

ORDINANCE NO. 3 , 2013

**AN ORDINANCE REDEFINING THE STANDARDS FOR
FULL-TIME EMPLOYMENT**

WHEREAS, proposed changes in the federal law may redefine when an employee is considered to be a full-time employee for the entitlement to benefits; and

WHEREAS, Section 34.04 of the Code of Ordinances defines full-time employment and Section 34.05 of the Code of Ordinances designates the benefits to be made available to full-time employees; and

WHEREAS, in anticipation of these changes in the law, the Administration does desire to clarify the definition of *full-time personnel* and to redefine *credited service* for benefits to be available to full-time employees.

NOW THEREFORE, BE IT ORDAINED by the Council of the City of Montgomery, Hamilton County, Ohio, that:

SECTION 1. Section 34.04, *Full and Part-Time Personnel (A)*, is hereby revoked and in its place the following is adopted:

(A) *For the purposes of determining eligibility for employment benefits set forth within this chapter, except as otherwise mandated by pre-empting state or federal legislation, municipal officials and personnel shall be considered as full-time personnel if they work at least 37.5 hours per week on an annual basis. The Law Director and Clerk of Council shall not be considered full-time employees regardless of the number of hours worked. An employee who works less than 37.5 hours per week on an annual basis is considered a part-time employee.*

SECTION 2. Section 34.05 of the Code of Ordinances in part shall be modified to read as follows:

(A) **Vacation.** *Each full-time municipal employee with one or more years of credited service with a state agency or political subdivision of the state shall be entitled to vacation with pay corresponding to the following schedule. **Credited Service** shall only include full-time service with any state agency or political subdivision of the state. Full-time service with any such agency or subdivision shall be the same as defined in Section 34.04(A) of the Code of Ordinances.*

SECTION 3. All Ordinances or parts of Ordinances inconsistent herewith are hereby repealed. Provided, however, that the modifications enacted in this Ordinances shall not impact the schedule of entitled vacation days as previously approved as a part of Section 34.05(A).

SECTION 4. This Ordinance shall take effect the earliest opportunity as permitted by law.

PASSED: February 6, 2013

ATTEST: Susan J. Hamm
Susan J. Hamm, Clerk of Council

Ken Suer
Ken Suer, Mayor

APPROVED AS TO FORM:

Terrence M. Donnellon
Terrence M. Donnellon, Law Director