

A BILL FOR AN ORDINANCE AMENDING THE) ORDINANCE BILL NO. 32
PERSONNEL ORDINANCE, NO. 1404, AND) for 1975
DECLARING AN EMERGENCY.) ORDINANCE NO. 1574

THE PEOPLE OF THE CITY OF LEBANON DO ORDAIN AS FOLLOWS:

Section 1. Ordinance No. 1404 (compiled as 1-16) is amended
as follows:

(1) Section 1. Definitions.

- (a) EMPLOYEE: Anyone who is salaried for employment with the City of Lebanon.
- (b) FULL-TIME EMPLOYEE: An employee who works the normal amount of working hours for the class assigned.
- (c) PART-TIME EMPLOYEE: An employee who is employed regularly for less than the normal number of working hours, but who normally follows a pre-determined, fixed pattern of working hours.

Part-time employees hired at Step 1 shall be advanced to Step 2 upon successful completion of 1,040 hours of work (the equivalent of six (6) months of full time employment). Advancement to Steps 3 and 4 shall occur after an additional 2,080 hours (the equivalent of one (1) year of full-time employment in the preceding Step).

Part-time employees will qualify for the fringe benefits of mandatory insurance and vacation. Vacation shall be granted on a prorata basis based upon the relationship of their work year to 2,080 hours, or upon the relationship of the otherwise established work year. Part-time employees working holidays shall be paid time and one-half for that day's work.

- (d) SHIFT EMPLOYEE: An employee whose daily hours of work rotate from one shift to another periodically and whose duties are continuous from the start to the end of the shift.
- (e) TEMPORARY EMPLOYEE: An employee who has been appointed for a limited period, not to exceed six (6) months for a full-time, temporary employee or 1,040 hours of employment in any given calendar year for part-time, temporary employee.

Temporary employees will not be entitled to fringe benefits given to regular scheduled permanent employees.

- (f) VOLUNTEER OR RESERVE EMPLOYEE: Bona fide volunteers and/or reservists are individuals who volunteer to perform fire fighting, law enforcement or other work activities for the agency without expectation of pay and are considered employees of the Fire Department, Law Enforcement Agencies, or other units to which they volunteer their services. Payments or reimbursements for out-of-pocket expenses incurred while answering a call or otherwise providing an authorized service does not jeopardize their service as volunteers. Holding an annual party, furnishing a uniform and related equipment, inclusion in a retirement or relief fund also does not jeopardize their volunteer status. If a volunteer is compensated on a per call basis, on a flat monthly basis or other paid basis more than is required for reimbursement purposes, he will be considered an temporary employee.

Volunteers and reserve employees will not be entitled to fringe benefits given to regularly scheduled permanent employees.

- (2) Section I. Classification, is amended to read: "Section 2..."; all subsequent sections are renumbered one number larger and are numbered in Arabic rather than Roman numerals.

Section 2. That inasmuch as the provisions of this Ordinance are necessary for the immediate preservation of the peace, health and safety of the people of the City of Lebanon, an emergency is hereby declared to exist, and this Ordinance shall be in full force and effect immediately upon its passage by the Council and approval by the Mayor.

Passed by the Council and approved by the Mayor this 9th day of September, 1975.

ATTEST:


Recorder


Mayor