

ORDINANCE NO. 24-04

CITY OF CENTERVILLE , OHIO

SPONSORED BY COUNCILMEMBER Robert L. Corbin ON THE
24th DAY OF January, 2005

AN ORDINANCE AMENDING THE PERSONNEL MANUALS OF
THE CITY OF CENTERVILLE

WHEREAS, the City of Centerville previously adopted personnel manuals
for its employees at the Golf Club at Yankee Trace and for all other City
employees; and

WHEREAS, experience has dictated that certain changes should be made
to said manuals.

NOW THEREFORE,

THE MUNICIPALITY OF CENTERVILLE HEREBY ORDAINS:

Section 1. That the Regular City Manual is hereby amended as follows:

**Section 4.04 A.1. on page 38 relating to Holiday and Personal
Leave shall read:**

Full-time Employees:

The following days shall be holidays for which full-time employees shall
receive their regular compensation:

New Years Day	Thanksgiving Day
Martin Luther King Day	Day after Thanksgiving
Memorial Day	Christmas Eve (8-hour/day employees only)
Independence Day	Christmas Day
Labor Day	

~~Section 4.04 G. on page 39 relating to Holiday and Personal
Leave shall read:~~

~~The City Manager, at his or her discretion, may release designated
employees early with pay on Christmas Eve and/or New Years Eve if such
day falls on a Monday, Tuesday, Wednesday, or Thursday. Any employee~~

~~required to work during such release time may be granted additional personal leave as determined by the City Manager.~~

Section 4.04 I.3. on page 39 relating to Holiday and Personal Leave shall read:

New employees ~~who have completed their probationary period~~ shall receive personal leave on a pro-rated basis.

Section 4.16 on page 52 relating to Retirement Plans shall read:

Upon retirement (including disability retirement) the employee shall be permitted to cash in the accrued but unused sick leave for a cash payment equal to ~~three hundred twenty dollars (\$320)~~ three hundred fifty dollars (\$350) for each year of service, or a portion of this amount rounded up to the nearest quarter of a year.

Section 7.04 C. on page 100 add the following language regarding reemployment shall read:

The City may "rehire" retired management employees who have met the age and service requirements of their respective retirement system. Employees so "rehired" shall start their sick leave balance at zero, and cash out all vacation hours; however, if desired an employee may carry forward 100 vacation hours. Employees rehiring will accrue leave balances at the same rate as new hires. The probationary period typically required of new hires will be waived. The rate of pay to be offered within the position pay range shall be determined by the City Manager but in no case shall said salary exceed the rate of pay at retirement.

Employees who are rehired by the City Manager shall not be eligible for cost of living or "merit" increases, but in no case shall they earn less than the position range minimum. Only employees in Class II of the city pay ordinance are eligible to be rehired and nothing within this ordinance shall be construed as providing any promise or right to any employee of such rehire. Said rehired employees shall be deemed "at will" employees of the City, serving at the pleasure of the City Manager, who shall evaluate said employee's performance and determine their retention.

Section 2. This ordinance shall be effective from and after the earliest date allowed by law.

PASSED THIS 24th day of January, 2005.

C. Mark Kenzler
Mayor of the City of
Centerville, Ohio

ATTEST:

Marie J. McLaughlin
Clerk of Council
City of Centerville, Ohio

CERTIFICATE

The undersigned, Clerk of Council of the City of Centerville, Ohio, hereby certifies the foregoing to be a true and correct copy of Ordinance No. 24-04, passed by the Council of the City of Centerville, Ohio on the 24th day of January, 2005.

Marie J. McLaughlin
Clerk of the Council

Approved as the form, consistency with the Charter and
Constitutional Provisions.
Department of Law
Scott Liberman
Municipal Attorney