

ORDINANCE NO. OR08-24

**AN ORDINANCE BY THE TROTWOOD CITY COUNCIL
REPEALING CHAPTER 151 “EMPLOYMENT PROVISIONS”
OF THE TROTWOOD CODES OF ORDINANCES AND
ENACTING NEW CHAPTER 151 “EMPLOYMENT
PROVISIONS,” AND DECLARING AN EMERGENCY.**

WHEREAS, Chapter 151 of the Trotwood Codes of Ordinances requires updating to reflect changes to the City’s employment policies relating to holidays, vacation, and injury leave. These revisions reflect changes previously enacted by City Council, strategies for recruitment and retention, and tools to prevent the abuse of certain benefits; and

WHEREAS, for the immediate preservation of the public peace, health, safety, and welfare of the residents of the City of Trotwood and to provide clearly outlined expectations for public employees, it is necessary that this Ordinance take immediate effect.

**NOW, THEREFORE, BE IT ORDAINED BY A VOTE OF FIVE (5)
MEMBERS OF THE COUNCIL OF THE CITY OF TROTWOOD, STATE OF
OHIO:**

SECTION I: Current Chapter 151 “Employment Provisions” of the Trotwood Codes of Ordinances is hereby repealed in its entirety.

SECTION II: New Chapter 151 “Employment Provisions” is hereby enacted as set forth in “Exhibit A” attached hereto and incorporated herein by reference, with additions in **bold** and underscored and deletions in ~~strikethrough~~.

SECTION III: The Trotwood City Council declares that an emergency exists so to protect the public peace, health, safety, and welfare of the City’s residents and to provide clearly outlined expectations for public employees, which therefore requires the expedited implementation of this legislation.

SECTION IV: It is hereby found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were adopted in an open meeting of this Council, and that any and all deliberations of this Council that resulted in such formal action were in meetings open to the public, in compliance with all legal requirements, including but not limited to Section 121.22 of the Ohio Revised Code.

TROTWOOD, OHIO 45426

3035 OLIVE ROAD

CITY OF TROTWOOD

SECTION V:

In accordance with Section 4-6 of the Charter for the City of Trotwood, Ohio, this Ordinance shall take effect immediately upon its adoption by Council.

Passed on this 3rd day of June, 2024.

ATTEST:

APPROVED:



KARA B. LANDIS
CLERK OF COUNCIL



YVETTE F. PAGE
MAYOR



TYNA R. BROWN
VICE-MAYOR

CERTIFICATE OF RECORDING OFFICER

I, the undersigned, hereby certify that the foregoing is a true and correct copy of Ordinance No. OR08-24 adopted by the Trotwood City Council at a regular scheduled meeting held on the 3rd day of June, 2024, and that I am duly authorized to execute this certificate.

Signed this _____ day of _____, _____.

KARA B. LANDIS
CLERK OF COUNCIL

151.01 DEFINITIONS.

- (a) Full time employees in divisions other than Fire & Rescue shall be defined as those who work a minimum of forty (40) hours per week, and who have successfully completed a twelve (12) month probationary period. Part-time employees in divisions other than Fire & Rescue shall be defined as those employees who work less than forty (40) hours per week and who have successfully completed twelve (12) months of continuous part-time employment. Part-time employees in divisions other than Fire & Rescue who work more than thirty (30) hours per week shall be eligible for health insurance benefits in compliance with the Affordable Care Act.
- (b) Full time employees in the Fire & Rescue Division who are assigned to a 48/96 or 24/48 hour schedule shall be defined as those who are regularly scheduled to work a minimum of 212 hours in a twenty-eight (28) day cycle and who have successfully completed a twelve (12) month probationary period. Part-time employees in the Fire & Rescue Division who are assigned to a 48/96 or 24/48 hour schedule shall be defined as those who are regularly scheduled to work less than 212 hours in a twenty-eight (28) day cycle and who have successfully completed a twelve (12) month probationary period. Part-time employees in the Fire & Rescue Division who work more than 159 hours in a twenty-eight (28) day cycle shall be eligible for benefits as provided herein.
- (c) Full time employees in the Fire & Rescue Division who are assigned to a 5/2 schedule shall be defined as those who are regularly scheduled to work a minimum of forty (40) hours per week and who have successfully completed a twelve (12) month probationary period. Part-time employees in the Fire & Rescue Division who are assigned to a 5/2 schedule shall be defined as those who are regularly scheduled to work less than forty (40) hours per week and who have successfully completed a twelve (12) month probationary period. Part-time employees in the Fire & Rescue Division who work more than thirty (30) hours per week may be eligible for health insurance benefits in compliance with the Patient Protection and Affordable Care Act (ACA), as provided herein.
- (d) This Section shall not be deemed to apply to seasonal or temporary employees.
(Ord. 32-18. Passed 12-3-18.)

151.02 POLICE UNIFORM ALLOWANCE. (REPEALED)

(EDITOR'S NOTE: Former Section [151.02](#) was repealed by Ordinance 09-13, passed May 6, 2013.)

151.03 ADDITIONAL EQUIPMENT FOR POLICE OFFICERS. (REPEALED)

(EDITOR'S NOTE: Former Section [151.03](#) was repealed by Ordinance 09-13, passed May 6, 2013.)

151.04 OVERTIME COMPENSATION/CALL-IN PAY.

- (a) When any employee, with the exception of the City Manager, Deputy City Manager; Directors, Assistant Directors, Program Coordinator, Police and Fire Captains, are required to continue working extra time beyond the scheduled work day or week, that employee shall be compensated for such overtime either at a rate of one and one-half (1-1/2) times the employee's regular rate of pay or at the discretion of the Department Head, receive compensatory time at the rate of one and one-half (1-1/2) times the amount of time worked beyond the scheduled work week, or in accordance with applicable State and/or Federal legislation.

- (b) In the event that a classified/non-exempt, non-bargaining unit employee is recalled and reports to duty after completion of the scheduled work shift, said employee shall be compensated for a minimum of three hours pay calculated at overtime rate for call-in duty. Call-in duty exceeding the required minimum shall be considered overtime and compensated according to the overtime provisions of this Chapter.
- (c) Full and part-time employees in the Fire and Rescue Division who are assigned to a 48/96 or 24/48 schedule shall be eligible for overtime or compensatory pay only when their worked hours exceed 212 during a 28-day cycle.

(Ord. 32-18. Passed 12-3-18.)

151.05 SICK LEAVE; FUNERAL LEAVE.

- (a) All full-time employees shall earn sick leave at the rate of 4.615 hours per pay period. Employees may use sick leave upon prior approval of the responsible administrative officer of the department, for absence due to FMLA designated events, the employee's illness, funeral leave (as defined below), injury, or exposure to contagious disease, which could be spread to other employees. The responsible administrative authority of the department may require the employee to furnish a satisfactory statement, or a certificate from a licensed physician, as to the nature of the employee's illness or other acceptable reason for absence as provided in this section. No sick leave may be granted an employee after the employee's retirement or termination of employment.
- (b) An employee shall be granted time off with pay for the purposes of attending the funeral of a member of the employee's immediate family. The employee shall be entitled to three (3) work days off not deducted from any leave in the case of death of the spouse, child, step-child, or parent (or person acting in Loco Parentis), or sibling of the employee/spouse. In case of death of grandparent of an employee or spouse, son/daughter-in-law, or aunt/uncle of the employee, the employee will be granted up to a three (3) days funeral leave, with such time to be deducted from any available leave time as designated by the employee. (An additional two (2) deductible days may be granted if travel is necessary). Spouse Defined: legally married persons, regardless of their genders.
- (c) An employee who has prior service with the State of Ohio or any political subdivision of the State of Ohio shall be allowed to transfer up to 400 hours of unused accumulated sick leave upon presenting proper documentation of said prior service within sixty (60) days after commencement of employment. However, sick leave transferred from another political subdivision is not eligible for conversion to vacation time or cash out upon retirement.
- (d) Sick leave accumulated by employees above seventy-five (75) days/six hundred (600) hours may be converted to vacation time at a ratio of three (3) days of accrued sick leave to one day of vacation. Vacation time earned in this manner shall not exceed ten (10) days in any calendar year and shall be granted in accordance with the City's administrative policies and procedures. For sick leave accumulated in excess of 600 hours may also be exchanged for pay at a rate of three (3) days sick leave for one (1) day's pay per calendar year. Upon resignation in good standing the employee may exercise the vacation time conversion option. Upon these conditions, the total payout may not exceed twenty (20) days. Under no circumstances may accrued sick leave of less than seventy-five (75) days be converted to vacation leave at the time of termination. Sick time may be exchanged for vacation days by employees after a balance of 600 hours are accumulated and provided the exchange does not reduce the employee's balance below 600 hours. The employee can exchange 24 hours of sick leave for eight

(8) hours vacation, not to exceed 240 sick leave hours for 80 hours of vacation in a calendar year. In the alternative, sick days may also be exchanged for pay at the rate of 24 hours of sick leave for eight (8) hours at the employee's rate of pay, not to exceed 80 hours of pay per calendar year. Only sick leave hours earned during the period of employment with the City of Trotwood are eligible for conversion under this section.

- (e) Employees may earn one (1) additional personal day for every six (6) months, which is one (1) day for not using any sick leave time for that (6)-month period. Personal days under this section shall not be accumulated and must be used within the following six (6) month period or may be taken as pay at the employee's option. However, a personal day under this section which cannot be scheduled within the appropriate six (6) month period due to the operational needs of the department may be carried over for an additional six (6) month period.
- (f) Sick Leave Donation Program. This program is established so that employees of the City of Trotwood may make voluntary donations of their earned sick leave to other employees for humanitarian reasons, and is available to those employees in need because of serious or catastrophic illness or injury, and who have exhausted all other paid leave including sick, vacation, holiday, and personal. This program does not supersede or replace other retirement or disability programs. When the Human Resource Manager is made aware of the need for sick leave donations, a notice will be posted advising all City employees of this need. Any eligible employee may then voluntarily elect to contribute permanently sick leave credits for this employee. The Following Criteria will apply:
 - (1) Only regular, full-time, non-probationary, employees are eligible to donate sick leave credits or to be a recipient of a donation. The employee must have at least forty (40) sick leave credits (320 hours) accumulated at the time of donation.
 - (2) A sick leave credit will be defined as eight (8) hours and will not have an hourly rate attached.
 - (3) An employee may contribute only five (5) sick leave credits (40 hours) per year.
 - (4) A sick leave credit donation is permanent and therefore cannot be returned to the donor or converted to cash by the donee's estate.
 - (5) The sick leave credits will be used in place of the employee's regularly scheduled work days to the extent they are necessary.
 - (6) A donated sick leave credit will not count as a separate absence for the donating employee.
 - (7) Donated sick leave credits can be used to cover retroactive unpaid regularly scheduled work days.
 - (8) An employee will not accrue holiday pay, vacation, or sick leave while receiving donated sick leave.
 - (9) An employee will be eligible for this program up to one year after he/she has exhausted all accumulated paid sick leave (sick, vacation, and personal).
 - (10) An employee's illness or disability must be certified by a physician.

- (11) When an employee is about to exhaust his own accumulated sick leave a request for donated sick leave may be made in writing to the Manager. The physician's certification must be attached to the request. The City will determine eligibility for donations and that determination will be final. Employees who have documented disciplinary action within the preceding three (3) years of sick leave abuse are automatically ineligible for this program. If it is determined that an employee is eligible to receive donated sick leave credits, notice of need will be posted, and any eligible employee may donate sick leave. An employee who voluntarily chooses to donate sick leave credits must complete a Sick Leave Donation Form and submit it to the immediate supervisor who will in turn submit this form to the Manager. A copy of the donation form will be maintained in the donor's personnel file, and a copy to payroll to deduct the credit from the employee's sick leave balance. (Ord. 32-18. Passed 12-3-18.)

151.06 RETIREMENT CONVERSION OF SICK LEAVE.

- (a) Each full-time employee of the Municipality, may elect at the time of retirement to be paid in cash for the value of the employee's accrued but unused sick leave credit according to the following schedule.
 - (1) Employees with at least ten (10) years but less than twenty (20) years of service may receive one-third of their total unused sick leave balance, up to 125 days (1,000 hours).
 - (2) Employees with more than twenty (20) years of service may receive one-half of their total unused sick leave balance, up to 130 days (1,040).
 - (3) Retirement eligibility shall be based upon prevailing Public Employees Retirement System (PERS) or Police and Fire Disability and Pension Fund (PFDPF) rules and regulations.
- (b) Each full-time employee may elect at the time of retirement to be paid in cash for the value of the employee's accrued but unused sick leave credit according to the following schedule.
 - (1) Employees with at least ten (10) years but less than twenty (20) years of service may receive one-third of their total unused sick leave balance, up to 480 hours.
 - (2) Employees with more than twenty (20) years of service may receive one-half of their total unused sick leave balance, up to 480 hours.
 - (3) Retire eligibility shall be based upon prevailing Public Employees Retirement System (PERS) or Police and Fire Disability and Pension Fund (PFDPF) rules and regulations.
- (c) Any full-time employee of the Municipality with ten or more years of continued service with the City is entitled to have any former employment with the State of Ohio or any of its political subdivisions counted as service with the Municipality for the purpose of computing the amount of retirement conversion sick leave. Any new employees, hereinafter employed by the City from the date of the effective passage of this section, shall not be permitted to compute the amount of retirement sick leave based on former employment with the City or employment with the State of Ohio or any of its political subdivisions. Any full-time employee with less than ten years of continuous service with the City on the effective date of the passage of this section shall not be entitled to have any former employment with the City or any of its political subdivisions counted as service with the Municipality for the purpose of computing the amount of retirement conversion sick leave.

- (d) Such payment shall be based on the employee's rate of pay at the time of retirement. Payment of sick leave on this basis shall be considered to eliminate all sick leave credit accrued by the employee at that time. Such payment shall be made only once to any employee. The maximum number of sick leave days, which may be converted under this provision, shall be based on tenure as set forth in subsection (a) hereof.

(Ord. 32-18. Passed 12-3-18.)

151.07 HOLIDAYS.

- (a) Each full-time employee of the Municipality shall receive the following paid holidays each year: New Year's Day, Martin Luther King, Jr. Day, Memorial Day, **Juneteenth**, Independence Day, Labor Day, Thanksgiving Day and the Day After, Christmas Day, and Five Personal Days. Said Personal Days can be taken at the discretion of the employee with prior approval of the employee's Department Head or City Manager, but may not be carried over into the next calendar year. In the event any of the above holidays fall on a Sunday, the day after shall be observed as the holiday. In the event any of the above holidays fall on a Saturday, the day before shall be observed as the holiday.
- (b) Any full-time employee whose scheduled day off falls on one of the holidays observed by the City, shall receive either an amount equal to the employee's regular day's salary or be given compensatory time off at some future date at the discretion of the Department Head. **An employee shall not be eligible to receive holiday pay if they do not work the shifts immediately prior to and after the holiday unless some other type of paid leave has been granted for those shifts.**
- (c) All full-time employees and all part-time employees, with the exception of the City Manager, Deputy City Manager, Deputy Director, Assistant Directors, and all Directors who are scheduled on duty or who are called in to duty on the day on which a holiday is observed shall receive, in addition to their holiday pay, compensation for such time worked on the holiday at a rate of one and one-half (1-1/2) times the employee's regular rate of pay or at the discretion of the Department Head, receive in lieu of their holiday pay compensatory time off at the rate of one and one-half (1-1/2) times worked on the holiday, or in accordance with applicable State and/or Federal legislation.

(Ord. 32-18. Passed 12-3-18.)

151.08 VACATIONS.

- (a) Each full-time employee shall be entitled to take earned vacation after the completion of six (6) months of full-time employment. Vacation shall be earned from the start of employment according to the following schedule:

<u>Applicable Employment Period</u>	<u>Annual Hours Accrual of Vacation</u>	<u>Per Pay Period</u>
Start Date through 1 st - 4 ⁴ <u>th</u> Year of service	40 80 hours	1.538 <u>3.076</u> hours
During 2nd through 4th Year of service	80 hours	3.076 hours
During 5 th through 7 th Year of service	96 hours	3.692 hours
During 8 th through 9 th - 12 ¹² <u>th</u> Year of service	104 <u>120</u> hours	4.000 <u>4.615</u> hours
During 10th through 12th Year of service	120 hours	4.615 hours
During 13 th through 14 th Year of service	136 hours	5.230 hours
During 15 th through 19 th Year of service	160 hours	6.153 hours
During 20 th Year of Continuous service and thereafter	200 hours	7.962 hours

- (b) In addition to earned vacation leave under this provision, sick leave accrued above seventy-five (75) days may be converted to vacation leave according to a provision of Section 151.05(d).
- (c) All eligible employees are expected to take a minimum of five (5) days of vacation each year. Probationary full-time Employees may use five days of vacation after six months of employment and with departmental approval. The remaining vacation leave will be granted upon their first anniversary date. If an employee is denied vacation time due to departmental needs the City Manager may authorize a six-month carry over of vacation time.
- (d) The maximum vacation balance shall not exceed an amount equal to twice what the employee can accrue in one (1) year.
- (e) After completion of twelve (12) months of employment with the City of Trotwood:
- (1) All prior full-time service with the State of Ohio or any political subdivision of the State of Ohio including active duty or active duty for training with the Ohio Army of Ohio Air National Guard; and/or
 - (2) Up to four (4) years active duty with the armed forces of the United States with honorable discharge there from, shall be counted as service with the City of Trotwood for purposes of computing vacation leave.
- (f) The City Manager may elect to count prior service with any other state or political subdivision of a state and/or service with agencies of the Federal Government as service with the City of Trotwood for purpose of computing vacation leave. Eligible employees shall present documentation of said prior service within sixty (60) days after commencement of employment or the effective date of this section, whichever is later.
- (g) All vacation leave must be approved in advance by the Department Head and shall be administered according to the City's Rules and Regulations at least one week prior to the vacation.

(h) Any employee who has vacation leave in excess of the amount allowed at the end of a calendar year, shall lose the hours of vacation leave in excess of the amount allowed.

(i) Select management level personnel may be eligible to cash-out up to 40 hours of vacation annually by December 31 of each year. Affected personnel must make the request to the City Manager no later than November 15 of each year. The cash-out rate would be on a one-to-one ratio and staff must maintain a balance of no less than 80 hours. Employees not expressly informed of their eligibility to cash-out vacation time shall be deemed ineligible for compensation for unused vacation hours.

(Ord. 32-18. Passed 12-3-18.)

151.09 HEALTH INSURANCE.

(a) One or more comprehensive medical insurance plans selected by the City shall be offered to all eligible full-time employees effective the first day of employment. Such benefits subject to external contracts with pools or other collaborative arrangements will be offered to all employees, including bargaining unit personnel under the terms and conditions of that agreement and applicable laws. Payment of health insurance premiums shall be as follows:

(1) The City will pay eighty-seven percent (87%) of the premiums for the plan designated as the core plan, and the employee will pay 13%. Employees who choose an upgraded plan will pay the difference between the City's Contribution and the cost of the upgraded plan.

(b) Health insurance may also be offered to Council Members of the City (as determined by Section [3-5](#) of the City Charter).

(c) Eligible employees, who decline Health Insurance coverage, will have the option to receive twenty-five percent (25%) of the premium for what the City would pay for employee only rate of coverage. This option shall not apply to employees who are eligible for coverage through another employee of the City. This option would be paid at the end of each quarter. The City Manager will promulgate such rules as may be necessary to implement this program.

(Ord. 32-18. Passed 12-3-18.)

151.10 PAID TIME OFF. (REPEALED)

(EDITOR'S NOTE: Former Section [151.10](#) was repealed by Ordinance 32-18, passed December 3, 2018.)

151.11 INJURY LEAVE.

Employees injured on the job in a work-related incident which was **certified by the employer and** not caused by the negligence of the injured employee may, at the discretion of the City Manager, be granted injury leave up to the maximum of ~~ninety~~ **forty-five (45) calendar days. Part time employees may, at the discretion of the City Manager, be granted injury leave up to the maximum of thirty (30) calendar days.** Injury leave granted by the City Manager shall not be deducted from the employee's accumulated sick leave balance. Injury leave shall be administered according to the provisions of the City's Personnel Rules and Regulations. The injured employee shall be required to file a mandatory filing with the Worker's Compensation Bureau and any monies received from the Bureau of Worker's Compensation shall be a credit

toward any monies due and owing by the City as and for injury leave. The City shall be responsible for the waiting period or differential between the Bureau of Worker's Compensation and City pay. The ~~ninety (90) day~~ provisions hereinabove referred to shall be within twelve (12) months following the date of the injury in the work-related incident. Proof of the injury shall be required and submitted by the employee to the City Manager prior to any compensation being received. The employee injured in a work-related incident shall not recover or be entitled to any accumulated sick leave in addition to compensation pay as for injury leave. The employee may not recover any sum as injury leave over and above the ordinary full-time regularly scheduled earnings.

If at the end of this ~~ninety (90) day~~ period, the employee is still disabled, the leave may be extended at the employer's discretion, for an additional ~~ninety~~ thirty (~~90~~30) day period.

(Ord. 32-18. Passed 12-3-18.)

151.12 EMPLOYEE POOL MEMBERSHIP.

(EDITOR'S NOTE: Former Section [151.12](#) was repealed by Ordinance 03-06, passed March 20, 2006.)

151.13 TUITION REIMBURSEMENT.

The tuition reimbursement program provides reimbursement from training and educational courses that are job-related or degree-related. Job-related courses are those courses specifically related to your job duties while degree-related courses are defined as those required to complete an undergraduate or graduate degree specifically designated by the City as "critical need." Tuition reimbursement is subject to budgetary approvals. Such approvals are subject to management and Council review on an annual basis. If approved, Human Resources will communicate program parameters by the end of January.

- (a) Any full-time employee who has completed six (6) months of the probationary period as evidenced by the employee's six-month performance evaluation prior to the starting date of the course is eligible.
- (b) Education or training must be obtained at an approved or accredited college, university, secondary school, or technical institute, or related educational institute or school.
- (c) Employees will be reimbursed, depending on the availability of funds, for one-half of the full cost of tuition, enrollment or application fees, and laboratory fees up to a maximum of seven (7) credit hours or five hundred dollars (\$500.00) in reimbursement per term, whichever is less. Employee must receive a satisfactory grade of "C" for undergraduate work or "B" for graduate work. Reimbursement will not be paid for courses in which a lower grade is received.
- (d) Requests for participation in the program must be filed and approved in advance using Tuition Reimbursement Participation Request Form. Approval is subject to the availability of budgeted funds.
- (e) When the employee completes the course, the employee then submits two (2) copies of the grade transcript and proof of fee payment within thirty (30) days showing that the employee satisfactorily completed the course or courses.
- (f) If the employee leaves City employment within one (1) year after completing the course or courses under this program, the employee must refund to the City all money received for courses taken within one (1) year of your termination date.

- (g) Employees whose services are terminated by the City are not required to make such refunds.
- (h) The City will not reimburse fees for a program of study for which the employee has received a scholarship, grant, or subsidy.

(Ord. 32-18. Passed 12-3-18.)

151.14 SAFETY SHOES. (REPEALED)

(EDITOR'S NOTE: Former Section [151.14](#) was repealed by Ordinance 32-18, passed December 3, 2018. Items are now covered by contract as of January 2012.)

151.15 LONGEVITY SUPPLEMENT.

A longevity supplement shall be paid in a lump sum annually to each full-time employee not covered by a collective bargaining agreement and satisfying the following tenure requirements. The amount of compensation shall be determined according to completed years of continuous full-time service with the City of Trotwood based upon the following schedule:

<u>Completed Years of Employment as of January 1</u>	<u>Longevity Supplement Amount</u>
10 to 14 Years	\$520
15 to 19 Years	\$1,040
20 Years and Above	\$1,560

The supplement shall be paid in a separate check in January each Calendar year. In accordance with requirements of the Fair Labor Standards Act, the longevity supplement shall be deemed added to each non-exempt employee's total wages for the previous calendar year for purposes of computing an adjusted regular hourly rate for said year and computing any additional overtime to which the given employee may be entitled.

(Ord. 32-18. Passed 12-3-18.)

(EDITOR'S NOTE: Sections [151.16](#) to [151.18](#) apply to Fire Department employees in the Trotwood Fire and Rescue Division who work a shift consisting of 24 hours on duty followed by 48 hours off duty.)

151.16 RETIREMENT CONVERSION OF SICK LEAVE.

An employee who works a 24/48 hours shift shall calculate one day of sick leave as twelve (12) hours for the purpose of retirement conversion.

(See Section [151.08](#) (e) (f) (g)). (Ord. 32-18. Passed 12-3-18.)

151.17 COLLECTIVE BARGAINING AGREEMENTS.

Employees subject to Collective Bargaining Agreements may have different terms of employment than set forth in this chapter of the Trotwood Codified Ordinances. If there is a conflict between this chapter and a Collective Bargaining Agreement, the Collective Bargaining Agreement shall govern.

(Ord. 32-18. Passed 12-3-18.)

151.18 RESERVED.

EDITOR'S NOTE: This section is reserved for future legislation.

151.19 INDEMNIFICATION.

The City shall indemnify each of its employees to the extent required by Chapter 2744 of the Ohio Revised Code, and shall provide the same extent of indemnification to its appointed and elected public officials, even though such indemnification of those officials may not be required by Chapter 2744 of the Ohio Revised Code.

(Ord. 32-18. Passed 12-3-18.)

151.20 LEGAL DEFENSE.

The City shall defend its employees, and both its appointed and elected officials, in and from any and all suits, claims, charges and demands based upon or arising from actions or services such persons have taken or performed within the scope of their responsibilities. The obligation of the City to defend such persons shall exclude the defense of any action taken by the City itself against any such person. (Ord. 32-18. Passed 12-3-18.)

151.21 AGE LIMITATIONS FOR ORIGINAL APPOINTMENT TO POLICE DEPARTMENT.

Council establishes the minimum age of twenty-one (21) and a maximum age of forty-eight (48) years for original appointments to the City Police Department.

(Ord. 32-18. Passed 12-3-18.)