

OTHER

Proclamation - Emergency Medical Services Week presented to Chief Gary Connell

Presentation – Weather Sirens & Emergency Notification – Chief Gary Connell

Monthly Reports-March 2008

ADJOURN

**MINUTES
PIQUA CITY COMMISSION
MONDAY, APRIL 21, 2008
7:30 P.M.**

Piqua City Commission met at 7:30 P.M. in the Municipal Government Complex Commission Chambers located at 201 W. Water Street. Mayor Hudson called the meeting to order. Also present were Commissioners Martin, Vogt, Fess, and Terry. Absent: None.

REGULAR CITY COMMISSION MEETING

Mayor Hudson explained the five-minute rule on addressing the City Commission at the podium.

Proclamation: D.A.R.E.- Officer Kris Lee & D.A.R.E. Role Models

Mayor Hudson read the D.A.R.E. Proclamation and presented it to Officer Kris Lee.

Ryan Walters a D.A.R.E. Role Model gave a brief description of the program and of the petitions they were presenting to the Commission. Mr. Walters and several other D.A.R.E. Role Models presented the City Commissioners with a petition signed by the many students who believe the D.A.R.E. Program has made a difference in their lives. The students also presented the Commissioners with D.A.R.E. t-shirts.

Officer Lee spoke on the many reasons the D.A.R.E. Program is so beneficial to students and the many ways the program has grown over the years. Officer Lee stated he hopes the program will continue in the future.

Renew Piqua Update - Mr. Andy Burner

Andy Burner gave a brief update on the Renew Piqua Project. Mr. Burner stated the main goals of the program are:

To offer free paint and supplies to citizens who can do the work themselves but do not have the funds to purchase supplies.

To provide paint and supplies and volunteers to help the elderly or disabled who cannot do the work themselves.

Mr. Burner stated applications would be available after April 25th, 2008. The Renew Piqua Program is in need of applicants, volunteers, and volunteer groups to help. Mr. Burner stated he can be reached at 937-778-2054 if anyone has questions or would like to volunteer.

Commissioner Terry asked how long after the applications are turned in will citizens know if they have been accepted.

Mr. Burner explained the criteria and how the applicants are selected and notified.

Mr. Burner introduced Ms. Holly Boersma, spokeswoman for the Group Workcamps coming into Piqua in July.

Group Workcamps Update - Ms. Holly Boersma

Ms. Holly Boersma gave a brief update on the 400 high school students who are coming into the City of Piqua in July to help citizens repair and paint their homes.

Ms. Boersma shared her first experience of being a part of a Group Workcamp as a teenager; stating how rewarding it was for her, and how much she felt the impact on the citizens she helped.

Ms. Boersma stated the group is in need of volunteers, snacks, and funds to help defray the expenses.

Commissioner Fess asked where the youth are coming from, and where is the parent company of this organization?

Ms. Boersma stated the youth would be coming from all over the country, they are not just one group of students coming from one location. The parent company is located in Colorado said Ms. Boersma.

Mayor Hudson asked the dates the students would be working in Piqua.

Ms. Boersma stated the students would be in Piqua from July 20 thru July 26, 2008.

Mayor Hudson thanked Ms. Boersma for coming and giving the update on the Group Workcamps.

APPROVAL OF MINUTES

Commissioner Vogt stated he would like to make a correction to the minutes on page 2, under Ord. No. 8-08, in the 8th sentence, to remove Commissioner Fess's name and insert Commissioner Vogt as the commissioner who made the inquiry as to the process being done in house to save money.

Moved by Commissioner Vogt, seconded by Commissioner Martin, that the minutes of the April 7, 2008 Regular City Commission Meeting be approved, as amended. Voice vote, Aye: Terry, Martin, Vogt, Hudson, and Fess. Nay: None. Motion carried unanimously.

ORD. NO. 8-08 **(2nd Reading)**

An Ordinance enacting and adopting a supplement to the Code of Ordinances for the City of Piqua

Moved by Commissioner Terry, seconded by Commissioner Fess, that Ordinance No. 8-08 be given a second reading. Voice vote, Aye: Martin, Terry, Hudson, Fess, and Vogt. Nay: None. Motion carried unanimously. Mayor Hudson then declared Ordinance No.8-08 be given a second reading.

ORD. NO. 11-08 **(2nd Reading)**

An Ordinance adopting and implementing Section 91.11 Tow Administrative and Storage Fees for impounded vehicles at City facilities

Moved by Commissioner Terry, seconded by Commissioner Martin, that Ordinance No. 11-08 be given a second reading. Voice vote, Aye: Terry, Hudson, Martin, Fess, and Vogt. Nay: None. Motion carried unanimously. Mayor Hudson then declared Ordinance No. 11-08 be given a second reading.

ORD. NO. 12-08 **(EMERGENCY)**

An Emergency Ordinance amending Section 94.36 of the Piqua Municipal Code defining prohibited acts

Mayor Hudson stated he has seen Bass boats being launched in the canal at times while riding on the bike path.

Commissioner Terry inquired what the reason was for the changes in the legislation?

Law Director Stacy Wall explained the reasons for the changes, and went over the specific changes that were being made at this time.

Commissioner Vogt asked if fishing license were required to fish in the city owned lakes and ponds?

City Manager Enderle stated no, fishing licenses are not required to fish in the city owned lakes and ponds.

Commissioner Vogt voiced concern over the need to have a state registration license on the boat they are fishing out of.

Law Director Wall explained the reason for the boat license.

Commissioner Martin voiced his concern over trolling motors being more powerful in the future than the 12-volt motor listed in the Ordinance.

Commissioner Terry asked if the reason for passing this legislation at this time is due to the summer season beginning?

City Manager Enderle stated yes, the weather is getting nicer and fisherman will be out.

Moved by Commissioner Fess, seconded by Commissioner Vogt, that the rule requiring Ordinance No. 12-08 be read fully and distinctly on three separate days be suspended. Voice vote, Aye: Hudson, Fess, Martin, Terry, and Vogt. Nay: None. Motion carried unanimously.

Moved by Commissioner Fess, seconded by Commissioner Martin, that Ordinance No. 12-08 be adopted. Voice vote, Aye: Terry, Hudson, Martin, Vogt, and Fess. Nay: None. Motion carried unanimously. Mayor Hudson then declared Ordinance No. 12-08 adopted.

RES. NO. R-55-08

A Resolution opposing HR 3359 "Mobile Workforce State Income Tax Fairness and Simplification Act of 2007" (A Bill to limit State and Local Authorities to tax certain income of workers) and declaring an emergency

Commissioner Terry inquired as to what type of workers would be affected by this tax?

Finance Director Cindy Holtzapple explained what workers would be affected, and the impact it would have on the income tax within the City of Piqua.

Commissioner Terry thanked Ms. Holtzapple for her explanation.

Moved by Commissioner Fess, seconded by Commissioner Terry, that Resolution No. R-55-08 be adopted. Roll call, Aye: Martin, Terry, Hudson, Fess and Vogt. Nay: None. Motion carried unanimously. Mayor Hudson then declared Resolution No. R-55-08 adopted.

RES. NO. R-56-08

A Resolution awarding a contract for the collection of recyclable materials in the City

Commissioner Vogt voiced his opinion on the cleanup, stating he thought it would be a good idea to discontinue the citywide cleanup next year.

Commissioner Fess inquired what type of rate increase would they be looking at with the collection and recycling, and asked for someone to explain the cost of the recycling?

Finance Director Holtzapfle explained the rate increase that would be needed would be about \$30,000 to cover the cost.

City Manager Enderle explained if the city does not recycle, it will end up in the landfill, which will raise the tipping rates. Also recycling is a mandate on the County, and the City of Piqua makes up a sizable portion of the tonnage, said Mr. Enderle

Commissioner Fess stated she is one hundred percent in favor of recycling in the City of Piqua.

Health & Sanitation Director Amy Welker stated by thinking long term and educating citizens on savings of recycling, it will help save money.

Commissioner Vogt voiced his concern over the size of the recycling container.

City Manager Enderle stated they will pick up recycling in any type of container, they do not have to use just the red bin provided by the hauler.

Ms. Welker stated the current recycling container is an 18-gallon bin.

Commissioner Terry asked if citizens could have more than one recycling container out each week.

Ms. Welker stated you may have as many recycling bins as you wish, there is no limit on how many containers you can set out each week.

Mayor Hudson asked where citizens could pick up a recycling bin?

Ms. Welker explained where the recycling bins could be picked up.

Commissioner Fess stated there is no fee for a recycling bin, and encouraged citizens to recycle.

Commissioner Vogt inquired if the recycling tonnage has gone up, and how much of an increase is expected?

Ms. Welker stated the increase in recycling in the last three years has been around ten to twelve percent.

Commissioner Martin asked how much more recycling would citizens have to do to reach the 400-ton goal?

Ms. Welker stated citizens would have recycle about five more pounds each to reach the 400-ton goal.

Robert Coppock asked if something could be done to stop people from going through the alleys and taking the recyclable materials before the recycling hauler gets to it?

Moved by Commissioner Terry, seconded by Commissioner Fess, that Resolution No. R-56-08 be adopted. Roll call, Aye: Vogt, Martin, Terry, Hudson, and Fess. Nay: None. Motion carried unanimously. Mayor Hudson then declared Resolution No. R-56-08 adopted.

Public Comments

Jim Cline, 725 Clark Avenue, voiced his concern about the water drainage at Mote Park, stating the manhole covers are not secured and they have been taken off and are being rolled down the Mote Park hill.

Roy Howard, Spiker Road, voiced his concern about citizens going through the alleys taking refuse and recycling that has been put out.

Commissioner Terry suggested that neighbors look out for each other, and when they see something call the Police and report it.

Law Director Wall explained the courts look at the expectation of privacy in this matter.

City Manager Enderle stated he would look into it from a nuisance standpoint.

Robert Coppock, 904 Blaine Avenue, thanked the Street Department for repairing the alley behind his house.

Mr. Coppock voiced his concern again about the recycling being taken by others, and he feels it is really stealing and looting.

Mr. Coppock also stated there was a smaller number of people putting out refuse for Spring Cleanup this year and would like to see the city stop it next year.

Luke Bolin, 606 Ann Street, voiced concern over the placement of the yellow curb painting on Adams Street, and on the south side of Garnsey Street.

City Engineer Amy Havenar stated she would look into it.

Commissioner Vogt congratulated the D.A.R.E. Role Models and Officer Lee stating he is endorsing the D.A.R.E. Program in the future.

Commissioner Martin said on behalf of the Shawnee Neighborhood Association, he wanted to thank Chief Wilcox and Officer Weaver for their help on the cleanup of East Main Street, and to Tom Zechman and the Street Department for picking up the brush..

Commissioner Martin read a statement in support of the D.A.R.E. Program.

Commissioner Martin encouraged citizens to get involved with the Neighborhood Associations and if citizens have an issue to call their City Commissioner or any one of the five Commissioners to let them know. Mr. Martin also encouraged citizens to call the city when they are doing something right.

Commissioner Fess voiced her concern over the D.A.R. E. Program being discontinued. Ms. Fess stated they are getting such excellent positive results from it and it would be a shame to discontinue the program.

Commissioner Fess inquired as to what the DROP Program was, and who was involved at this time.

City Manager Enderle explained the DROP program only applies to the Police and Fire Departments, and explained how the program works.

Commissioner Fess asked if there were any other employees in the program that are not in the Police or Fire Departments?

City Manager Enderle explained there are two-three other employees who have been hired back at this time, but they do not accumulate benefits. The city has looked at the pros and cons and the benefits to the city when doing this, said Mr. Enderle.

Commissioner Terry stated the North View Neighborhood Association would be meeting on Tuesday, May 22, at 6:30 at Wilder School on Nicklin Avenue, and encouraged citizens to attend. Ms. Terry further stated a weed eater/edger would be given away as a door prize to someone in attendance.

Commissioner Terry commended the young citizens that are involved with the D.A.R.E. Program stating they are very special students who give their time, and thanked the students who wrote letters and notes.

Commissioner Terry thanked the City employees for their efforts during the Spring Cleanup this year, stating there were several large piles out for pickup. Ms. Terry also stated she would like to re-address the Spring Cleanup next year.

Commissioner Terry there would be an Arbor Day Tree Planting on Friday, April 25, at 11:00 A.M. at the Piqua Jr. High School and invited citizens to attend.

Mayor Hudson asked that citizens watch out for bicycles, mopeds, motorcycles, children and adults now that the weather is warmer and people are out and about.

Moved by Commissioner Martin, seconded by Commissioner Fess, to move into Executive Session to review compensation of the City Manager at 8:35 P.M. Roll call, Aye: Fess, Vogt, Martin, Terry, and Hudson. Nay: None. Motion carried unanimously to move into Executive Session.

Moved by Commissioner Martin, seconded by Commissioner Terry, to adjourn from the Executive Session meeting at 9:00 P.M. Voice vote, Aye: Terry, Hudson, Martin, Vogt, and Fess. Nay: None. Motion carried unanimously.

Moved by Commissioner Fess, seconded by Commissioner Vogt, to reconvene into the Regular Piqua City Commission Meeting and adjourn at 9:00 P.M. Voice vote, Aye: Fess, Hudson, Vogt, Terry, and Martin. Nay: None. Motion carried unanimously.

THOMAS D. HUDSON, MAYOR

PASSED: _____

ATTEST: _____
REBECCA J. COOL
CLERK OF COMMISSION

ORDINANCE NO. 8-08

**AN ORDINANCE ENACTING AND ADOPTING A
SUPPLEMENT TO THE CODE OF ORDINANCES
FOR THE CITY OF PIQUA**

WHEREAS, American Legal Publishing Corporation of Cincinnati, Ohio, has completed the 2007 supplement to the Code of Ordinances of the City of Piqua, which supplement contains all ordinances of a general and permanent nature enacted since the prior supplement to the Code of Ordinances of this City of Piqua; and

WHEREAS, American Legal Publishing Corporation has recommended the revision or addition of certain sections of the Code of Ordinances which are based on or make reference to the Ohio Code; and

WHEREAS, it is the intent of the Piqua City Commission to accept these updated sections in accordance with the changes of the law of the State of Ohio; and

WHEREAS, it is necessary to provide for the usual daily operation of the City of Piqua and for the immediate preservation of the public peace, health, safety and general welfare of the City of Piqua that this ordinance take effect at an early date.

NOW, THEREFORE, BE IT ORDAINED by the Commission of the City of Piqua, Miami County, Ohio, the majority of all members elected thereto concurring, that:

SEC 1: That the 2007 supplement to the Code of Ordinances of the City of Piqua as submitted by American Legal Publishing Corporation of Cincinnati, Ohio, is hereby adopted by reference as if set out in its entirety.

SEC. 2: Such supplement shall be deemed published as of the day of its adoption and approval by the Piqua City Commission and the Clerk of Commission is hereby authorized and ordered to insert such supplement into the copy of the Code of Ordinances kept on file in the Office of the Clerk of Commission.

SEC. 3: This Ordinance shall take effect and be in force from and after the earliest period allowed by law.

THOMAS D. HUDSON, MAYOR

PASSED: _____
3rd Reading

ATTEST: _____
REBECCA J. COOL
CLERK OF COMMISSION

ORDINANCE NO. 11-08

**AN ORDINANCE ADOPTING AND IMPLEMENTING § 91.11 TOW,
ADMINISTRATIVE AND STORAGE FEES FOR IMPOUNDED VEHICLES AT CITY
FACILITIES**

WHEREAS, the City of Piqua has an impound lot that it is not currently charging fees even though the Piqua Police Department incurs administrative costs; and

WHEREAS, certain offenses of the Ohio Revised Code and the Piqua Municipal Code require a vehicle to be seized and impounded; and

WHEREAS, daily storage fees are charged for all private storage lots.

NOW THEREFORE, BE IT ORDAINED BY the Piqua City Commission, a majority of its members concurring that:

SEC. 1: That the City of Piqua hereby adopts Section 91.11 as set forth below:

§ 91.11 Tow, administrative and storage fees for impounded vehicles at city facilities.

Any person whose vehicle is impounded by a sworn or non-sworn representative of the Piqua Police Department for violation of any section of the Piqua City Code relating to criminal investigation, duly adopted parking restrictions, traffic restrictions, and/or abandoned/junk vehicle restrictions, shall be liable to the City for paying the corresponding tow fees, administrative fee of \$100 plus \$10 for each day or part thereof that the vehicle is in storage at a city facility. The requirements of Section 91.07 must be satisfied and all fees shall be paid in full before the vehicle shall be released.

Impounded motor vehicles which are stolen and abandoned by the thief, or which were disabled at the time of impoundment may be released without charge at the discretion of the police chief upon evidence establishing that the motor vehicle was stolen or disabled at the time of its impoundment. The owner or person entitled to possession of an impounded motor vehicle which is retained in police custody for law enforcement purposes not related to the original impoundment shall not be responsible for any impounding fees related solely to the continuing possession of the motor vehicle by the city of Piqua for law enforcement purposes.

Any person electing to appeal the impoundment fees shall have a right to appeal, following the procedures set forth in Section 91.06 of the Piqua Municipal Code.

SEC. 2: This Ordinance shall not be retroactive nor apply to any vehicle in the impound lot that was impounded prior to the effective date of this Ordinance.

SEC. 3: This Ordinance shall take effect and be in force from and after the earliest period allowed by law.

THOMAS D. HUDSON, MAYOR

PASSED: _____
3rd Reading

ATTEST: _____
REBECCA J. COOL
CITY COMMISSION CLERK

ORDINANCE NO. 13-08

AN EMERGENCY ORDINANCE AMENDING CHAPTER 33 OF THE PIQUA MUNICIPAL CODE EMPLOYMENT POLICY

WHEREAS, the City of Piqua has established employment benefits for all non-bargaining employees through Chapter 33 of the Piqua Municipal Code; and

WHEREAS, Section 33.17 defines the wage schedule for all non-bargaining employees, including the City Manager; and

WHEREAS, to avoid any conflict with negotiating his employment contract with the City of Piqua and the benefits defined for Schedule A employees, it is necessary to amend Chapter 33 to reflect the that the City Manager's contract it to be negotiated separate and apart from Chapter 33.

NOW THEREFORE, BE IT ORDAINED BY the Piqua City Commission, a majority of its members concurring that:

SECTION 1. That the City of Piqua hereby amends Chapter 33 of the Piqua Municipal Code as set forth below:

CHAPTER 33: EMPLOYMENT POLICY

Section

- 33.01 Classifications and compensation
- 33.02 Employment conditions
- 33.03 Holidays and personal days
- 33.04 Vacations
- 33.05 Sick leave
- 33.06 Leave of absence
- 33.07 Funeral leave
- 33.08 Insurance
- 33.09 Compensable injury pay
- 33.10 Pay equalization of all employees

- 33.11 Job posting
- 33.12 Weekly pay
- 33.13 Jury duty
- 33.14 Personnel regulations
- 33.15 Police and fire supervisors
- 33.16 Applicability
- 33.17 Wage schedules adopted
- 33.18 Employee suggestion program
- 33.19 Benefits of the City Manager

§ 33.01 CLASSIFICATIONS AND COMPENSATION.

The classifications and compensation of city employees shall be as set forth in the schedules attached and incorporated herein by reference.

§ 33.02 EMPLOYMENT CONDITIONS.

The following provisions shall apply to all Schedule A and A-1 employees except those covered under § 33.15 of this chapter:

(A) *Merit increases and performance ratings.*

(1) Each of the pay ranges in Schedule A shall be divided into six steps, A through F. The minimum time in grade for each step before the employee is eligible for a merit increase is as follows.

A - one year

B - one year

C - one year

D - one year

E - one year

F - Top Step

(2) Each employee's performance will be rated by the employee's supervisor before the anniversary date the employee is eligible, by time in classification, for consideration for a merit increase. An employee must receive a performance rating of satisfactory or better to receive a merit increase. An employee denied a merit increase due to a less than satisfactory rating may request a reevaluation after 90 days from the denial of the merit increase.

(3) Performance ratings will also be considered as a factor in advancing probationary employees to regular status and for promoting or transferring employees into new classifications.

(4) Employees at the top step of their pay range will have their performance rated by their supervisor annually. An employee who receives two consecutive ratings of less than satisfactory may be demoted or discharged. Performance ratings, when completed, will be discussed with the employee. The employee is required to sign the performance rating as evidence of the fact that it has been reviewed. A copy will be given to the employee.

(B) *Overtime pay.* Non-exempt employees shall receive one and one-half their regular rate for all hours worked over 40 per week.

(1) The city may in its discretion grant compensatory time to non-exempt employees in place of cash overtime compensation, at the rate of one and one-half hours compensatory time for each hour of overtime worked, provided that the employee agrees in writing, before the performance of the overtime work, to compensatory time in place of cash overtime, and provided further that all FLSA compensatory time requirements are satisfied. No non-exempt employee may accumulate more than 240 hours of compensatory time.

(2) Exempt employees are exempt from overtime payment. However, such employees may receive compensatory time on an hour for hour basis for hours worked in excess of 45 hours per week, upon the approval of the supervisor, department head or City Manager. Due to the 24 hour work schedule, the most senior Assistant Fire Chief will be eligible for compensatory time off on an hour for hour basis for time worked in excess of his or her regular scheduled workweek. No exempt employee may accumulate more than 240 hours of compensatory time. Any compensatory time not used before separation from employment shall be forfeited.

(C) *Call-in pay.* Non-exempt employees required to report to work at a time outside the employee's normal work day will receive a minimum of two hours pay at one and one-half the employee's regular rate of pay. If the call-in requires more than two hours of work, then the employee will be paid for the hours actually worked at one and one-half the employee's regular rate of pay.

(D) *Probationary employees.*

(1) New, rehired or promoted full-time employees will serve a one-year probationary period of close supervision and evaluation in order to assess their ability and adaptation. Probationary employment may be terminated at the will and discretion of the city without advance notice.

(2) The city may extend an employee's probationary period for a specified additional period when the city determines that an extension is necessary to thoroughly evaluate the employee's ability to perform the full scope of assigned duties in an effective and safe manner. In these cases, the employee will be advised in writing of the extended duration of the probationary period before the conclusion of the initial probationary period.

(E) *At-will employment.*

(1) Completion of a probationary period or conferral of regular employee status shall not change an employee's status as an employee-at-will, or in any way restrict the city's right to terminate such employee or change the terms and conditions of employment. Nothing contained in this or other city policies or other material provided to employees in connection with their employment shall require the city to have just cause to terminate that employee, or otherwise restrict the city's right to terminate an employee at any time for any lawful reason.

(2) An employee's at-will status shall not be modified by any statements made by any person or by any writing available to employees or applicants in connection with their employment. No document, whether singly or combined, shall create an express or implied contract concerning any terms or conditions of employment.

§ 33.03 HOLIDAYS AND PERSONAL DAYS.

The following provisions shall apply to all Schedule A employees except those covered under § 33.15 of this chapter.

(A) The following days are recognized as holidays: New Year's Day, Martin Luther King Day, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the day after Thanksgiving Day, the day before Christmas and Christmas Day.

(B) If a holiday falls on a Saturday, the preceding Friday will be observed as a holiday. If a holiday falls on a Sunday, the following Monday will be observed as a holiday. For employees who work other than a normal schedule, their first day off shall be their Saturday and their second day off shall be their Sunday.

(C) In order for an employee to receive pay for the holiday, the employee must work the employee's scheduled shift before and after the holiday. Employees on vacation, approved sick leave, or a leave of absence with pay (including paid funeral leave) shall be considered as working their regular scheduled day for purposes of this section.

(D) Eligible employees who are not scheduled to work on a designated holiday shall be paid holiday pay in an amount equal to eight hours work at their regular rate of pay. Eligible employees who work on a designated holiday shall be paid their holiday pay, plus one and one-half their regular rate of pay for all hours actually worked.

(E) Employees shall be credited with five personal leave days effective on May 1 of each year. Employees with less than one year's service with the city on May 1 shall receive a pro-rated amount of personal leave. Personal leave days may be taken only on a day mutually agreeable to the employee and the employee's supervisor. Personal leave days not taken by the following May 1 will be forfeited.

§ 33.04 VACATIONS.

The following provisions shall apply to all Schedule A employees except those covered under § 33.15 of this chapter.

(A) For the purposes of this section, **SERVICE** shall mean service by a full-time employee of the city or any other political subdivision of the state.

(B) (1) Each regular full-time employee will receive two weeks vacation with full pay per one full year of service with the city, three weeks annual vacation with full pay after eight years of continuous service, four weeks annual vacation with full pay after 15 years of continuous service, and five weeks annual vacation with full pay after 25 years of continuous service. Vacation credit will be granted on a monthly basis as follows:

(a) An employee entitled to two weeks shall be credited with 6 2/3 hours for each full month worked.

(b) An employee entitled to three weeks shall be credited with 10 hours for each full month worked.

(c) An employee entitled to four weeks shall be credited with 13 1/3 hours for each full month worked.

(d) An employee entitled to five weeks shall be credited with 16 2/3 hours for each full month worked.

(2) Vacations must be scheduled with the employee's supervisor. The vacation period for each employee will begin on the first anniversary date of employment. In the case of retirement, resignation, dismissal, disability or death, an employee will be paid for all accumulated vacation credits.

(C) (1) Vacation credits must be used during the anniversary year that immediately follows the anniversary year during which the vacation credits were earned. Credits not used within that time will be forfeited. The City Manager may, in special and

meritorious cases, permit an employee to accumulate and carry over vacation leave for an additional time period as determined by the City Manager in his or her sole discretion. Vacation taken in any one continuous period shall not exceed six weeks.

(2) An employee may convert up to three weeks per calendar year to cash on an hour-for-hour basis if the employee notifies the city at least two weeks before the employee wishes the payment.

§ 33.05 SICK LEAVE.

The following provisions shall apply to all Schedule A and A-1 employees except those covered under § 33.15 of this chapter.

(A) For the purposes of this section, *ACCUMULATED SICK LEAVE* may include up to 120 days of sick leave accumulated by a city employee during prior service with another political subdivision of the state.

(B) Regular full-time employees shall earn and accumulate sick leave credits on the basis of one and one-quarter days for each completed month of service. Regular part-time employees shall earn and accumulate sick leave credits on a pro rata basis. Credit shall be accumulated by an employee on extended sick leave only if there is an intention to and a reasonable expectation of a return to work. Subject to the limitations set forth below, unused sick leave shall be cumulative beyond the year in which it was earned.

(C) In addition to absences covered by the federal Family Medical Leave Act, sick leave may be used for absences due to injury, exposure to a contagious disease and illness in the employee's immediate family. *IMMEDIATE FAMILY* means spouse, parent (natural, step or in-law), children or other relative living in the employee's household. Sick leave will not be granted while an employee is on vacation unless proof of illness or injury is submitted.

(D) An employee with six or more years of service with the city may convert up to a maximum of five days in excess of 60 days accumulated sick leave for the purposes of vacation in any year. This conversion will be on the basis of one day of vacation for each one day of sick leave, without regard to when the sick leave was accumulated or credited. The employee may, at his or her option, have the same sick days converted instead into cash on the same one-for-one conversion basis during December of each year.

(E) For employees hired prior to January 1, 2001, accumulated sick leave up to 120 days will be payable upon permanent layoff or termination of employment other than retirement and death benefits (except discharge for theft or felony) on the following formula:

(1) Less than 8 years service: no conversion.

(2) 8 years to 15 years of service: one day's pay for each three days of accumulated sick leave.

(3) 16 years to 25 years service: one day's pay for each two days of accumulated sick leave.

(4) Over 25 years of service: one day's pay for each day of accumulated sick leave.

(F) For employees hired before January 1, 2001, conversion of unused sick leave credited to employees who receive retirement or death benefits shall be on the basis of one day for each one day accumulated up to a maximum of 180 days.

(G) For employees hired after December 31, 2000, accumulated sick leave up to 60 days will be payable upon permanent layoff or termination of employment other than retirement and death benefits (except discharge for theft or felony) on the following formula:

(1) Less than 8 years service: no conversion.

(2) 8 years to 15 years of service: one day's pay for each three days of accumulated sick leave.

(3) 16 years to 25 years service: one day's pay for each two days of accumulated sick leave.

(4) Over 25 years of service: one day's pay for each day of accumulated sick leave.

(H) For employees hired after December 31, 2000, conversion of unused sick leave credited to employees who receive retirement or death benefits shall be on the basis of one day for each one day accumulated up to a maximum of 90 days.

§ 33.06 LEAVE OF ABSENCE.

The following provisions shall apply to all Schedule A employees except those covered under § 33.15 of this chapter.

(A) Temporary leaves of absence with or without pay, for training purposes or for any other objective related to the employee's work, may be granted and renewed by the City Manager for such periods as the City Manager may consider justifiable within the limitations of the budget.

(B) Leaves of absence without pay may be granted by the City Manager, for periods of time not to exceed one year, for any other reason that the City Manager may consider to be to the benefit of the city, including, but not limited to, leaves of absence by reason

of military duties, and by reason of illness or disability not caused by or induced by the actual performance of official duties, in cases where the employee has exhausted accumulated sick leave benefits. Employees returning from military service will be placed in their former classification or one of equal pay range. Seniority will accrue when the employee is on active duty; however, vacation and sick leave do not accumulate for periods beyond six months.

(C) Any leave of absence so granted may be extended or renewed for additional periods of time not to exceed one year for each extension.

(D) If deemed necessary, the City Manager may require any employee who requests or is granted a leave of absence to submit to a medical examination, by an examiner selected by the city, to determine the medical need for the leave or the ability of the employee to perform the essential functions of the employee's position upon the termination of a leave of absence. A copy of the medical report will be furnished to the employee upon request by the employee.

§ 33.07 FUNERAL LEAVE.

The following provisions shall apply to all Schedule A and A-1 employees except those covered under § 33.15 of this chapter.

(A) A regular full-time employee shall be paid for eight hours at the employee's regular rate of pay due to absence caused by death in an employee's immediate family. A maximum of three days shall be allowed under this section. **IMMEDIATE FAMILY** means spouse, parent (natural, step or in-law), child, grandparent, grandchild, brother or sister. Other relatives living in the same household as the employee shall be considered as immediate family. One day may be granted for attendance at a funeral of the following relatives: aunt, uncle, niece, or nephew.

(B) A regular part-time employee will be granted one day to attend the funeral of an immediate family member.

(C) Proof of death and of relationship of the deceased to the employee may be required before payment of funeral leave.

§ 33.08 INSURANCE.

The following provisions shall apply to all Schedule A employees except those covered under § 33.15 of this chapter.

(A) The city will provide health insurance benefits including dependent coverage (ages 19 to 25 if a full-time student or disabled). Effective January 1, 2007, the benefits will include a high deductible health plan (HDHP) and, at the employee's option, either a health savings account (HSA) or a health reimbursement account (HRA). The HDHP

will have "network" deductibles of \$2,000 for individual coverage and \$4,000 for family coverage. Benefits will be as provided in the carrier's certificate of coverage.

(B) Employee HSA accounts will be funded by the city in the amount of \$2,000 for individual coverage and \$4,000 for family coverage during the 2007 and 2008 plan years, by funding one-twelfth of the annual total to be deposited the first of each month beginning January 2007. Employee HRA accounts will be funded by the city in the amount of \$2,000 for individual coverage and \$4,000 for family coverage during the 2007 and 2008 plan years, by funding the entire amount each year in January. For the 2009 plan year, the city will fully fund employee HSA and HRA accounts if the premium increase between 2008 and 2009 does not exceed 5% (\$2,000 for individual coverage and \$4,000 for family coverage). If the increase is over 5%, the city will fund 85% of the accounts (\$1,700 for individual coverage and \$3,400 for family coverage).

(C) The city shall select the carrier for the HDHP annually after consulting with the Insurance Committee. The city will maintain comparable coverage for the duration of this agreement. Comparable coverage shall mean that the city shall solicit quotes annually from up to three carriers and request standard products which most closely match the plan design then in effect.

(D) *Cost sharing.* For the 2007 plan year, an employee will contribute \$8.62 weekly for individual coverage and \$25.31 weekly for family coverage. For the 2008 and 2009 plan years, an employee will contribute 11% of the city's total cost of purchasing the employee's HDHP and funding the employee's HSA or HRA, by weekly payroll deduction.

(E) *Transition from self-insured plan.* The city will waive employee contributions for the employee's share of the costs of the 2006 self-insured plan and the remainder of the 2005 self-insured plan to be paid in 2007.

(F) *Option out.* Eligible employees who decline the city offered health insurance benefits, will be entitled to receive a one-time payment per health insurance year (2007, 2008, 2009) of \$2,000 for those eligible for family coverage and \$1,000 for individual coverage.

(G) The city shall provide and pay the necessary premium for group life insurance in an amount equal to two times (not to exceed \$180,000) salary for the following classifications: City Manager, Assistant City Manager, Finance Director, Public Works Director, Power System Director, Human Resources Director, Health and Sanitation Director, Information Technology Director, Law Director, Purchasing Director, Community Development Director, Economic Development Director, Police Chief and Fire Chief; \$50,000 for most senior Assistant Fire Chief, and \$50,000 for all other employees.

§ 33.09 COMPENSABLE INJURY PAY.

The following provisions shall apply to all Schedule A employees except those covered under § 33.15 of this chapter.

(A) *Definitions.*

COMPENSABLE INJURY. An injury to a city employee which occurs during the course of his or her employment and while the employee is performing assigned tasks, and which requires the employee to be absent from work, or which renders him or her unable to perform his or her normal duties, and which is determined to be compensable under workers compensation regulations.

INJURY PAY. The pay provided under this section.

SICK LEAVE. Shall be the same as provided in § 33.05.

WORKERS COMPENSATION REGULATIONS. The statutes of the state concerning workers compensation, and the rules and regulations of the Bureau of Workers Compensation and of the Industrial Commission of Ohio presently or hereafter in force.

(B) If an employee suffers a compensable injury during the course of employment with the city and while performing an assigned task, the city will pay the difference between the employee's normal weekly wage and the weekly amount of compensation paid by the state Industrial Commission, for a period of time from one week after the date of injury up to six months after that date. The city may, at its discretion, elect to pay the injured employee the employee's full weekly rate of pay, to take the place of the employee's receipt of temporary total disability payments.

(C) Accrued sick leave may be used for the first week of a compensable injury.

(D) The city may provide and require an employee to perform other duties, within the limitations of the injury, in place of injury pay.

§ 33.10 PAY EQUALIZATION OF ALL EMPLOYEES.

(A) All employees of the city who are not otherwise subject to Chapter 36 of this code shall have deducted from their salaries, wages, commission or other personal service compensation the applicable percentage of income tax as provided in Chapter 36, which sum shall be deposited in the income tax fund.

(B) The administrator of Chapter 36 of this code is authorized and directed, subject to the approval of the Board of Review, to adopt, promulgate, and enforce rules, regulations and agreements to the end that a nonresident employee of the city shall be obligated to pay the equivalent of only one municipal income tax.

§ 33.11 JOB POSTING.

Except as otherwise provided for those positions listed in Schedules B, C, D and E, job vacancies shall be posted for a minimum of three working days. When an examination is to be given, reasonable notice of the time and place of the examination shall be given.

§ 33.12 WEEKLY PAY.

The Director of Finance is authorized and directed to pay on a weekly basis all full-time employees and part-time employees every Friday for wages and salaries earned for the previous week ending at midnight on the Sunday before pay day. Police Department employees shall be paid every Friday for wages and salaries earned the previous week ending at midnight on the Saturday before pay day. The city may switch from paying employees on a weekly basis to paying employees once every two weeks, provided that the city gives employees at least 8 weeks notice before putting such a change into effect.

§ 33.13 JURY DUTY.

Schedule A employees, except those covered under §33.15 of this chapter, required to serve on a jury before a court empowered by law to require that service shall be excused from duty for the time required for that service, and shall be paid the difference between jury pay and regular hourly rate of pay. Employees must present proof of the amount of jury pay received before pay for the hours absent is granted, and must report for duty whenever released from jury service.

§ 33.14 PERSONNEL REGULATIONS.

(A) The City Manager is authorized and directed to formulate, establish and promulgate such personnel regulations and procedures as the City Manager deems appropriate in the exercise of sound discretion to control the detailed terms and conditions of employment of employees in the classified and unclassified services of the city.

(B) The policies and procedures established pursuant to division (A) shall not be inconsistent with the terms and conditions of employment of those employees established by the Charter and ordinances of the city or other applicable law.

§ 33.15 POLICE AND FIRE SUPERVISORS.

(A) The Chief of Police, Deputy Police Chiefs, and Police Lieutenants are supervisory and management employees covered by Schedule A. Police Lieutenants shall have the benefits provided by the Police Lieutenants "Letter of Understanding" as approved by the City Manager. Deputy Police Chiefs and the Chief of Police shall have the benefits provided by the Deputy Police Chiefs "Letter of Understanding" as approved by the City Manager. Deputy Police Chiefs and the Chief of Police shall not be paid overtime.

(B) The Fire Chief, and most senior Assistant Fire Chief are supervisory and management employees covered by Schedule A. Assistant Fire Chiefs and the Fire Chief shall not be paid overtime.

(C) Due to the unique operations of the Police and Fire Departments, the Chief of Police and Fire Chief, with the prior approval of the City Manager, are authorized and directed to formulate and adopt such personnel regulations and procedures as each Chief deems appropriate in the exercise of sound discretion to control the detailed terms and conditions of employment of employees in the Police and Fire Departments. The policies and procedures adopted pursuant to this section shall not be inconsistent with the terms and conditions of employment of such employees established by the Charter, the ordinances of the city, applicable collective bargaining agreements and other applicable law.

§ 33.16 APPLICABILITY.

The provisions of this chapter shall be applicable to all employees of the city except as otherwise specified herein or in any collective bargaining contract authorized by the city.

§ 33.17 WAGE SCHEDULES ADOPTED.

(A) The wages schedules listed in division (B) of this section are hereby adopted by reference and shall be treated as if set forth in full herein. Such wage schedules shall be maintained in the office of the City Manager. The City Commission may amend any schedule by adoption of an appropriate ordinance or resolution. Such ordinances or resolutions and schedules shall not be codified herein, but the City Manager, or his or her designee, shall cause the appropriate change to be made to the applicable schedule so that each schedule shall remain current. Current copies of all wage schedules shall be available for public inspection.

(B) The wage schedules of the city include the following:

Schedule A: All full-time management employees and any other full-time employees not specifically covered by any other schedule

Schedule A-1: All part-time, temporary, and seasonal employees

Schedule B: All full-time employees represented by AFSCME Local No. 984 (Blue Collar)

Schedule C: All full-time firefighters/paramedics, Fire Captains, Assistant Fire Chiefs, (except most senior Assistant Fire Chief)

Schedule D: All full-time sworn Police Officers represented by the Fraternal Order of Police, Ohio Labor Council, Inc.

Schedule E: All full-time employees represented by AFSCME Local No. 984
(Clerical -Technical)

§ 33.18 EMPLOYEE SUGGESTION PROGRAM.

(A) *Overview.* The city recognizes that employees often discover ways to make improvements. Therefore, an employee suggestion program has been established to encourage employees to submit creative ideas that financially benefit a particular department of the city or the city as a whole.

(B) Suggestions may be considered that: cut costs; improve productivity; increase efficiencies; improve services; improve safety; or generate revenue (without increasing taxes or fees). Suggestions must clearly support the city's Strategic Plan and/or Mission Statement (see Attachment B to Ordinance No. 8-02, passed April 15, 2002), but not reduce the level of services currently enjoyed by the citizens of Piqua.

(C) Suggestions must include:

- (1) A brief description of the suggestion.
- (2) A plan for implementation.
- (3) Who will be impacted by the suggestion and how.
- (4) Who will benefit from the suggestion and how.
- (5) An estimate of cost savings.
- (6) Time line to implement the suggestion.

(D) *Committee.*

(1) The Suggestion Committee shall be comprised of rotating members and shall include:

- (a) Committee Chairperson - department director;
- (b) Member - department director;
- (c) Member - supervisor or director;
- (d) Member - supervisor;
- (e) Member - Bargaining Unit Representative.

(2) Members shall serve one-year terms and shall be selected by the City Manager from an alphabetical list of all employees in the same member group (i.e., supervisor, director, etc.).

(3) The Committee is responsible for determining if suggestions meet the criteria to qualify for the program. If a suggestion is submitted from a department whose director sits on the Committee, the director shall excuse himself or herself and request an alternate director member consider the suggestion. The input of the excused director will however be allowed. A formal report of the Committee's findings will then be submitted to the City Manager.

(E) Suggestions will not be approved if:

(1) They fall under an employee's normal job responsibilities. For example, the Director of Human Resources cannot submit a suggestion to reduce turnover by promoting a new retention plan. This is a normal job function.

(2) They have a negative impact, either direct or indirect, upon another department or area of the city, or reduce the level of services currently being enjoyed by the citizens of Piqua.

(3) They suggest something that has already occurred.

(4) The Committee has the discretion to recommend to the City Manager approval or disapproval of suggestions submitted or may add to suggestions to enhance their overall value or effectiveness.

(F) *Eligibility.*

(1) All city employees (including part-time) are eligible to participate. Members of the Suggestion Committee who submit entries will not directly discuss their suggestion with other Committee members, but will utilize the standardized procedure of formal documentation and submission and will forfeit voting privileges.

(2) Salaried employees are eligible for rewards based upon suggestions not within their areas of responsibility or assigned duties.

(G) *Reward.*

(1) Minimum - \$100.

(2) Maximum - \$5,000.

(3) The amount of reward is to be determined by multiplying the identified net financial benefit by 10% over a one-year period from the date of implementation. If this calculation is less than \$100, the employee will be awarded \$100. No award will exceed

a maximum of \$5,000. Rewards from an implemented suggestion will not be given on a reoccurring annual basis.

(4) In the event a suggestion is submitted by an employee that does not have an identifiable financial benefit to the city but warrants implementation, the employee shall be awarded \$25.

(H) *Procedure.*

(1) To submit a suggestion, employees must complete a Suggestion Form (attached to Ordinance No. 8-02, passed April 15, 2002), which must include a plan for implementation. After completion, the form is submitted to the Suggestion Committee Chairperson. The original suggestion is filed and a copy is sent to each committee member, and a confirmation of receipt is sent to the submitting employee(s).

(2) Suggestions are designated as having either department-specific or general (city-wide impact). The Chairperson shall assign responsibility for analysis of the suggestion to the department director(s) who is responsible for the area the suggestion is intended to impact. The director has four weeks to make a recommendation, in writing, to the Committee Chairperson, who will then submit each suggestion and recommendation to the Suggestion Committee for review at the next Suggestion Committee meeting. Suggestions recommended for adoption will also require analysis by the Finance Department. The director reviewing the suggestion shall work with the Finance Director to develop the financial review.

(3) The Suggestion Committee will meet monthly. When the Suggestion Committee has completed its review and has made a recommendation, the recommendation will be submitted to the City Manager for final approval. After approval of the City Manager on the recommendation, the Chairperson shall inform the employee of the decision. The determination of the City Manager will be final. Formalized minutes shall be maintained of each Suggestion Committee meeting.

(4) Suggestions will be tracked for the suggestion date, employee name, department, idea, assignee, approval/disapproval, follow-up date for implementation, follow-up date to determine overall savings, and award amount.

(5) Following the adoption of a suggestion, the Department Director responsible for implementing the suggestions will be notified by sending a copy of the suggestions and a copy of all backup/research material. The director responsible for implementation of a suggestion shall inform the Chairperson with the expected date of implementation.

(6) The Committee Chairperson is responsible for following up on suggestions/implementation and reporting the status of suggestions to the committee.

§33.19 Benefits of the City Manager

The City Manager shall be an at-will employee entitled to the benefits that are separately negotiated by contract and approved by the City Commission. Compensation for the City Manager shall be specifically provided for by contract and/or ordinance and shall not be part of Schedule A. Any benefit not expressly covered for by contract or separately established by ordinance or resolution, shall be provided for under this chapter for the City Manager.

SECTION 2. All other sections of Chapter 33 of the Piqua Municipal Code not amended herein shall remain in effect as is.

SECTION 3. This Ordinance is declared an emergency for the immediate preservation of the public peace, health or safety in the City of Piqua so that the City Commission may consider Ordinance No. 09-08 and any other benefit of Schedule A without creating any conflict with the contract of the City Manager and the benefits he is entitled thereto.

THOMAS D. HUDSON, MAYOR

PASSED: _____

ATTEST: _____
REBECCA J. COOL
CITY COMMISSION CLERK

ORDINANCE NO. 14-08

**AN ORDINANCE REPEALING SCHEDULE A OF
CHAPTER 33 OF THE PIQUA CODE AND ADOPTING
A NEW SCHEDULE A OF CHAPTER 33 OF THE PIQUA
CODE, RELATING TO THE WAGE SCHEDULE
FOR ALL NON-UNION EMPLOYEES**

BE IT ORDAINED by the Commission of the City of Piqua, Miami County, Ohio, the majority of all members elected thereto concurring, that:

SEC. 1: Schedule A of Chapter 33 of the Piqua Code, as adopted by Ordinance No. 4-08, is hereby repealed; and

SEC. 2: Schedule A of Chapter 33 of the Piqua Code (appended hereto as Exhibit "D") is hereby adopted;

SEC. 3: This Ordinance applies to the wage schedule for all non-union employees.

SEC. 4: This Ordinance shall take effect and be in force from and after the earliest period allowed by law.

THOMAS D. HUDSON, MAYOR

PASSED: _____

ATTEST: _____
REBECCA J. COOL
CLERK OF COMMISSION

EFFECTIVE May 5, 2008

SCHEDULE A

"Exhibit D"

CLASS CODE	CLASSIFICATION/TITLE	PAY RANGE	SCHEDULE A					
			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
105	Custodian	21	513.02	538.68	565.59	593.89	623.58	654.77
107	Secretary	25	571.59	600.17	630.18	661.66	694.76	729.50
108	Administrative Secretary	29	620.66	651.69	684.27	718.48	754.40	792.13
109	Human Resources Assistant	29	620.66	651.69	684.27	718.48	754.40	792.13
110	Executive Secretary	36	693.82	728.49	764.94	803.16	843.34	885.50
112	Administrative Coordinator	36	693.82	728.49	764.94	803.16	843.34	885.50
120	Police Records Clerk	18	450.48	473.00	496.66	521.48	547.55	574.95
121	Senior Police Records Clerk	26	596.64	626.47	657.80	690.69	725.20	761.46
122	Police Service Aide	29	620.66	651.69	684.27	718.48	754.40	792.13
150	Acct. & Income Tax Mgr.	52	1025.55	1076.81	1130.67	1187.20	1246.58	1308.89
153	Utility Billing Office Manager	50	976.28	1025.10	1076.35	1130.18	1186.67	1246.00
155	Dir. of Finance & Inc. Tax. Admin.	67	1457.22	1530.11	1606.60	1686.92	1771.29	1859.85
157	Purchasing Analyst II	46	885.52	929.80	976.28	1025.10	1076.36	1130.18
158	Purchasing Analyst I	43	761.54	799.62	839.60	881.58	925.66	971.95
160	Law Director	67	1457.22	1530.11	1606.60	1686.92	1771.29	1859.85
165	Human Resources Director	58	1201.17	1261.24	1324.28	1390.49	1460.03	1533.01
171	Community Development Director	52	1025.55	1076.81	1130.67	1187.20	1246.58	1308.89
170	Development Program Manager	51	1000.39	1050.41	1102.93	1158.08	1216.00	1276.78
172	Deputy Assistant City Manager	52	1025.55	1076.81	1130.67	1187.20	1246.58	1308.89
180	Economic Development Director	58	1201.17	1261.24	1324.28	1390.49	1460.03	1533.01
206	Engineering Technician IV	45	864.18	907.39	952.75	1000.38	1050.40	1102.92
207	City Engineer	54	1076.36	1130.18	1186.68	1246.01	1308.31	1373.73
208	City Planner	51	1000.39	1050.41	1102.93	1158.08	1216.00	1276.78
209	Public Works Director	67	1457.22	1530.11	1606.60	1686.92	1771.29	1859.85
307	Director of Information Tech.	62	1308.32	1373.75	1442.45	1514.58	1590.27	1669.78
403	Golf Professional *	36	693.82	728.49	764.94	803.16	843.34	885.50
402	Recreation Coordinator	43	761.54	799.62	839.60	881.58	925.66	971.95
404	Park/Recreation Manager	45	864.18	907.39	952.75	1000.38	1050.40	1102.92
405	Park/Recreation Superintendent	51	1000.39	1050.41	1102.93	1158.08	1216.00	1276.78
501	Health & Sanitation Director	54	1076.36	1130.18	1186.68	1246.01	1308.31	1373.73
504	Sanitarian II	44	843.37	885.54	929.82	976.30	1025.12	1076.38
507	Sanitarian	43	761.54	799.62	839.60	881.58	925.66	971.95
510	Code Enforcement Officer	43	761.54	799.62	839.60	881.58	925.66	971.95
600	Police Lieutenant	53	1258.73	1271.31	1284.03	1296.86	1309.83	1322.93
605	Police Deputy Chief	63	1605.14	1621.20	1637.39	1653.78	1670.31	1687.02
610	Police Chief	67	1769.56	1787.27	1805.14	1823.19	1841.41	1859.85
655	Most Sr. Asst. Fire Chief	63	1605.14	1621.20	1637.39	1653.78	1670.31	1687.02
660	Fire Chief	67	1769.56	1787.27	1805.14	1823.19	1841.41	1859.85
705	Assistant Street Superintendent	46	885.52	929.80	976.28	1025.10	1076.36	1130.18
706	Street Superintendent	51	1000.39	1050.41	1102.93	1158.08	1216.00	1276.78
810	Water Distribution Supervisor	44	843.37	885.54	929.82	976.30	1025.12	1076.38
815	Asst. Water System Superintendent	46	885.52	929.80	976.28	1025.10	1076.36	1130.18
820	Water System Superintendent	51	1000.39	1050.41	1102.93	1158.08	1216.00	1276.78
842	Wastewater System Supervisor	46	885.52	929.80	976.28	1025.10	1076.36	1130.18
845	Wastewater System Superintendent	51	1000.39	1050.41	1102.93	1158.08	1216.00	1276.78
874	Power Plant Assistant Manager	52	1025.55	1076.81	1130.67	1187.20	1246.58	1308.89
875	Power Plant Manager	57	1158.07	1215.99	1276.77	1340.62	1407.66	1478.04
879	Engineering Assistant	48	929.77	976.26	1025.08	1076.34	1130.16	1186.66
881	Associate Engineer	52	1025.55	1076.81	1130.67	1187.20	1246.58	1308.89
888	Electric Line Supervisor	50	976.28	1025.10	1076.35	1130.18	1186.67	1246.00
890	Power Distribution Manager	57	1158.07	1215.99	1276.77	1340.62	1407.66	1478.04
891	Electric Substation Manager	57	1158.07	1215.99	1276.77	1340.62	1407.66	1478.04
892	Electrical Engineer	62	1308.32	1373.75	1442.45	1514.58	1590.27	1669.78
893	Asst. Power System Director	65	1407.66	1478.04	1551.92	1629.52	1710.99	1796.55
894	Power System Director	70	1590.24	1669.75	1753.25	1840.92	1932.95	2029.62
895	Environmental & Safety Coord.	61	1270.21	1333.75	1400.44	1470.44	1543.95	1621.14
898	Assistant City Manager	67	1457.22	1530.11	1606.60	1686.92	1771.29	1859.85
899	Asst. City Manager/Development	67	1457.22	1530.11	1606.60	1686.92	1771.29	1859.85

* Plus 50% of net margin on all sales of golf accessories & mdse.

RESOLUTION NO. R-57-08

**A RESOLUTION TO MODIFY THE EMPLOYMENT AGREEMENT
BETWEEN THE CITY OF PIQUA AND THE CITY MANAGER**

BE IT RESOLVED by the Commission of the City of Piqua, Miami County, Ohio, the majority of all members elected thereto concurring, that:

SEC. 1: City Manager Frederick E. Enderle's employment agreement with the City of Piqua, as approved by Resolution R-95-05 and attached as Exhibit A, is hereby modified and appended hereto as Exhibit A.

SEC. 2: This Resolution shall take effect and be in force from and after the earliest period allowed by law.

THOMAS D. HUDSON, MAYOR

PASSED: _____

ATTEST: _____
REBECCA J. COOL
CLERK OF COMMISSION

AGREEMENT
Exhibit "A"
FIRST AMENDMENT
May 2008

The following agreement is an employment agreement between the City of Piqua, Ohio and Frederick E. Enderle. Mr. Enderle agrees to devote his working time and best efforts to perform the services of City Manager of Piqua (except for the period from 11-01-05 through 11-30-05 when he will perform the services of Assistant City Manager) under the following terms, all of which are subject and subordinate to Section 30 of the Piqua Charter:

1. **Salary**

The City Manager's current salary, as of May 1, 2007 is \$113,055. Hereafter, the City Commission shall, following the annual evaluation of the City Manager's performance in November of each calendar year, grant an increase in annual salary to be effective May 1 of the upcoming year.

2. **Automobile Allowance**

The City shall provide a monthly \$300.00 allowance to the City Manager in lieu of providing a vehicle, insurance, maintenance, or operating expenses. The City Manager shall be entitled to reimbursement for any mileage outside of a fifty-mile radius of the City for City business and to be reimbursed pursuant to general City policy.

3. **Retirement**

Manager shall be included in PERS (Ohio Public Employee Retirement System). The City shall also contribute 5% percent of the City Manager's salary per Section 1, herein to a personal retirement account of the City Manager's choosing.

4. **Termination**

The City Manager shall be entitled to 6 months of annual salary at the rate the City Manager is earning at the time of termination, plus the accumulated value of vacation and personal leave, payable in one lump sum in the event that the City Manager's employment is terminated by the City. The City Manager shall not be entitled to the severance compensation described herein if he resigns his employment with the City, or in the event that he is terminated for the commission of an act in violation of federal, state, or local law.

5. **Vacation**

Manager shall be given a credit of 10 days vacation time upon initiating his employment with the city. Manager shall accumulate vacation time at the rate of 15 days per year. The Manager shall be eligible to accrue vacation time after 6 months of service with the City of Piqua.

6. **Moving Expense**

City shall pay for relocation expenses to Piqua. Manager shall make every effort to obtain said services for the lowest possible cost.

7. **Residency**

Manager shall secure housing within the City of Piqua within 30 days of his employment.

8. **Sick Leave**

Manager shall be entitled to his accumulated sick leave with his present employer. Manager will not be entitled to receive compensation for these hours if terminated, except as provided in Chapter 33. Manager will produce an exact

accounting of these hours to the Human Resources Department for the purpose of record keeping.

9. **Effective Date**

This agreement shall take effect at the earliest period allowed by law and Manager's employment shall commence on November 1, 2005.

By: _____

Frederick E. Enderle

Mayor Thomas D. Hudson

Commissioner John Martin

Commissioner Judy Terry

Commissioner Lucinda Fess

Commission William Vogt

RESOLUTION NO. R-58-08

**A RESOLUTION OF APPRECIATION FOR THE
PUBLIC SERVICE OF LOWELL DEAN TAMPLIN AS
A CITY EMPLOYEE**

WHEREAS, Lowell Dean Tamplin has retired as Equipment Operator I at the Street Department; and

WHEREAS, his retirement follows 30 years of faithful and dedicated service to the City and its citizens;

NOW, THEREFORE, BE IT RESOLVED by the Commission of the City of Piqua, Miami County, Ohio, all members elected thereto concurring, that:

SEC. 1: In recognition and appreciation of the service of Lowell Dean Tamplin as Equipment Operator I, this Commission tenders its unanimous and respectful tribute by this Resolution, which shall be a matter of public and permanent record.

SEC. 2: This Resolution shall take effect and be in force from and after the earliest period allowed by law.

THOMAS D. HUDSON, MAYOR

PASSED: _____

ATTEST: _____
REBECCA J. COOL
CLERK OF COMMISSION