



Legislation Text

File #: O-275-19, Version: 1

Emergency:

Update to Part-Time Employee Benefits

C. Lisa Falgiano (x1949)

**Repealing Toledo Municipal Code Section 2134.28 “Part-Time Employee Benefits”, enacting a new Section 2134.28 “Part-Time Employee Benefits” to eliminate the offer of pro rata health benefits for part-time employees at the Toledo Municipal Court; and declaring an emergency.**

SUMMARY & BACKGROUND:

The Toledo Municipal Court is seeking to eliminate the offer of pro rata health benefits for part-time employees in order to ensure part-time employment is attractive and feasible for seasoned public employees.

NOW, THEREFORE, Be it ordained by the Council of the City of Toledo:

SECTION 1. That Toledo Municipal Code Section 2134.28, “Part-Time Employee Benefits” which states as follows:

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

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
- (c) Part-time employees who work a minimum of 40 hours per pay period on a regular schedule may request a package including medical, prescription, dental and vision insurance benefits, but must pay a pro rata share of their cost based upon the number of hours agreed to in advance. The pro-rated costs assessed to the permanent part time employee is determined by dividing the established number of straight time hours for a payroll period for the respective part time position by 80. 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. A probationary part-time employee eligible to purchase medical, prescription, dental and vision insurance benefits shall not receive any fringe benefits until they complete 480 hours of work.
- (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.

Is hereby repealed.

SECTION 2. That a new section 2134.28 “Part-Time Employee Benefits” of the Toledo Municipal Code is hereby enacted as follows:

**Section 2134.28. Part-Time Employee 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

(c) 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.

SECTION 3. This Ordinance is declared to be an emergency measure and shall be in force and effect from and after its passage. The reason for the emergency lies in the fact that same is necessary for immediate preservation of the public peace, health, safety, and property and for the further reason that the Ordinance must be immediately effective in order to attract and hire candidates for six part-time Court Security Bailiff positions.

Vote on emergency clause: yeas \_\_\_\_\_, nays \_\_\_\_\_.

Passed: \_\_\_\_\_, as an emergency measure: yeas \_\_\_\_\_, nays \_\_\_\_\_.

Attest: \_\_\_\_\_  
Clerk of Council

\_\_\_\_\_  
President of Council

Approved: \_\_\_\_\_

\_\_\_\_\_  
Mayor

I hereby certify that the above is a true and correct copy of an Ordinance passed by Council \_\_\_\_\_.

Attest: \_\_\_\_\_  
Clerk of Council