

ORDINANCE NO. 11 , 2024

**AN ORDINANCE AMENDING CHAPTER 34 OF THE MONTGOMERY CODE
OF ORDINANCES TO MODIFY SICK LEAVE BENEFITS**

WHEREAS, the City Administration, as a part of the 2022-2026 Strategic Plan, completed a comprehensive review of Chapter 34 of the Code of Ordinances relative to Personnel Policies to be sure that employee benefits were appropriately competitive, locally and regionally, and properly reflect the work environment and culture of the City organization; and

WHEREAS, following the review, the Administration is recommending that Council modify Section 34.05, *Employee Leave Benefits*, Subsection (B), *Sick Leave*, to increase the accrual rate for sick leave benefits and the schedule for payout of sick leave benefits upon an employee's retirement.

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

SECTION 1. Section 34.05, *Employee Leave Benefits*, Subsection (B), *Sick Leave*, be modified as follows:

(B) *Sick leave.*

(1) Each full-time employee of the municipality shall be entitled to receive sick leave with pay at the rate of 4.615 hours for each completed 80 hours of service. The policies and procedures for utilizing sick leave shall be established by the City Manager subject to any rights reserved within a negotiated collective bargaining agreement.

(2) When an employee has accumulated 864 hours of unused sick leave, the employee may, subject to policies established by the City Manager, surrender or redeem sick leave days at the employee's then current rate of pay at the rate of one hour of such compensation for each one and one-half hours of sick leave surrendered. The City Manager shall establish rules governing the frequency of redemption, the maximum number of days which may be redeemed within a period, and such other incidence of redemption as may be necessary to protect the public interest and rights of employees. Sick leave cannot be accumulated in excess of 984 hours.

(3) An employee who retires from the City with 5 to 9 years of service with the City of Montgomery shall be paid for one-fourth the value of his or her accrued but unused sick leave up to a maximum accumulated sick leave of 984 hours, which equates to a pay-out of 246 hours.

(4) An employee who retires from the City with 10 to 19 years of service with the City of Montgomery shall be paid for one-third the value of his or her accrued but unused sick leave up to a maximum accumulated sick leave of 984 hours, which equates to a pay-out of 328 hours.

(5) An employee who retires from the City with 20 or more years of service with the City of Montgomery shall be paid for one-half the value of his or her accrued but unused sick leave up to a maximum accumulated sick leave of 984 hours, which equates to a pay-out of 492 hours.

SECTION 2. All other provisions of Section 34.05 of the Code of Ordinances are hereby ratified and reaffirmed.

SECTION 3. All Ordinances or parts of Ordinances inconsistent herewith are hereby repealed.

SECTION 4. This Ordinance shall take effect the earliest opportunity as allowable by law. The changes enacted to Chapter 34 by this Ordinance shall be effective and credited to employee accounts at the close of the first pay period in January 2025.

PASSED: December 4, 2024

ATTEST: Connie M. Gaylor
Connie M. Gaylor, Clerk of Council

Ronald G. Messer
Ronald G. Messer, Mayor

APPROVED AS TO FORM:

Terrence M. Donnellon
Terrence M. Donnellon, Law Director