

## **Summary of Recommended Changes to Chapter 2134.28 Toledo Municipal Court**

### **2134.28.      Part-Time Employee Benefits.**

In preparing to post for the Court Security Bailiff position, we have discovered a provision in the Toledo Municipal Code that will severely impede our ability to attract seasoned candidates. Toledo Municipal Code §2134.28 (c) offers part-time employees who work a minimum of 40 hours every two weeks the option of receiving our health care benefits if they pay pro-rata share of the cost based on the hours they work. State retirement systems, such as OPERS, requires retirees to take these benefits, even if the health benefits through the retirement system are cheaper. In effect, retirees that come to work for us have to be willing to forgo their current medical benefits and pay for our package.

The Toledo Municipal Court is seeking to amend this section of the Code to eliminate the offer of pro rata benefits. At this time, no Toledo Municipal Court employee is taking advantage of this benefit. By eliminating this provision, and remaining silent regarding pro rata benefits, the Court would retain the discretion to offer pro rata benefits to part-time employees, on a case by case basis, when appropriate. Eliminating the offer of this benefit would permit seasoned public servants to accept part-time employment with the Court without fear that they would be forced by their public employee retirement plan to take our pro-rata benefits.

For your reference, a “marked-up” copy of the proposed change is attached.

**2134.28. Part-Time Employees' Benefits.**

(a) Toledo Municipal Court Judges' Division part-time employees have no bump or recall rights.

(b) The following benefits shall be made available to all part-time employees, as of January 1, 1990 on a prorated basis based on actual hours worked during the preceding year:

Sick Days

Bonus Days

Vacation

The eligibility for holiday pay shall depend upon the Job Sharing Agreement between the job sharers, which is approved by the Court.

(d) Newly hired part-time employees shall be probationary employees for a period of 2,080 hours.

(e) If a part-time employee serving the initial 2,080 hours probationary period established herein fails to work for more than 32 scheduled hours during this initial probationary period, then the employee's probationary period shall be extended by the additional number of hours the employee did not work in excess of 32.