

RESOLUTION NO. 20-2019

Amending the Personnel Rules and Regulations of the City of Worthington to Authorize Communication Technician Retention Agreements.

WHEREAS, it is necessary to periodically update the City's Personnel Rules and Regulations; and,

WHEREAS, the Personnel Rules of the City of Worthington contain provisions addressing compensation for Communication Technicians; and,

WHEREAS, a recommendation has been made to City Council for the City of Worthington to join the Northwest Center for 911 call taking and public safety dispatching; and,

WHEREAS, it is the desire of City Council to amend the compensation provisions for Full-time Communication Technician to authorize a retention payment for Full-time Communication Technicians in order to maintain emergency dispatching services during a period of transition for these services; and,

WHEREAS, City Council authorizes the City Manager and Personnel Director to develop retention agreements to encourage employee retention during this period of transition with the terms and conditions determined by the City in the retention agreements. Along with other terms and conditions, the City is authorized to offer employees in the classification of Full-time Communication Technician a \$250 retention payment for every 36 regular hours actually worked per week. All terms and conditions for participation and payment under the retention plan will be addressed in the agreements;

NOW THEREFORE, BE IT RESOLVED by the Council of the Municipality of Worthington, County of Franklin, State of Ohio:

SECTION 1. That Rule V of the Personnel Rules and Regulations of the City of Worthington be and the same is hereby amended to include the addition of Section 13 to read as follows:

Rule V CLASSIFICATION AND PAY PLAN

SECTION 13. Communication Technician Retention Agreements

The City Manager and Personnel Director are authorized to develop retention agreements, with the terms and conditions determined by the City in the retention agreements, to encourage employee retention during a period of transition for public safety dispatching services. Along with other terms and conditions, the City is authorized to offer employees in the classification of Full-time Communication Technician a \$250 retention payment for

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every 36 regular hours actually worked per week. All terms and conditions for participation and payment under the retention plan will be addressed in the agreements.

SECTION 2. That the Clerk be and hereby is instructed to record this Resolution in the appropriate record book.

Adopted April 15, 2019

/s/ Bonnie D. Michael
President of Council

Attest:

/s/ D. Kay Thress
Clerk of Council