensated at the rate of one and one-half times the employee's base

rate of pay for all work over forty (40) hours in a work week. Such payment shall be made to the nearest one hundredth of an hour. Holidays, sick leave, and vacations taken as days off shall count as hours worked.

(C) Non-exempt full time employees called in and required to work at a time other than their regular scheduled hours of work shall be paid a minimum of three (3) hours at the rate of one and one-half times such employee's regular rate of pay.

(D) Part time employees shall be paid at a rate of one and one-half times the employee's base rate of pay for all work over forty (40) hours in a work week.

(E) Full time hourly employees may be eligible for compensatory time. In lieu of paid overtime, an employee may register hours worked (that exceed forty (40) hours per work week) on his/her time sheet in the compensatory time column. Compensatory time hours shall be compensated at the rate of one and one-half times the actual hours worked in excess of forty (40). The employee may then use the earned compensatory time in the same manner as vacation, during that vacation year. ~~Compensatory time shall not be carried forward to the following year, nor shall the employee be compensated in the form of a cash payment for unused compensatory time.~~ **In the event an employee begins to accrue compensatory time, such accrual shall not exceed One Hundred Twenty (120) hours. A maximum of One Hundred (100) hours of compensatory time may be carried over at the end of the calendar year into the next year. Compensatory time taken as time off shall be subject to the prior approval of the Mayor or her/his designee.** Compensatory time off shall be granted in accordance with operational needs and upon reasonable request by the employee requesting said time.

SECTION 3. That § 131.17 of the Codified Ordinances of Madison Village, same being of a general and permanent nature, be and the same is hereby amended with new text appearing below in bold lettering (to wit: **abcd**) and existing language to be replaced appearing as strike-through text (to wit: ~~abcd~~) whereupon § 131.17 shall henceforth from the effective date of this Ordinance read as follows:

#### 131.17 INSURANCE BENEFITS.

(A) All regular full-time employees of the Village ("regular" shall in all instances exclude seasonal and temporary employees) are eligible to subscribe to the following, but subject to the Village contribution limits as set forth in division (D) of this section:

(1) A group healthcare insurance plan with the schedule of benefits, conditions, and limitations in accordance with the terms of the group plan.

(2) A prescription drug plan.

(3) A group dental plan with the schedule of benefits, conditions, and limitations in accordance with the terms of the group plan purchased.

(4) Term life insurance coverage in the amount of twenty thousand (\$20,000.00) dollars in accordance with the terms of the group policy.

(B) An eligible full time employees that waives healthcare, prescription, and dental insurance coverage despite being eligible to participate in the Village's plans will receive a stipend equal to ~~one-half (50%)~~ **fifty-five percent (55%)** of the Village's share of the employee's individual, single-coverage premium that would otherwise be paid by the Village

had the employee enrolled. The stipend will be paid at the time of the employee's routine wage pay dates and in nearly equal amounts, accounting for customary rounding.

(C) The Village shall make no payment of premium or other charges for the benefit of an employee after termination of his or her employment.

(D) The Village will contribute to monthly benefit premiums for healthcare, prescription, and dental insurance, as provided in division (A) of this section, for full time eligible employees an amount not to exceed the percentage shown below for the total premium cost for the healthcare, prescription, and dental insurance plans in which the employee is enrolled, as adjusted for each of the years noted below:

	2019	2020	2021 and years subsequent
Village Percentage Share:	Ninety (90%) Percent	Eighty-Nine (89%) Percent	Eighty-Eight (88%) Percent

An employee's contributions to monthly benefit premiums shall be the difference between the Village percentage contributions, as detailed above, and the balance of the current premium for the healthcare, prescription, and dental insurance plans in which that employee is enrolled.

(E) The Village reserves the right to change insurance carrier(s) and/or employee contribution at its discretion.

(F) Regular part time employees ("regular" shall in all instances exclude seasonal and temporary employees) who meet all eligibility requirements may subscribe the medical plan(s) offered by the Village if all of the following conditions are met:

- (1) The employee must work an average of fifty (50) hours per pay period.
- (2) All premiums shall be paid one hundred (100%) percent by the employee.

(3) The employee must submit payment for each monthly premium by the end of the previous month to ensure coverage for the next month. No invoices or reminders will be sent to the employee by the employer or the insurance company. The employee is wholly responsible for assuring the payment is received by the last day of each month for insurance coverage for the following month. Failure to follow this procedure will result in loss of any and all coverage under this section.

(4) The Village reserves the right to discontinue or change insurance carriers at any time.

(5) The employee is responsible for full payment of any increase(s) in premiums.

(6) The employee must abide by all rules of the plan he or she selects.

(7) Should any plan modify its eligibility requirements such that an enrolled employee no longer qualifies to participate in the plan, the Village shall in no way be responsible for providing or arranging for alternate coverage.

(8) If the employee does not apply for coverage within thirty (30) days of attaining eligibility for it, a waiting period may be imposed.

(9) The medical plan permits the enrollment of regular part time employees, provided that said permission of enrollment does not increase the premium rate paid by the Village for its covered employees, or cause a reduction in plan benefits, or cause the Village to receive any other unfavorable treatment by the medical plan.

SECTION 4. The replacement Code pages to be published in accordance with law are attached hereto as Exhibit 1.

SECTION 5. It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were adopted in an open meeting of this Council, and that all deliberations of this Council and any of its committees that resulted in such formal action were in meetings open to the public, in compliance with all legal requirements, including § 121.22 of the Ohio Revised Code.

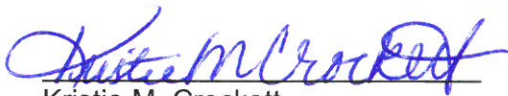
SECTION 6. That this Ordinance is hereby declared to be an emergency measure necessary for the preservation of the public peace, health, welfare and safety of the inhabitants of this Village, and for the further reason that changes to employee compensation and benefits must occur forthwith so as to provide continuous insurance protection; WHEREFORE, this Ordinance shall take effect and be in force from and immediately upon its passage.

PASSED:

1<sup>st</sup> Reading: \_\_\_\_\_  
2<sup>nd</sup> Reading: \_\_\_\_\_  
3<sup>rd</sup> Reading: \_\_\_\_\_

  
\_\_\_\_\_  
President of Council

Attested:

  
\_\_\_\_\_  
Kristie M. Crockett,  
Fiscal Officer / Clerk of Council

Approved:

  
\_\_\_\_\_  
Sam Britton, Jr.,  
Mayor

1/10/22  
\_\_\_\_\_  
Date