

Columbus Team Member Inquiries for Council Consideration To Be Added or Addressed

1. Utilities – Addendum item. Based on surrounding stipend rate study. \$1200 annually for lineman and \$750 annually for water/wastewater operators. Asking to eliminate the wording of clothing, boots, etc. as itemized amounts, but rather changing it to a “Stipend for Clothing/PPE”. They have already allocated for their 2026 budget with these amounts. Need direction for their addendum if you want an itemized list and allowance for each individual item needed or the generic overview of stipend for clothing/ppe.
2. DPW – Stipend for clothing is at \$300 annually. This is not only a handbook update request but would involve budget implications to up this stipend amount. With rising costs of clothing and ppe there is want for consideration for an increase in this amount.
3. Inquiry regarding the unfairness of new employees getting more vacation/sick time to start than people who have years of service with the city. Will there be consideration for a one-time payout of the additional vacation and sick time that they did not receive. Also, a budget implication for 2026 to consider.
4. Inquiry regarding if longevity pay based on years of service is being considered? Also, a budget implication for 2026 and beyond to consider.
5. Inquiry regarding if recognition for years of service can be considered to be added? Also, a budget implication for 2026 to consider. Could be something engagement committee looks at for celebrations for employees who hit milestones in their career with the city. Could be factored into their budget.
6. Addendums for specific departments will be finalized in November for approvals (Utilities, Library, PD, FD) after I am given direction from the above items to let department heads know if we are adding anything additional or changing before they finalize their addendums.

Items that were changed for review

1. Sick time – after multiple inquiries I changed the sick leave policy to state that after 3 days or more a supervisor may require a sick note rather than any sick time at all requiring a sick note from a doctor. I trust our employees that they will not abuse sick time and that is a department head discretionary item to monitor their staff. Exact wording: "The supervisor may require a doctor's statement for any requested sick leave that exceeds 3 days or more."
2. Secondary Jobs – we should not be requiring an employee to wait 10 days to get approval from a supervisor to take a second job. Most job offers need to be accepted within a day or two so that is unfair. Employees should simply have to let their department head know they are taking a second job in writing so they are aware of it and that it is not a conflict of interest and or will not interfere with their

job with the city. This is again a department heads discretion to trust their team and work with them. New wording refers to 10-8. Outside Employment.

3. Holiday Pay I changed the following to account for hourly employees who wish to convert to comp time rather than receive time and a half pay for holiday work:
"When an hourly employee is required to work on a legal holiday, wages will be paid at the rate of time and one-half, comp time conversion, or according to union contract. Salary employees required to work on a recognized holiday will be eligible for flex time."
4. Parental Leave 160 Hours. Not all parents need to take off the entire time consecutively. Parental leave should be allotted to be used for the new child and should be able to use the leave within the first 12 months after the event rather than lose the time after the initial time off. All allotted time for parental leave should be able to be used for follow up appointments, emergencies, and items after the return to work if they did not take the full amount of time initially rather than losing it. I updated the section to state: Approved paid parental leave may be taken at any time during the 12-month period immediately following the birth, adoption or placement of a child with the employee. Paid parental leave may not be used or extended beyond this 12-month time frame Employees must take paid parental leave during the 12-month time frame indicated above. Any unused paid parental leave will be forfeited at the end of the 12-month time frame.