

ORDINANCE 2020-21
BY
MAYOR RAYMOND ARRIOLA

AN ORDINANCE AMENDING §35.516 OF THE CODE OF ORDINANCES OF THE MUNICIPALITY OF NEW LEBANON.

WHEREAS, §35.516 of the Code of Ordinances of the Municipality of New Lebanon which reads as follows:

§ 35.516 EDUCATIONAL INCENTIVE. (current)

(A) All full-time employees of the village who attend an accredited community college, junior college, college or university while in the village's employ shall be entitled to educational incentive pay according to the following schedule:

- (1) obtainment/completion of an Associate's Degree: 1.75% of the employee's base annual wage per year, payable by the second paycheck of December;**
- (2) Completion of a Bachelor's Degree: 3% of the employee's base annual wage per year, payable by the second paycheck of December.**

(B) Receipt of educational incentive pay is conditioned on the following:

- (1) Before any payment is made, the employee must have at least one year's seniority with the village;**
- (2) No increments other than for the specific number of hours listed above shall be paid;**
- (3) All course work to be applied to the above must have been completed by November 1 of the calendar year in which it is to be received;**
- (4) An employee leaving the employ of the village before December 1 of any calendar year is not entitled to this benefit;**
- (5) Completion of course work qualifying for this benefit shall be relevant to municipal government as determined by the Municipal Manager or required as a pre-requisite to gaining the degree; and**
- (6) The employee shall furnish proof in the form of a transcript or most recent grade report demonstrating that the employee completed of course work before any such benefit shall be collected.**

(Ord. 2005-13, passed 12-20-05; Am. Ord. 2019-06, passed 12-17-19)

NOW, THEREFORE, BE IT ORDAINED by the Council of the Municipality of New Lebanon, Ohio, that **§35.516 IS HEREBY AMENDED TO READ**

§ 35.516 EDUCATIONAL/TRAINING INCENTIVE.

(A) All full-time employees of the village who attend an accredited community college, junior college, college or university while in the village's employ shall be entitled to educational incentive pay according to the following schedule:

- (1) Completion of 45 quarter hours of study or the semester hour equivalent: 1% of the employee's base annual wage per year, payable on the first paycheck of December;**
- (2) Completion of 90 quarter hours of study, the semester hour equivalent, or obtainment of an Associate's Degree: 1.75% of the employee's base annual wage per year, payable on the first paycheck of December;**
- (3) Completion of 135 quarter hours of study or the semester hour equivalent: 2.5% of the employee's base annual wage per year, payable on the first paycheck of December; and**

(B) Receipt of educational incentive pay is conditioned on the following:

(1) Before any payment is made, the employee must have at least one year's seniority with the village;

(2) No increments other than for the specific number of hours listed above shall be paid;

(3) All course work to be applied to the above must have been completed by November 1 of the calendar year in which it is to be received;

(4) An employee leaving the employ of the village before December 1 of any calendar year is not entitled to this benefit;

(5) Completion of course work qualifying for this benefit shall be relevant to municipal government as determined by the Municipal Manager or required as a pre-requisite to gaining the degree; and

(6) The employee shall furnish proof in the form of a transcript or most recent grade report demonstrating that the employee completed of course work before any such benefit shall be collected.

(C) All full-time employees of the village who attend an accredited job specific training during the year while in the village's employ shall be entitled to a 1% of the employee's base annual wage as a training incentive for one training a year the year in which the training occurred only. To be eligible for yearly training incentive pay the employee must meet the following:

(1) Apply and register for job specific training within the calendar year.

(2) Have supervisor approve training as job appropriate and sign off.

(3) Municipal Manager approves training as job appropriate and signs off.

(4) If there is a test or exam, employee must pass test or exam and provide results to supervisor and Municipal Manager.

(5) Attend accredited training by November 1 of the calendar year, if possible, in which it is to be completed.

(6) Provide signature from the trainer of attendance of training to supervisor and/or Municipal Manager.

(D) Full-time employees are only eligible for either the educational or training incentive but not both, in any given year.

SECTION 1: This ordinance shall take effect and be in force from and after the earliest period by law.

Passed this 15th day of December, 2020.

First Reading: November 17, 2020

Second Reading: December 1, 2020

Third Reading: December 15, 2020

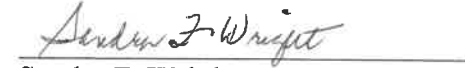
Effective Date: January 4, 2021

APPROVED:




Raymond Arriola
Mayor

ATTEST:



Sandra F. Wright
Clerk of Council

APPROVED:

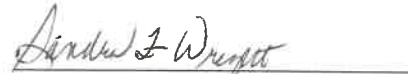


Glenna A. Madden
Municipal Manager

Dated: December 15, 2020

CERTIFICATE

I, Sandra F. Wright, Clerk of Council of the Municipality of New Lebanon, Ohio do hereby certify the foregoing is a true and correct copy of Ordinance 2020-21 as passed by Council and approved by the Mayor and that the same has been published as required by Section 2.17 of the Charter of the Municipality of New Lebanon, Ohio.



Sandra F. Wright
Clerk of Council