

**LANCASTER CITY COUNCIL
LANCASTER, OHIO**

August 8, 2022

**REGULAR MEETING CONVENES
PRAYER
CALL TO ORDER
PLEDGE OF ALLEGIANCE
ROLL CALL
READING AND DISPOSING OF THE JOURNAL
REPORTS OF CITY OFFICIALS
COMMUNICATIONS
SPECIAL PRESENTATION AND AWARDS
PETITIONS AND MEMORIALS
PERMISSION OF VOTERS AND TAXPAYERS TO ADDRESS COUNCIL
REPORTS OF STANDING COMMITTEES
REPORTS OF SPECIAL COMMITTEES
PUBLIC HEARINGS**

1. Temporary Ordinance 23-22

READING OF RESOLUTIONS

THIRD READING

NONE.

SECOND READING

Temp Res #94-22	A RESOLUTION TO AMEND THE CERTIFICATE OF APPROPRIATION WITH THE COUNTY AUDITOR AND APPROPRIATE FROM THE UNENCUMBERED BALANCE IN THE GENERAL FUND (1001)
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Finance (Stoughton/McDaniel) (3 Readings)

Temp Res #98-22	A RESOLUTION AUTHORIZING THE SERVICE-SAFETY DIRECTOR TO ENTER INTO A CONTRACT FOR THE CONSTRUCTION OF THE NORTH WATER TREATMENT PLANT (NWTP) REPLACEMENT PROJECT
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Water/WPC (James/Tener) (2 Readings)

Motion to replace with 98-22*

FIRST READING

Temp Res #99-22	A RESOLUTION TO AMEND THE CERTIFICATE OF APPROPRIATION WITH THE COUNTY AUDITOR AND APPROPRIATE FROM THE UNENCUMBERED BALANCE IN THE INDIGENT DRIVER ALCOHOL TREATMENT FUND (2032)
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Finance (Stoughton/Crites) (1 Reading)

Temp Res #100-22	A RESOLUTION AUTHORIZING THE SERVICE-SAFETY DIRECTOR TO ADVERTISE FOR BIDS AND ENTER INTO A CONTRACT FOR THE SOUTH BROAD STREET PAVING PROJECT AND TO DECLARE AN EMERGENCY
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Public Works (Schoonover/James) (1 Reading)

Temp Res #101-22	A RESOLUTION TO INCREASE RECEIPTS, APPROPRIATE
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FROM THE UNENCUMBERED BALANCE, AND AMEND THE CERTIFICATE WITH THE COUNTY AUDITOR IN THE GENERAL FUND (1001) AND LDOT IMPROVEMENT FUND (3014)

Economic Development (Schoonover/Stoughton) (1 Reading)

READING OF ORDINANCES

THIRD READING

NONE.

SECOND READING

Temp Ord #21-22 AN ORDINANCE TO REPEAL AND REPLACE LANCASTER CODIFIED ORDINANCE PART THREE – TRAFFIC CODE, TITLE SEVEN – PARKING, CHAPTER 351 PARKING GENERALLY, SECTION 351.15 PARKING DURING SNOW REMOVAL OR STREET CLEANING AND PART THREE – TRAFFIC CODE, TITLE ONE – ADMINISTRATION, CHAPTER 303 ENFORCEMENT, IMPOUNDING AND PENALTY, SECTION 303.08 IMPOUNDING OF VEHICLES; REDEMPTION OF THE CODIFIED ORDINANCES OF THE CITY OF LANCASTER

Law (Crites/Schoonover) (2 Readings)

Temp Ord #23-22 AN ORDINANCE TO AMEND THE CITY OF LANCASTER ZONING MAP TO CHANGE THE ZONING OF 4.083 +/- ACRES IDENTIFIED AS FAIRFIELD COUNTY AUDITOR TAX PARCEL NUMBER 0535027600 FROM INDUSTRIAL HEAVY TO COMMERCIAL GENERAL, AND TO DECLARE AN EMERGENCY

Code Enforcement (Ahlers/Sitterley) (2 Readings)

Public Hearing Scheduled – August 8, 2022, at 6:30 p.m.

FIRST READING

Temp Ord #24-22 AN ORDINANCE TO AMEND PERMANENT ORDINANCE 12-22, REPEAL AND REPLACE EXISTING PERMANENT ORDINANCE 12-22, FOR THE NON- UNION PAY ORDINANCE, AND TO DECLARE AN EMERGENCY

Finance (Stoughton/Crites) (2 Readings)

TABLED LEGISLATION

NONE.

UNFINISHED BUSINESS

NEW BUSINESS

ANNOUNCEMENT OF SCHEDULED MEETINGS

REGULARLY SCHEDULED CITY COUNCIL MEETINGS

1. August 22nd at 6:30 p.m.
2. September 12th at 6:30 p.m.

SPECIAL SCHEDULED MEETINGS

1. None.

REGULARLY SCHEDULED COMMITTEE MEETINGS

1. Water/WPC – August 10th at 8:30 a.m. – 1897 CR
2. Public Works – August 12th at 7:30 a.m. – 1897 CR

3. Economic Development – August 18th at 7:30 a.m. – 1897 CR
4. IT/Telecom – August 19th at 8:00 a.m. – 1897 CR
5. Finance – August 22nd at 6:00 p.m. – Council Chambers

READING OF BILLS

EXECUTIVE SESSION (if needed)

ADJOURNMENT

TEMPORARY RESOLUTION NO. 98-22*

PERMANENT RESOLUTION NO. _____

A RESOLUTION AUTHORIZING THE SERVICE-SAFETY DIRECTOR TO ENTER INTO A CONTRACT FOR THE CONSTRUCTION OF THE NORTH WATER TREATMENT PLANT ("NWTP") REPLACEMENT PROJECT

WHEREAS, the City of Lancaster is constructing a new water treatment plant at the north end of Miller Park to replace the existing water treatment plant at the south end of Miller Park which will cost approximately ~~Seventy-Five~~ **Ninety** Million Dollars (\$**90,000,000.00**); and

WHEREAS, the City expects to be awarded a loan from the Ohio Water Development Authority ("OWDA") to cover the entire cost of constructing the NWTP in September 2022; and

WHEREAS, the City advertised for bids to construct the NWTP Replacement Project on June 17, 2022 and June 24, 2022, and those bids are scheduled to be publicly opened in early August 2022;

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF LANCASTER, STATE OF OHIO,

SECTION 1. That the Service-Safety Director is authorized to enter into a contract for the construction of the North Water Treatment Plant (NWTP) Replacement Project in an amount not to exceed ~~Seventy-Five~~ **Ninety** Million Dollars (\$**90,000,000.00**).

SECTION 2. That this resolution shall take effect and be in force from and after the earliest period allowed by law.

Passed: _____ after _____ reading. Vote: Yeas _____ Nays _____

Date Approved: _____

Clerk: _____

President of Council

Mayor

Offered by: _____

Second by: _____

Requested by Water/Water Pollution Control Committee

TEMPORARY RESOLUTION NO. 99-22

PERMANENT RESOLUTION NO. _____

A RESOLUTION TO AMEND THE CERTIFICATE OF APPROPRIATION WITH THE COUNTY AUDITOR AND APPROPRIATE FROM THE UNENCUMBERED BALANCE IN THE INDIGENT DRIVER ALCOHOL TREATMENT FUND (2032)

WHEREAS, the Fairfield County Municipal Court has a surplus of cash in its Indigent Driver Alcohol Treatment Fund (2032) and needs these funds to pay for contract services and drug and alcohol testing supplies; and

WHEREAS, on July 18, 2022, City Council passed Permanent Resolution 93-22 to appropriate One Hundred Thirty Thousand Dollars (\$130,000.00) into the Muni Court/Judicial/Drug Court/ADAMH Fund (2039), but did not appropriate One Hundred Thirty Thousand Dollars (\$130,000.00) from the unencumbered balance in the Indigent Driver Alcohol Treatment Fund (2032), nor amend the Certificate of Appropriation with the County Auditor;

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF LANCASTER, STATE OF OHIO,

SECTION 1. That the City of Lancaster Auditor amend the Certificate of Appropriations with the County Auditor in the amount of One Hundred Thirty Thousand Dollars (\$130,000.00) in the Indigent Driver Alcohol Treatment Fund (2032).

SECTION 2. That the City of Lancaster Auditor appropriate from the unencumbered balance in the Indigent Driver Alcohol Treatment Fund (2032) in expense account 2032.2500.59029 (Transfer to Muni Drug Court Fund) in the amount of One Hundred Thirty Thousand Dollars (\$130,000.00) so these funds can be used as previously authorized in PR 93-22 for Contractual Services (\$65,000.00 to 2039.2550.52034) and Supplies (\$65,000.00 to 2039.2550.53000).

SECTION 3. That this resolution shall take effect and be in force from and after the earliest period allowed by law.

Passed: _____ after _____ reading. Vote: Yeas _____ Nays _____

Date Approved: _____

President of Council

Clerk: _____

Mayor

Offered by: _____

Second by: _____

Requested by Finance Committee

TEMPORARY RESOLUTION NO. 100-22

PERMANENT RESOLUTION NO. _____

A RESOLUTION AUTHORIZING THE SERVICE-SAFETY DIRECTOR TO ADVERTISE FOR BIDS AND ENTER INTO A CONTRACT FOR THE SOUTH BROAD STREET PAVING PROJECT AND TO DECLARE AN EMERGENCY

WHEREAS, the City needs to competitively bid this portion of the Southern Gateway Project immediately to ensure paving occurs this year before the regional asphalt plants close in October; and

WHEREAS, a bid opening has been scheduled for August 19, 2022, to accommodate the paving schedule; and

WHEREAS, City Council has previously approved legislation for this project including Permanent Resolution 9-22 (apply to CORPO for grant funds); Permanent Resolution 61-22 (authorize matching funds); and Permanent Resolution 72-22 (authorize the LPA Agreement);

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF LANCASTER, STATE OF OHIO,

SECTION 1. That the Service-Safety Director is hereby authorized to advertise for bids and enter into a contract for the South Broad Street Paving Project.

SECTION 2. That this resolution is declared an emergency measure and effective immediately upon passage. Such emergency exists because the timing of this project depends on paving occurring this year to stay on time and within budget, and any delay will deny the public the benefits of this infrastructure improvement and increase the risk of damage to this roadway over the winter months, contrary to public health, safety, and welfare.

Passed: _____ after _____ reading. Vote: Yeas _____ Nays _____

Date Approved: _____

President of Council

Clerk: _____

Mayor

Offered by: _____

Second by: _____

Requested by Public Works Committee

TEMPORARY RESOLUTION NO. 101-22

PERMANENT RESOLUTION NO. _____

A RESOLUTION TO INCREASE RECEIPTS, APPROPRIATE FROM THE UNENCUMBERED BALANCE, AND AMEND THE CERTIFICATE WITH THE COUNTY AUDITOR IN THE GENERAL FUND (1001) AND LDOT IMPROVEMENT FUND (3014)

WHEREAS, City Council previously passed Permanent Resolution 61-22 to pay for road resurfacing, curbs, new markings, and bicycle/pedestrian facilities as a part of the Southern Gateway Project; and

WHEREAS, the City of Lancaster was awarded CORPO Federal Grant Funding for PID 116843 FAI CR 501 0.13 for the Southern Gateway Project, but inflation has caused an increase in the total cost of this project which is to be split 80/20 between federal grant funding and local match; and

WHEREAS, as a result CORPO's portion of the project will increase by an additional Fifty-Seven Thousand Seven Hundred Forty-Eight Dollars (\$57,748.00) and the City will be responsible for an additional Ten Thousand Dollars (\$10,000.00) in local match funds;

BE IT RESOLVED BY COUNCIL OF THE CITY OF LANCASTER, OHIO

SECTION 1. That the City of Lancaster Auditor amend the Certificate Appropriations with the County Auditor in the amount of Ten Thousand Dollars (\$10,000.00) in the General Fund (1001).

SECTION 2. That the City of Lancaster Auditor appropriate from the unencumbered balance in expense account 1001-9900-59012 (Tran/improvement Fund) in the amount of Ten Thousand Dollars (\$10,000.00).

SECTION 3. That the City of Lancaster Auditor process a Fund Transfer from account number 1001-9900-59012 (Tran/improvement Fund) to 3014-000-49086 (Transfers/General Fund) in the amount of Ten Thousand Dollars (\$10,000.00).

SECTION 4. That the City of Lancaster Auditor amend the Certificate of Other Sources and Appropriations with the County Auditor in the amount of Sixty-Seven Thousand Seven Hundred Forty-Eight Dollars (\$67,748.00) in the LDOT Improvement Fund (3014).

SECTION 5. That the City of Lancaster Auditor increase receipts in the following revenue accounts in the LDOT Improvement Fund (3014) in the amount of Sixty-Seven Thousand Seven Hundred Forty-Eight Dollars:

3014-0000-43013 Federal Grant Monies	\$57,748.00
3014-0000-49086 Transfers/General Fund	<u>\$10,000.00</u>
	\$67,748.00

SECTION 6. That the City of Lancaster Auditor appropriate from the unencumbered balance in expense account 3014-0500-56008 (CORPO – Southern Gateway) in the amount of Sixty-Seven Thousand Seven Hundred Forty-Eight Dollars (\$67,748.00).

SECTION 7. That this resolution shall take effect and be in force from and after the earliest period allowed by law.

Passed: _____ after _____ reading. Vote: Yeas _____ Nays _____

Date Approved: _____

President of Council

Clerk: _____

Mayor

Offered by: _____

Second by: _____

Requested by Economic Development Committee

TEMPORARY ORDINANCE NO. 24-22

PERMANENT ORDINANCE NO. _____

AN ORDINANCE TO AMEND PERMANENT ORDINANCE 12-22, REPEAL AND REPLACE EXISTING PERMANENT ORDINANCE 12-22, FOR THE NON-UNION PAY ORDINANCE, AND TO DECLARE AN EMERGENCY

WHEREAS, Permanent Ordinance 42-21*, Non-Union Pay Ordinance, was passed by City Council on December 13, 2021; and

WHEREAS, Permanent Ordinance 12-22, Non-Union Pay Ordinance, was passed by City Council on April 11, 2022; and

WHEREAS, certain modifications to the Non-Union Pay Ordinance are now necessary;

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF LANCASTER, STATE OF OHIO,

SECTION 1. That Permanent Ordinance 12-22, Non-Union Pay Ordinance, be amended as shown in Exhibit A.

SECTION 2. That existing Permanent Ordinance 12-22, Non-Union Ordinance, be repealed and replaced in its entirety.

SECTION 3. That in the interest of the health, safety, and welfare of the community and in order to maintain workforce continuity, City Council does hereby declare an emergency so that this ordinance shall take effect and be in full force immediately.

Passed: _____ after _____ reading. Vote: Yeas _____ Nays _____

Approved: _____

President of Council

Clerk: _____

Mayor

Offered by: _____

Second by: _____

Requested by Finance Committee

TEMPORARY ORDINANCE NO. 10-22

PERMANENT ORDINANCE NO. 12-22

AN ORDINANCE TO ESTABLISH BENEFITS, TITLES, AND COMPENSATION FOR THOSE EMPLOYEES WHO ARE NOT MEMBERS OF THE RECOGNIZED BARGAINING UNITS EMPLOYED BY THE CITY OF LANCASTER, OHIO FOR THE YEAR 2022, AND TO DECLARE AN EMERGENCY

BE IT ORDAINED by the Council of the City of Lancaster, State of Ohio:

SECTION 1. NON-UNION PERSONNEL.

The following non-union positions are approved and established, effective Payroll #1, 2022, in accordance with the department, job title, salary range, and number of employees listed below:

<u>DEPARTMENT</u>	<u>JOB TITLE</u>	<u>RANGE</u>	<u>EMPLOYEES</u>
Auditor	Finance Specialist	J	3
	Payroll Specialist	J	1
Cemetery	Customer Service Coordinator Administrative Assistant I	D	1 (TO 42-21)(November 8, 2021)
	Permit Clerk	D	1
Certified Building	Administrative Assistant II	G	1 (TO 42-21)(November 8, 2021)
	Certified Inspector	L	2
	PT Code Enforcement Inspector	J	2
Code Enforcement	Code Enforcement Inspector	J	1 (TO 42-21)(November 8, 2021)
	Housing Program Coord.	G	1
Community Dev.	PT Clerical Assistant	B	1 (TO 42-21)(November 8, 2021)
	Engineering Specialist III Engineer II Engineering Specialist III Engineer II Engineer I	K	1 (TO 42-21*)(December 13, 2021)
Engineering	Right-of-Way Inspector Manager	L	1 (TO 42-21)(November 8, 2021)
	Administrative Assistant III	I	1 (TO 42-21)(November 8, 2021)
Fire	Fire & EMS Confidential Sec'y Administrative Assistant II	G	1 (TO 42-21)(November 8, 2021)
	Administrative Assistant I	D	1 (TO 42-21)(November 8, 2021)
Gas	Engineering Technology & Econ Development Technician	L	1
	Human Resources Assistant	J	1
Human Resources	Tax Auditor	J	3
	PT Tax Clerk	A	1
Income Tax	Administrative Assistant II	G	1 (TO 42-21)(November 8, 2021)
	IT Specialist II	H	1
IT/Telecom			



Law Director	Paralegal/Receptionist	H	1	(TO 42-21)(November 8, 2021)
	Clerical Assistant	B	1	(TO 24-22)(August 8, 2022)
	Paralegal	H	3	4 (TO 24-22)(August 8, 2022)
	Office Manager	I	1	
Mayor	Executive Assistant	L	1	
Municipal Court --Clerk	Clerk	A	3	
	Deputy Clerk	B	6	
	1 st Deputy/Traffic	D E	1	TO 42-21*(December 13, 2021)
	1 st Deputy/Criminal	D E	1	TO 42-21*(December 13, 2021)
	1 st Deputy/Civil	D E	1	TO 42-21*(December 13, 2021)
	Administrative Assistant	I L	1	TO 42-21*(December 13, 2021)
	Chief Deputy Clerk	M	1	
Police	Administrative Assistant III	I	1	(TO 42-21)(November 8, 2021)
Sanitation	Administrative Assistant II	G	2	(TO 42-21)(November 8, 2021)
Service-Safety	Executive Assistant I	L	1	(TO 42-21)(November 8, 2021)
Storm Water Utility	Administrative Assistant II	G	1	(TO 42-21)(November 8, 2021)
	Storm Water Inspector	I	1	
	Storm Water Specialist III	J	1	
Transportation	Administrative Assistant II	G	1	
Treasurer	Finance Specialist	J	1	(TO 42-21)(November 8, 2021)
Utilities	Data Base Administrator	K	1	
	Customer Service Manager	H	1	
Water	Confidential Staff Secretary			
	Administrative Assistant II	G	1	(TO 42-21)(November 8, 2021)
WPC	Confidential Staff Secretary			
	Administrative Assistant II	G	1	(TO 42-21)(November 8, 2021)

SECTION 2. PAY SCALE.

The Pay Scale for employees referenced in Section 1 of this Ordinance above, is set forth in the attached Exhibit A. The Pay Scale is effective Payroll #1, 2022.

SECTION 3. RETIREMENT PICK-UP.

Employees under this Ordinance do not receive retirement pension pick up.

SECTION 4. LONGEVITY PAY.

Employees covered by this ordinance, who were hired on or after January 1, 2006 are not eligible to receive this benefit.

Full-time employees covered by this Ordinance, who were hired on or before December 31, 2005, shall, after five years of continuous service with the City, receive a \$3.25 bi-weekly payment for each year of service. An employee shall be paid longevity pay commencing January 1st of the year in which the anniversary of employment occurs.

~~SECTION 5. PRO-PAY.~~

~~Employees covered by this Ordinance shall be paid an additional \$25.00 bi-weekly for an Associate's Degree or \$40.00 bi-weekly for a Bachelor's Degree. Pro-pay does not apply to part-time employees. TO 42-21 11/8/2021 for payroll 1 2022~~

SECTION 5. HOLIDAY PAY.

Employees will follow The City's holiday schedule. Employees who are scheduled to, and do work on the holidays, shall be compensated for working such holidays at the rate of one and one-half times such employee's normal rate of pay. ~~Employees must work their scheduled day before and after the holiday to receive holiday pay.~~ TO 10-22 3/14/2022

SECTION 6. PERSONAL TIME.

Employees covered by this Ordinance shall receive 40 hours of personal time each year. Personal time must be used in the year in which it was accrued and will not accumulate. Part-time employees are exempt from this benefit. The use of personal time must be approved by a supervisor.

SECTION 7. VACATION LEAVE.

The vacation schedule for employees covered by this Ordinance is hereby established as follows:

<u>Continuous Service</u>	<u>Vacation Hours</u>		
1 – 5 years	80 hours		
6 – 14 years	120 hours		
15 – 240 years	160 hours	TO 10-22	3/14/2022
25+ years	200 hours	TO 10-22	3/14/2022

As used in this section, "year" means any 12 month period following the first date of employment with the City during which the employee is continuously employed with the City and works an average of 30 hours or more per week.

Employees covered by this Ordinance shall accrue 80 hours of vacation leave upon completion of one full year of service with the City, and thereafter on the first day of January during any subsequent calendar year during which the employee is in active service with the City in accordance with the schedule listed above.

Employees covered by this Ordinance may carry-over no more than 40 hours of vacation leave into the subsequent calendar year, except as otherwise authorized by the Service-Safety Director or elected official responsible for supervision of that department.

SECTION 8. FUNERAL LEAVE.

Employees covered by this Ordinance shall be granted funeral leave with pay for the death of a family member as follows:

For a death within the employee's immediate family (e.g., spouse, parent, parent of spouse, child, step-child, step-parent, or sibling), an employee shall be granted five days of leave within seven days of the death of the family member.

For a death not within the employee's immediate family (e.g., brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparent, grandchild, appointed legal guardian, aunt, uncle, or grandparent of spouse), an employee shall be granted three days of leave within seven days of the death of the family member.

Days of leave shall be defined as normal average working hours. An employee may elect to take up to two additional bereavement days as other paid leave.

SECTION 9. MEDICAL INSURANCE.

Employees must work an average of 30 hours or more per week over the previous twelve (12) months to be eligible for medical insurance. Employees covered by this Ordinance shall pay an amount equal to 15% of the monthly premium for both family and single coverage. These deductions will be made pursuant to the City's 125 plan.

The employee and members of his or her family shall be included under the Employee Insurance Coverage, but only one plan of Employee Insurance Coverage will apply per family even if more than one member of an employee's immediate family is employed by the City.

The insurance benefits provided in this Ordinance shall be substantially equal to those currently provided during the life of this Agreement. The City shall choose the insurance provider and plan, and the benefits provided herein are subject to the rules and regulations of the insurance carrier.

SECTION 10. LIFE INSURANCE.

The City shall provide to all full-time employees covered by this Ordinance a term life insurance program as follows:

Coverage Amount

\$50,000.00 per employee TO 42-21 11/8/2021 for payroll 1 2022

\$ 2,000.00 per employee spouse

Up to \$2,000.00 per employee child (to age 19)

An employee will be eligible for insurance under this provision during the term of his or her employment with the City. An employee on leave without pay is not eligible for this program.

SECTION 11. SICK LEAVE PAYOUT.

A. An employee covered by this Ordinance who maintains a sick leave "bank" of more than 960 hours may elect to "cash in" up to \$500.00 of accrued but unused sick leave annually; provided, however, that an employee may "cash in" only accrued but unused sick leave in excess of 960 hours. In addition, employees with a sick leave "bank" of more than nine hundred sixty (960) hours may cash in two (2) hours of sick leave for one (1) hour of pay up to an additional five-hundred-dollar (\$500.00) payout provided the employee maintains a sick leave "bank" of at least nine hundred sixty (960) hours. The value of the sick time per hour is an employee's regular hourly rate.

B. An employee covered by this Ordinance who has a bank of more than nine hundred sixty (960) hours can exchange a minimum of eight (8) hours, or one day, for an additional vacation day, not to exceed forty (40) hours.

C. Full-time employees covered by this Ordinance and hired on or before December 31, 2010 shall be granted the following:

1. If, upon retirement, an employee has a "bank" of at least 960 hours of accrued but unused sick leave, that employee will be paid 100% of the value of the employee's accrued but unused sick leave up to 960 hours, and 25% of the value of that employee's accrued but unused sick leave in excess of 960 hours.
2. If, upon retirement, an employee does not have a "bank" of 960 hours of accrued but unused sick leave, that employee will be paid the value of 32 hours of the employee's accrued but unused sick leave for each year of the employee's continuous employment with the City, but in no case shall an employee be paid out more than the value of 960 hours of accrued but unused sick leave pursuant to this provision.

D. Full-time employees covered by this Ordinance, who were hired on or after January 1, 2011 and who have at least ten years of continuous service with the City, shall be granted the following:

1. Upon retirement, an employee may elect to be paid 25% of the value of the employee's accrued but unused sick leave. Regardless of the amount of the payment, a payout under this provision shall eliminate all of that employee's accrued but unused sick leave. An employee may elect to receive one or more payments, but the aggregate value of all payouts under this provision shall not exceed the value of 240 hours of accrued but unused sick leave.
2. For purposes of this section, the value of one hour of sick leave is equivalent to the employee's current regular hourly rate.

SECTION 12. SICK LEAVE EXCHANGE.

Employees covered by this Ordinance who maintain a sick leave "bank" of at least 960 hours may cash in sick leave for personal leave, at a ratio of two days of sick leave for one day of personal leave, for up to three personal days annually.

Employees who maintain a sick leave "bank" of at least 640 hours may cash in sick leave for personal leave, at a ratio of three days of sick leave for one day of personal leave, for up to three personal days annually.

SECTION 13. UNEXCUSED ABSENCES.

There will be no pay for unexcused absences the scheduled day before or after a holiday or vacation day. **TO 10-22 3/14/2022**

SECTION ~~13~~ 14. SUPERVISOR DISCRETION.

The Service-Safety Director or elected official responsible for supervision of a City department may, in the exercise of his or her sound discretion, adjust the pay step and/or benefits (e.g., vacation leave, personal time, and compensatory time) of an employee covered by this Ordinance in light of that employee's experience, education, performance, or other extenuating circumstances. Any adjustment under this provision must be in writing and, upon delivery to the City Auditor; the adjustment shall be made as soon as practicable.

SECTION ~~14~~ 15. FORCE AND EFFECT.

This Ordinance is declared to be an emergency measure necessary for the immediate preservation of the public peace, health and safety of the City, and for the continued and uninterrupted services by the City of Lancaster. Wherefore this Ordinance shall be in full force and effect immediately upon its passage and approval by the Mayor.

Passed: _____ after _____ reading. Vote: Yeas _____ Nays _____

Approved: _____

President of Council

Attest: _____

Mayor

Offered by: _____

Second by: _____

Requested by Finance Committee

RANGE	STARTING	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
A	17.28	18.07	18.82	19.58	20.35	21.09	21.87	22.64
	1,382.40	1,445.60	1,505.60	1,566.40	1,628.00	1,687.20	1,749.60	1,811.20
	35,942.40	37,585.60	39,145.60	40,726.40	42,328.00	43,867.20	45,489.60	47,091.20
B	18.18	19.01	19.86	20.71	21.55	22.39	23.22	24.08
	1,454.40	1,520.80	1,588.80	1,656.80	1,724.00	1,791.20	1,857.60	1,926.40
	37,814.40	39,540.80	41,308.80	43,076.80	44,824.00	46,571.20	48,297.60	50,086.40
C	18.55	19.40	20.26	21.82	21.97	22.84	23.68	24.56
	1,484.00	1,552.00	1,620.80	1,745.60	1,757.60	1,827.20	1,894.40	1,964.80
	38,584.00	40,352.00	42,140.80	45,385.60	45,697.60	47,507.20	49,254.40	51,084.80
D	18.94	19.82	20.69	21.56	22.42	23.32	24.16	25.07
	1,515.20	1,585.60	1,655.20	1,724.80	1,793.60	1,865.60	1,932.80	2,005.60
	39,395.20	41,225.60	43,035.20	44,844.80	46,633.60	48,505.60	50,252.80	52,145.60
E	19.31	20.19	21.08	21.99	22.89	23.77	24.67	25.56
	1,544.80	1,615.20	1,686.40	1,759.20	1,831.20	1,901.60	1,973.60	2,044.80
	40,164.80	41,995.20	43,846.40	45,739.20	47,611.20	49,441.60	51,313.60	53,164.80
F	19.62	20.54	21.48	22.40	23.34	24.24	25.17	26.08
	1,569.60	1,643.20	1,718.40	1,792.00	1,867.20	1,939.20	2,013.60	2,086.40
	40,809.60	42,723.20	44,678.40	46,592.00	48,547.20	50,419.20	52,353.60	54,246.40
G	20.01	20.94	21.87	22.80	23.71	24.63	25.56	26.48
	1,600.80	1,675.20	1,749.60	1,824.00	1,896.80	1,970.40	2,044.80	2,118.40
	41,620.80	43,555.20	45,489.60	47,424.00	49,316.80	51,230.40	53,164.80	55,078.40
H	20.60	21.55	22.48	23.45	24.39	25.35	26.29	27.26
	1,648.00	1,724.00	1,798.40	1,876.00	1,951.20	2,028.00	2,103.20	2,180.80
	42,848.00	44,824.00	46,758.40	48,776.00	50,731.20	52,728.00	54,683.20	56,700.80
I	21.21	22.18	23.13	24.10	25.07	26.04	26.98	28.00
	1,696.80	1,774.40	1,850.40	1,928.00	2,005.60	2,083.20	2,158.40	2,240.00
	44,116.80	46,134.40	48,110.40	50,128.00	52,145.60	54,163.20	56,118.40	58,240.00
J	22.09	23.11	24.12	25.14	26.16	27.18	28.19	29.20
	1,767.20	1,848.80	1,929.60	2,011.20	2,092.80	2,174.40	2,255.20	2,336.00
	45,947.20	48,068.80	50,169.60	52,291.20	54,412.80	56,534.40	58,635.20	60,736.00
K	22.60	23.63	24.68	25.73	26.79	27.81	28.85	29.93
	1,808.00	1,890.40	1,974.40	2,058.40	2,143.20	2,224.80	2,308.00	2,394.40
	47,008.00	49,150.40	51,334.40	53,518.40	55,723.20	57,844.80	60,008.00	62,254.40
L	23.18	24.25	25.32	26.40	27.47	28.56	29.59	30.64
	1,854.40	1,940.00	2,025.60	2,112.00	2,197.60	2,284.80	2,367.20	2,451.20
	48,214.40	50,440.00	52,665.60	54,912.00	57,137.60	59,404.80	61,547.20	63,731.20

