

RESOLUTION NO. 2026-61

CITY OF CLYDE, OHIO

ESTABLISHING WAGES AND OTHER BENEFITS FOR ELECTRIC DEPARTMENT PERSONNEL.

BE IT RESOLVED by the Council of the City of Clyde, State of Ohio:

SECTION 1. The following bi-weekly pay rates for Electric Department personnel are attached hereto and marked **EXHIBIT A**, and are hereby established, becoming effective starting with the first pay period payable after passage of this resolution.

SECTION 2. All other benefits previously granted in the attached **EXHIBIT B** and not addressed herein or by the Personnel Policy shall remain in full force and effect.

SECTION 3. Any Ordinances, Resolutions, or contractual provisions inconsistent with this legislation are hereby repealed to the extent of any such inconsistency.

Adopted: _____

8-4-2026

Authorized: _____

Attest: _____

Approved to form: _____

Janet R. Dickman



EXHIBIT A
ELECTRIC DEPARTMENT
PERSONNEL WAGES

	2024	2026
Journeyman, Class A	\$39.9590	\$43.0000
Journeyman, Class B	\$38.3097	\$41.0000
Journeyman, Class C	\$36.6389	\$39.2500
Apprentice, Step 9	\$34.9682	\$34.6800
Apprentice, Step 8	\$33.7579	\$33.8200
Apprentice, Step 7	\$31.3482	\$32.9600
Apprentice, Step 6	\$29.4953	\$32.1000
Apprentice, Step 5	\$27.7603	\$31.2500
Apprentice, Step 4	\$25.9396	\$29.5400
Apprentice, Step 3	\$24.1403	\$28.6800
Apprentice, Step 2	\$22.9408	\$26.9700
Apprentice, Step 1	\$20.5204	\$26.1100
Laborer 2, unclassified	\$25.1899	\$27.7800
Laborer 1, unclassified	\$20.5204	\$22.6300

EXHIBIT B
ELECTRIC DEPARTMENT
PERSONNEL BENEFITS

SECTION 1 – PERS – Electric Department personnel shall have their employees’ share of PERS calculated using the employee salary reduction pick-up method.

SECTION 2 – UNIFORM ALLOWANCE - The annual uniform allowance for non-bargaining Electric Department personnel is eight hundred dollars (\$800.00).

SECTION 3 – TOOLS ALLOWANCE - The annual small hand tool replacement allowance of one hundred dollars (\$100.00) for each Apprentice and Journeyman Lineman within the Electric Department will be allowed. This allowance will be issued at the same time as the annual uniform allowance.

SECTION 4 – HOLIDAYS - Employees shall be entitled to eight (8) hours of holiday pay for each of the following holidays:

New Year’s Day	Juneteenth	Thanksgiving Day
President’s Day	Independence Day	Day after Thanksgiving
Martin Luther King, Jr. Day	Labor Day	Christmas Day
Good Friday	Columbus Day	
Memorial Day	Veterans Day	

If an employee is required to work on any of the listed holidays, the employee shall be entitled to pay for such time worked at two times (2) his regular base pay rate. Holidays that fall on Saturday shall be observed on the preceding Friday, and holidays that fall on Sunday shall be observed on the following Monday.

SECTION 5 – VACATION - Employees earn paid vacation based on length of continuous service:

Years of Service	Annual Vacation
Less than 1 year of service	1 week (5 days / 40 hours)
1 year	2 weeks (10 days / 80 hours)
5 years	3 weeks (15 days / 120 hours)
10 years	4 weeks (20 days / 160 hours)
15 years	5 weeks (25 days / 200 hours)

New Hires. New employees receive one (1) week (40 hours) of vacation upon hire. Vacation may be used during the employee's first year of service only with the prior approval of the appointing authority.

Annual Front-Loading. On January 1 of each year, employees receive their full annual vacation allotment based on their years of service as of that date.

Anniversary-Year Increments. When an employee's anniversary during the calendar year will entitle the employee to an additional increment of vacation, the additional increment is credited on January 1 and may be scheduled at any time.

Minimum Use. Each employee must use at least 40 hours of vacation as time off during each calendar year. Hours required to satisfy this minimum may not be cashed in or carried over.

Consecutive Vacation. Employees who have earned at least two (2) weeks (80 hours) of vacation may schedule up to two (2) consecutive weeks at any time of year. Scheduling more than two (2) consecutive weeks requires prior approval of the appointing authority.

Carry-Over. Employees who have earned at least two (2) weeks (80 hours) of vacation may carry over up to one (1) week (40 hours) of unused vacation into the following year.

Maximum Vacation Balance. An employee's total vacation balance may not exceed six (6) weeks (240 hours) at any time.

Cash-In. Employees earning two (2) weeks (80 hours) or more of vacation annually may elect to cash-in up to three (3) weeks (120 hours) of vacation earned, subject to the Minimum Use requirement above. Cash-in payments are made in the first pay period of November.

SECTION 6 – SICK LEAVE - Employees shall accumulate/earn sick leave at a rate of .0577 for each hour in the active pay status, up to one hundred twenty (120) hours per year with unlimited accumulation. Employees may elect to take two (2) Personal Days and six (6) Bonus Days each year. Personal Days and Bonus Days are deducted from annual sick leave calculations. Employees who die while on active pay status with the City will entitle the employee's estate or beneficiary to receive one hundred (100%) percent of accumulated sick leave cash payout.

SECTION 7 – RETIREMENT - An employee who retires from active service in accordance with the Ohio Public Employees Retirement System (OPERS), and who has served the City for ten (10) years or more, shall be authorized payment of fifty percent (50%) of the employee's accrued but unused sick leave, up to a maximum payment equal to one hundred fifty (150) days (1,200 hours). Payment shall be based on the employee's hourly rate of pay in effect at the time of retirement, shall be made only once, and shall extinguish all sick leave credit accrued by the employee. An eligible employee must request payment in writing to initiate the payment process.

SECTION 8 – SEVERANCE PAY – An employee who separates or terminates employment with the City shall be compensated at the employee’s current rate of pay for all personal leave, longevity, wages, compensatory time, and accrued but unused vacation, subject to the maximum vacation balance of six (6) weeks (240 hours).

SECTION 9 – BENEFIT TRUST FUND – Electric department personnel shall be entitled to an annual deposit in the non-bargaining personnel benefit trust fund. The annual deposit amount shall be **\$1,050.00** per employee per year.

- A. Any balance left in the fund from a departing employee shall be dispersed equally among the remaining employees’ accounts.
- B. Any balance left in the fund at the end of the year may be used to reimburse 100% of the premium cost of the employer-offered/employee-paid vision/dental/orthodontic insurance. Payment shall be made by separate check on the last pay period of the year.

SECTION 10 – MEDICAL INSURANCE - Electric department personnel shall receive the same hospitalization benefits provided to unionized employees of the City, including the prescription drug card.

SECTION 11 – LONGEVITY PAY - Employees shall be entitled to Longevity Pay to reward an employee for loyal service to the City. The amount shall be \$90.00 for each year of service. Payment shall be made by separate check on the employee’s anniversary date. Years of service must be continuous.

SECTION 12 – MUTUAL AID

- A. When mutual aid is requested from an Ohio-based AMP member, any employee serving on mutual aid will be paid two (2) times their hourly rate. Employees shall be paid a minimum of 8 hours per day while on assignments in communities outside of the State of Ohio. Hours will be limited to 16 hours per day while on assignment. Hours worked will include only hours spent traveling to and from the community requesting aid, traveling to and from lodging and job assignments, and performing job duties. Hours do not include time for sleeping or eating meals.
- B. All employees responding to a request for mutual aid shall be deemed always acting within the scope of their employment while engaged in such aid or traveling to or from the site of such aid to the extent as if those employees were engaged in their regular duties.

SECTION 13 – FIBER OPTIC - All Electric employees will become a licensed Fiber Optic Technician (FOT), accredited through the Electronic Technician’s Association (ETA), and keep accreditation current.

SECTION 14 - Electric personnel shall be governed by the City of Clyde Personnel Policy, which shall be incorporated in this exhibit as though entirely written. If there is any conflict between the provisions of this exhibit and the Personnel Policy, this exhibit will take precedence.