

ORDINANCE NO. 3-17

AN ORDINANCE ACCEPTING AND APPROVING THE REPLAT INLOTS 1227 AND 1228
OF THE VILLAGE OF COVINGTON.

WHEREAS, the owner of inlot 1227 and inlot 1228 have petitioned the Village for a replat of said lots;

WHEREAS, Council possesses the authority to control the platting of lots in the Village of Covington, and finds that the re-platting of said lots is warranted;

NOW, THEREFORE, BE IT ORDAINED by the Council of the Village of Covington, Miami County, Ohio, and a majority of all members elected thereto, that:

Section One: the plat and survey attached as "Exhibit A" replat of inlots 1227 and 1228 is approved and accepted by the Village of Covington, and the Mayor is authorized to sign the plat attached hereto on the behalf of the Village; and

Section Two: this Ordinance shall take effect and be in force from and after the earliest period allowed by law.

ADOPTED this 21st. day of February, 2017.



Edward L. McCord, Mayor



R Scott Tobias, Council President



Brenda Carroll, Fiscal Officer

REPLAT OF INLOT 1227 & INLOT 1228 OF REGENCY CENTER, COVINGTON, OHIO

VILLAGE OF COVINGTON
CORPORATION

1227 & 1228
INLOT

VOLUME 26

MIAMI COUNTY RECORDER'S CORP OF PLATS

44

MIAMI COUNTY RECORDER
REC. PLAT BK. 12, PG. 104
2017-00008
MIAMI COUNTY, OHIO
02/23/2017 9:00:59 AM
PAGE: 1

FEE \$ 43.20

Shirley P. Fiering
MIAMI COUNTY RECORDER
BY DEPUTY RECORDER

APPROVED AND TRANSFERRED Feb. 23, 2017

Matthew W. Bleasby
MIAMI COUNTY AUDITOR

Shirley P. Fiering
BY DEPUTY AUDITOR

DESCRIPTION
THIS REPLAT OF INLOT 1227 AND INLOT 1228 IN THE VILLAGE OF COVINGTON,
MIAMI COUNTY, OHIO, AS ACQUIRED BY USBT, LLC, AN OHIO LIMITED LIABILITY
COMPANY BY O.R. 120, PAGE 289.

WE, THE UNDERSIGNED, BEING ALL THE OWNERS AND LIENHOLDERS OF THE
LAND SHOWN HEREIN REPLATED, DO HEREBY VOLUNTARILY CONSENT TO
THE EXECUTION OF SAID REPLAT.

BY: *Shirley P. Fiering*
MIAMI COUNTY RECORDER
WITNESS: *Whitney Stoyman*
WITNESS: *Roberto S. Noeller*

STATE OF OHIO - COUNTY OF MIAMI S.S.
BEFORE ME, A NOTARY PUBLIC IN AND FOR THE STATE OF OHIO, PERSONALLY
APPEARED THE ABOVE SIGNED PARTIES, WHO ACKNOWLEDGED THAT THEY
DID SIGN SUCH INSTRUMENT AND THAT SAID INSTRUMENT IS THEIR FREE ACT
AND DEED.

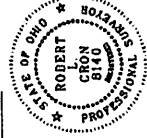
IN TESTIMONY WHEREOF, I HAVE HEREUNTO SUBSCRIBED MY NAME AND AFFIXED
MY OFFICIAL SEAL AT 14 S. Walnut St. Covington, OHIO,
THIS 14th DAY OF February, 2017.

Chelsea Wachtler
NOTARY

THIS SUBDIVISION PLAT WAS REVIEWED AND
APPROVED BY THE VILLAGE OF COVINGTON
PLANNING COMMISSION THIS 14th DAY
OF February, 2017.

Edward L. McLeod
CHAIRMAN

Paul J. Hoff
SECRETARY



AT A MEETING OF THE COUNCIL OF THE
VILLAGE OF COVINGTON, OHIO HELD THIS
14th DAY OF FEBRUARY, 2017,
THE FOLLOWING RESOLUTION WAS ADOPTED AND
ACCEPTED BY ORDINANCE 1-17

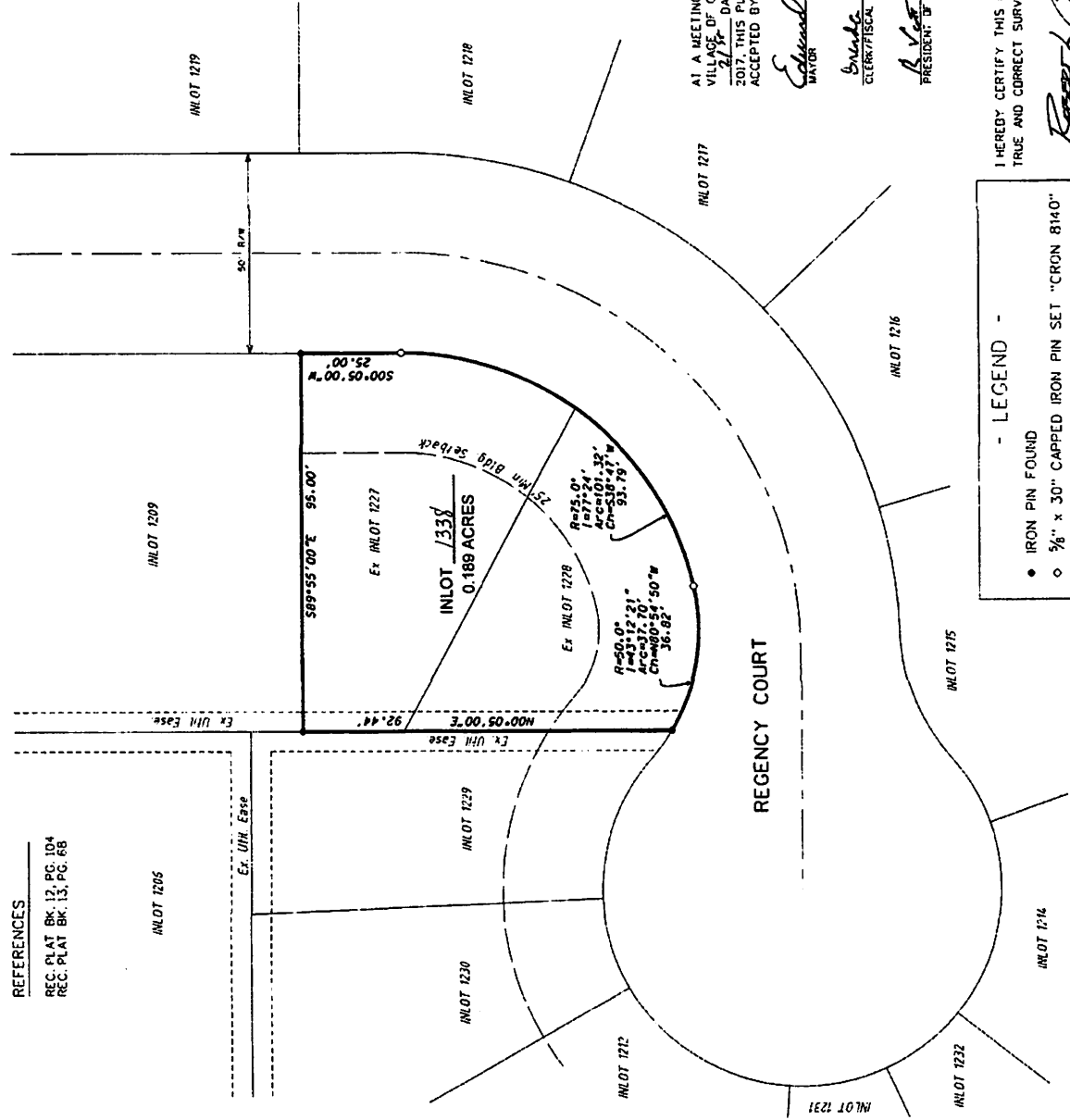
Edward L. McLeod
MAYOR

Ernie Canell
CLERK/TREASURER

Robert L. Cron
PRESIDENT OF COUNCIL

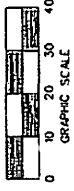
I HEREBY CERTIFY THIS REPLAT TO BE A
TRUE AND CORRECT SURVEY AS SHOWN HEREON

Robert L. Cron
ROBERT L. CRON, P.S. #8140
FEB. 23, 2017
DATE



LEGEND

- IRON PIN FOUND
- 3/8" x 30" CAPPED IRON PIN SET "CRON 8140"



REFERENCES

REC. PLAT BK. 12, PG. 104
REC. PLAT BK. 13, PG. 86

ROBERT CRON & ASSOCIATES, LLC
PROFESSIONAL SURVEYING
35 CARRIAGE CROSSING WAY
TROY, OH 45375
CELL: 937-418-0017

ORDINANCE 4-17

AN ORDINANCE AMENDING THE OFFICIAL ZONING MAP OF THE VILLAGE
OF COVINGTON AND CHANGING THE ZONING DESIGNATION OF
CERTAIN PARCELS

WHEREAS, the Village of Covington adopted an Official Zoning Ordinance for the Village of Covington in 1992;

WHEREAS, Article VII of the Official Zoning Ordinance required the establishment of zoning maps for the Village of Covington;

WHEREAS, said map was created previously and adopted in said zoning ordinance and it is now necessary to modify said zoning map and change the zoning of various parcels of land located between East Bridge Street and East Broadway Street; and High Street and Wenrick Street, in the Village of Covington, Ohio.

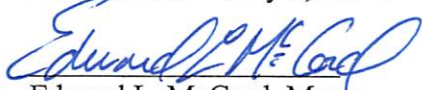
NOW THEREFORE, BE IT ORDAINED by the legislative authority of the Village of Covington, State of Ohio, and a majority of the members elected thereto concurring:

SEC.1: That the zoning classifications of the parcels of land located between East Bridge Street and East Broadway Street; and High Street and Wenrick Street, in the Village of Covington, Ohio is repealed;

SEC. 2: That the Zoning Map attached as "Exhibit A" is adopted as the zoning map for the parcels of land between East Bridge Street and East Broadway Street; and High Street and Wenrick Street, in the Village of Covington, Ohio., along with the other parcels included in said drawings; and

SEC.3: That this Ordinance shall take effect as at the earliest time as provided by law.

APPROVED May 1, 2017:



Edward L. McCord, Mayor



R. Scott Tobias, President of Council



Brenda Carroll, Fiscal Officer

Ordinance 5-17

AN ORDINANCE AMENDING COMPENSATION FOR
FULL-TIME VILLAGE EMPLOYEES OF THE VILLAGE OF
COVINGTON FOR JURY DUTY SERVICE

Whereas, the Covington Council has determined that it is appropriate to set compensation for full-time village employees when they are fulfilling their civic duty of jury duty; and;

Whereas, it is necessary to amend the salary ordinance for all non-elected employees of the Village of Covington to set compensation for jury duty;

NOW THEREFORE, BE IT **ORDAINED** BY THE COUNCIL OF THE VILLAGE OF COVINGTON, OHIO AS FOLLOWS:

Section I: Full-time employees that are required to be absent from work during a scheduled work day to serve jury duty will be compensated at their regular hourly rate of pay based on the hours they were scheduled to work.

Section II: Jury Duty paid by the Village will not be used in the calculation of any overtime for the pay period in which it was paid.

Section III: Employees serving jury duty must provide proof to the Fiscal Officer of their jury duty service and any compensation they receive for this service.

Section IV: Any compensation the employee receives for Jury Duty service must be forwarded to the Fiscal Officer for deposit into the Village fund(s) from which the employee salary is paid.

Section V: This Ordinance provides for the appropriation of salaries and shall be retroactive to April 1st. 2017.

Approved this 17th. day of April, 2017.



Edward L. McCord, Mayor



R. Scott Tobias, President of Council



Brenda Carroll, Clerk / Fiscal Officer

ORDINANCE 06-17

**AN ORDINANCE PROHIBITING RETAIL DISPENSARIES,
CULTIVATORS, OR PROCESSORS OF MEDICAL MARIJUANA
WITHIN THE VILLAGE OF COVINGTON, OHIO**

WHEREAS, the State of Ohio recently enacted Chapter 3796 of the Ohio Revised Code concerning medical marijuana effective as of September 8, 2016; and

WHEREAS, Revised Code Section 3796.29 authorizes municipal corporations to prohibit and/or limit the location of retail dispensaries, cultivators, and processors of medical marijuana within corporate limits; and

WHEREAS, the Village of Covington planning and zoning board met on June 21, 2017 to consider its recommendation to council as to whether to limit or prohibit the location of retail dispensaries, cultivators and processors of medical marijuana within its corporation limits; and

WHEREAS, the Covington Planning and Zoning Board has recommended to the council of the Village of Covington, Ohio that it is in the best interest of its residents to prohibit within its corporation limits retail dispensaries, cultivators and processors of medical marijuana; and

WHEREAS, the council of the Village of Covington did at its meeting on July 17, 2017, approve the recommendation of the Planning and Zoning board and directed that legislation be prepared to effectuate the same;

NOW THEREFORE, BE IT ORDAINED, by the Village of Covington, State of Ohio:


SECTION ONE: The Village of Covington does hereby prohibit the establishment of retail dispensaries, cultivators, and processors of medical marijuana within the corporation limits of the Village of Covington, Ohio.

SECTION TWO: This Ordinance shall be in full force and effective at the earliest date permitted by law.

Passed this 21st day of August, 2017.



Edward L. McCord, Mayor



R. Scott Tobias, President of Council

ATTEST:



Brenda Carroll, Clerk / Fiscal Officer

ORDINANCE NO. 07-17

AN ORDINANCE LEVYING ASSESSMENTS UPON VARIOUS LOTS AND LANDS
LOCATED IN THE VILLAGE OF COVINGTON FOR SIDEWALK, CURB
AND DRIVEWAY REPAIRS

WHEREAS, The Village of Covington, pursuant to Ohio Revised Code Sections 729.07 and 729.08, published a list of assessments related to the replacement of sidewalks, curbs and driveways located in the Village of Covington;

WHEREAS, fourteen days have passed since the first publication of the proposed list of sidewalk assessment and no objections to the proposed assessments have been received by the Village Clerk; and

NOW, THEREFORE, be it ordained by the Council of the Village of Covington, Miami County, Ohio, as follows:

SECTION ONE: the Village Clerk shall deliver to the Miami County Auditor the list of assessments attached hereto as Exhibit A;

SECTION TWO: the Village Clerk shall advise the Auditor that said assessments shall attach to the lots and lands enumerated in said list and that the assessments shall be paid in four equal yearly installments; and

SECTION THREE: this ordinance shall take effect at the earliest time provided by law.

Passed this 5th day of September 2017.



Ed McCord, Mayor



R. Scott Tobias, President of Council



Brenda Carroll, Clerk, Fiscal Officer

Exhibit A

2017 Sidewalk Program Assessments

House #	Street	Parcel Number	Owner Name	Total Billed	6% assessment fee	Total Assessment	
106	S. Pearl	H19-001250	Charles & Pamela Schaffer	\$ 1,309.26	\$ 78.56	\$ 1,387.82	
110	S. Pearl	H19-001230	Emily Lombardo	\$ 1,255.22	\$ 75.31	\$ 1,330.53	
322	S. Pearl	H19-002110	Donald S & Joan E Conkey	\$ 1,187.18	\$ 71.23	\$ 1,258.41	
504	S. High Street	H19-001880	David J. Collins	\$ 2,799.54	\$ 167.97	\$ 2,967.51	
512	S. High Street	H19-001890	Ryan Shields	\$ 3,580.80	\$ 214.85	\$ 3,795.65	
536	S. High Street	H19-002550	Richard Millhouse	\$ 139.82	\$ 8.39	\$ 148.21	
2017 Curb Replacement Assessments							
300	Debra	H19-011050	Barbara Laughman	\$ 2,230.37	\$ 133.82	\$ 2,364.19	
306	Debra	H19-011020	Brian Copeland	\$ 615.40	\$ 36.92	\$ 652.32	
300	Sharon (Chestnut)	H19-010720	Joseph Obenchain	\$ 320.20	\$ 19.21	\$ 339.41	
309	Ullery	H19-008590	Robert & Michael Benedict	\$ 733.48	\$ 44.01	\$ 777.49	
301	Larry (Chestnut)	H19-010800	Toyna Travers	\$ 910.60	\$ 54.64	\$ 965.24	
				Total	\$ 15,081.87	\$ 904.91	\$ 15,986.78

ORDINANCE NO. 08-17

AN ORDINANCE LEVYING ASSESSMENTS UPON VARIOUS LOTS AND LANDS
LOCATED IN THE VILLAGE OF COVINGTON FOR NUISANCE ABATEMENT

WHEREAS, pursuant to Ohio Law, the Village of Covington has abated various nuisances including, but not limited to, noxious weeds, high grass and litter;

WHEREAS, it costs the Village of Covington substantial money to abate said nuisances and Council believes it is necessary and appropriate to charge the land owners who fail to maintain their properties in reasonable conditions;

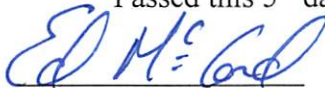
NOW, THEREFORE, be it ordained by the Council of the Village of Covington, Miami County, Ohio, as follows:

SECTION ONE: That Council finds that the Village Administrator has abated certain nuisances, has notified the owners of the property on which each of said nuisances originated, and has reported the cost of such abatement, all as provided by law, a list of said property, owners and charges is attached as Exhibit A;

SECTION TWO: That Council declares that the amounts included in Exhibit A attached shall hereby be assessed on the properties shown, and such assessments shall be certified for collection on the earliest permitted Auditor's duplicate in the same manner as general taxes; and

SECTION THREE: That this ordinance shall take effect at the earliest time provided by law.

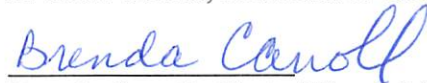
Passed this 5th day of September 2017.



Ed McCord, Mayor



R. Scott Tobias, President of Council



Brenda Carroll, Clerk / Fiscal Officer

Exhibit A

Owner Jerry L. and Korinne L. Wages
Property Address 212 N. Wall Street
Parcel #H19-003970

Nuisance Abatement - Mowing for Grass for 2017 \$500.00

ORDINANCE NO. 09-17

AN ORDINANCE PROHIBITING VICIOUS DOGS

NOW, THEREFORE, BE IT ORDAINED by the Village of Covington, Ohio:

Section One: No person shall own, keep or have in his or her possession or under his or her control within the Village of Covington a vicious dog. For purposes of this ordinance, a vicious dog is a dog which because of its size and vicious nature or other dangerous characteristics constitutes a danger to human life or property and shall meet at least one of the criteria listed below:

a) while outside the premises of the owner of the dog, the dog chased without provocation any human being and bitten or attempted to bite such person.

b) while outside the premises of the owner of the dog, the dog has killed or seriously injured any other domestic animal owned by another, including dogs or cats.

Section Two: This ordinance shall not apply to any official police or law enforcement dog

Section Three: A violation of terms of this ordinance shall be a third-degree misdemeanor; and upon a conviction of said ordinance violation, the Village may seek a court order to terminate the dog.

Section Four: That this Ordinance shall take effect and be in force from and after the earliest period permissible by law.

PASSED this 6th day of November, 2017



Edward L. McCord, Mayor



R Scott Tobias, Council President



Brenda Carroll, Fiscal Officer

ORDINANCE NO. 10-17

AN ORDINANCE VACATING ALLEYS ADJACENT TO LOTS 526, 527 AND 514
LOCATED IN THE VILLAGE OF COVINGTON.

WHEREAS, the Patricia Jean McGee has petitioned the Village for the vacating of certain alleys adjacent to lots 526, 527 and 514 located in the Village of Covington;

WHEREAS, Council possesses the authority to vacate said alleys and finds that the vacation of said alleys are warranted;

NOW, THEREFORE, BE IT ORDAINED by the Council of the Village of Covington, Miami County, Ohio, and a majority of all members elected thereto, that:

SECTION ONE: the portion of the alley South of Lot 526 and North of Lot 527 as shown on the plat and survey attached as Exhibit A is vacated;

SECTION TWO: the portion of the alley East of Lot 527 and West of Lot 514 as shown on the plat and survey attached as Exhibit A is vacated; and

SECTION THREE: this Ordinance shall take effect and be in force from and after the earliest period provided by law.

ADOPTED this 23rd day of October, 2017.



Edward L. McCord
Mayor, Village of Covington



R. Scott Tobias
Council President



Brenda Carroll
Clerk/Fiscal Officer

ORDINANCE NO. 11-17

AN ORDINANCE ACCEPTING AND APPROVING THE RE-PLAT OF LOTS
514,515,516,525,526,527 AND THE ALLEYS ADJACENT TO CERTAIN LOTS OF THE
VILLAGE OF COVINGTON.

WHEREAS, the Patricia Jean McGee has petitioned the Village for a replat of lots 514, 515, 516, 525, 526, 527 and the adjacent alleys;

WHEREAS, Council possesses the authority to control the platting of lots in the Village of Covington, and finds that the re-platting of lots 514, 515, 516, 525, 526, 527 and the adjacent alleys are warranted;

NOW, THEREFORE, BE IT ORDAINED by the Council of the Village of Covington, Miami County, Ohio, and a majority of all members elected thereto, that:

SECTION ONE: the plat and survey attached as Exhibit A re-platting lot 514,515,516,525,526,527 and the alleys are approved and accepted by the Village of Covington, and the Village Administrator, Mayor and president of Council are authorized to sign the plat attached hereto on the behalf of the Village; and

SECTION TWO: this Ordinance shall take effect and be in force from and after the earliest period allowed by law.

ADOPTED this 23rd day of October, 2017.



Edward L. McCord
Mayor, Village of Covington



R. Scott Tobias
Council President



Brenda Carroll
Clerk/Fiscal Officer

ORDINANCE NO. 12-17

AN ORDINANCE TO AUTHORIZE THE VILLAGE ADMINISTRATOR TO JOIN A COALITION OF MUNICIPALITIES RETAINING SPECIAL COUNSEL FOR PURPOSES OF INITIATING LITIGATION TO CHALLENGE THE CONSTITUTIONALITY OF AMENDMENTS TO CHAPTER 718 OF THE OHIO REVISED CODE RELATING TO MUNICIPAL INCOME TAX, AND DECLARING AN EMERGENCY.

WHEREAS, the Village of Covington, Ohio recognizes, as a home rule power of local self-government, that municipal income tax administration and collection is vital to the health, safety and welfare of the municipality; and

WHEREAS, the Village of Covington, Ohio relies on the revenue from effective municipal income tax administration and collection to provide the services that maintain the health, safety and welfare of the municipality; and

WHEREAS, the Ohio General Assembly has attempted to assert control over the administration and collection of municipal income taxes by claiming that a municipality has no authority to impose an income tax unless it adopts a code in strict compliance with R.C. Chapter 718; and

WHEREAS, the established law of Ohio is clear that any such preemption of municipal income tax codes by the State of Ohio violates the Ohio Constitution and home rule provisions that allow a municipal corporation the right to administer and enforce its own municipal income tax; and

WHEREAS, more specifically, the State of Ohio has enacted HB 5 in 2014 comprehensively rewriting the entire municipal income tax law and HB 49 in 2017 authorizing centralized collection by the State of Ohio of municipalities' net profits taxes; and

WHEREAS, the Village of Covington desires to assert its home rule authority to control the administration and collection of the municipal income tax, in order to provide for the health, safety and welfare of the municipality; and

BE IT ORDAINED BY THE LEGISLATIVE AUTHORITY OF THE VILLAGE OF COVINGTON, OHIO:

Section I: The Village Administrator is authorized to join a coalition of municipalities being formed for the purpose of initiating litigation to challenge the constitutionality of amendments to Chapter 718 of the Ohio Revised Code contained in H.B. 5 and H.B. 49, and retain the law firm of Frost Brown Todd LLC as special counsel for the coalition of municipalities.

Section II: This Ordinance shall be an emergency measure necessary for the preservation of the health, welfare and safety of the residents of the Village of Covington, Ohio, such emergency arising from the need for immediate judicial proceedings given that the effective date of Am. Sub. HB 49 is January 1, 2018; WHEREFORE, this Ordinance shall be in full force and effect upon its passage.

ADOPTED this 23rd day of October, 2017.



Edward L. McCord
Mayor, Village of Covington



R. Scott Tobias
Council President



Brenda Carroll
Clerk / Fiscal Officer

**Ordinance 13-17
Amended**

**AN ORDINANCE REPEALING AND REPLACING THE SALARY
ORDINANCE FOR THE VILLAGE OF COVINGTON**

Whereas, it is necessary to establish a salary ordinance for all non-elected employees of the Village of Covington.;

NOW THEREFORE, BE IT **ORDAINED** BY THE COUNCIL OF THE VILLAGE OF COVINGTON, OHIO AS FOLLOWS:

Section I: All previous salary ordinances and their amendments attached hereto are repealed.

Section II: All full time employees shall be entitled to the following benefits:

1. Health Insurance.

Every full-time employee shall be entitled to health insurance coverage approved by council. Employees shall pay 15% of the premium costs associated with the purchase of health insurance coverage. Payment of deductibles, co-pays, and any other unpaid health and medical bills shall be the full responsibility of the Employee.

H.S.A. contributions approved by the council and paid by the village will be deposited into each eligible employee's account on a monthly basis. Employees newly enrolled in the H.S.A. program will have the first 3 months of village contributions deposited in their account at the time of enrollment.

2. Holiday Pay.

Every full-time employee shall be entitled to full pay at his or her hourly pay rate for the following holidays he or she is scheduled to work: Martin Luther King day, New Year's day, Memorial day, Fourth of July, Veteran's day, Thanksgiving day and the day after, Christmas day, President's day and Labor day. If the holiday falls on a Saturday the holiday will be observed on the Friday before it. If the holiday falls on a Sunday, the holiday will be observed on the following Monday. Police department employees shall receive their holiday pay in one lump sum payment on the first pay period in December for up to ten holidays during which he/she was employed. Holiday pay will be paid on a pro-rata basis based upon employees normal hours worked during a work day with a maximum of 8 hours of holiday paid per holiday.

3. Personal days/vacation pay.

- a. All full time employees shall receive three personal days per calendar year after his or her first six months of employment. Personal days may not be used adjacent to holidays or vacations without prior approval from the Mayor or Village Administrator.

Said Personal time shall not be cumulative and if not taken within the calendar year shall be forfeited upon completion of the last scheduled work day of the calendar year.

- b. For employees hired prior to May 1, 2011, all full time employees shall receive vacation days as follows based on their anniversary date of hiring with the Village of Covington:
 - i. After one year of continuous service, each employee shall receive two weeks vacation;
 - ii. After the completion of four years of continuous service, each employee shall receive three weeks vacation;

- iii. After the completion of nine years of continuous service, each employee shall receive four weeks vacation;
 - iv. After 19 years of continuous, each employee shall receive five weeks vacation.
 - v. All vacations will be reviewed and approved on a first come first served basis.
 - vi. Said vacation time shall not be cumulative. Any Vacation time not taken within the 12 month period following the anniversary date shall be forfeited.
- c. All full time employees hired after May 1, 2011 shall receive vacation days based on their anniversary date of hiring with the Village of Covington as follows:
- i. After one year of continuous service, each employee shall receive two weeks vacation;
 - ii. After the completion of eight years of continuous service, employee shall receive three weeks vacation;
 - iii. After the completion of fifteen years of continuous service, employee shall receive four weeks vacation;
 - iv. All vacations must be approved by the Mayor or Village Administrator.
 - v. Said vacation time shall not be cumulative. Any vacation time not taken within the 12 month period following the anniversary date shall be forfeited.

- vi. If an employee resigns or retires the employee may be given the option of a vacation leave payout instead of being required to use the unused balance of his/her vacation time before the employee's termination date.

This option will be at the discretion and approval of the village administrator or mayor and will be based on minimum staffing requirements.

The vacation time payout will be calculated on the current hourly rate of the employee at the time of his/her resignation multiplied by the number of unused vacation hours due the employee.

4. Call in pay

All full time non-salaried employees shall be credited with a minimum of two hours of work when called into work during an emergency.

5. Overtime pay

All non-salaried employees, except police officers, shall be paid overtime at a rate of 1½ times his or her ordinary pay for any hours worked in excess of 40 hours per week.

Police officers shall be paid overtime at a rate of 1½ times his or her ordinary pay for any hours worked in excess of 80 hours per every two weeks.

No employee of the Village may work overtime without prior approval of overtime hours by the Mayor or Village Administrator.

6. Comp. Time

Employees may choose to accrue comp. time in place of overtime pay.

With the exception of police officers, comp. time is accrued at a rate of 1 ½ times the actual hours worked in excess of 40 hours per week.

Police officers may choose to accrue comp. time at a rate of 1 ½ times the actual hours worked in excess of 80 hours per two week period.

Requests for use of accrued comp. time for leave will be reviewed and approved based on seniority and the department's minimum staffing levels.

The maximum allowable balance of accrued comp. time is 24 hours. Accrued comp time must be taken within 6 months of accruing it. No employee of the Village may accrue comp time without prior approval of comp. time hours by the Mayor or Village Administrator.

7. Sick pay

All full time employees shall be entitled to 4.615 hours of sick leave for each 80 hours of pay received. Unused sick leave shall be cumulative up to 1600 hours. An employee who transfers from one public agency to employment with the Village of Covington, Ohio shall be credited with the unused balance of his/her accumulated sick leave. If an employee voluntarily resigns, terminates his/her employment, or employee is terminated, the Village employee shall forfeit all accumulated sick leave; however, if the Village employee retires, then accumulated sick leave of one-quarter (1/4) of accumulated sick leave, up to four hundred hours (400) hours shall be paid upon retirement. When an employee accumulates more than 1600 hours of sick leave, those hours in excess of 1600 hours will be paid off annually at the rate of one hour for every two hours accumulated in excess of 1600. This payment will be made each January, based on the December 31 sick leave balance of the previous year.

For each quarter that a full time employee does not take any time off with sick pay compensation he/she will receive an additional \$100.00 pay.

8. Required Certificates

The Utility Operator 1 and the Utility Operator 2 shall prior to accepting said positions obtain and maintain water and/or wastewater certificates from the Ohio EPA equal to the Ohio EPA's classification of the water and wastewater treatment works in operation for the Village of Covington.

Truck Driver / Labors shall prior to accepting said position obtain and maintain a class B CDL.

Failure to obtain or maintain said licenses warrants the employee's termination or demotion from said positions.

9. Levels Defined

The levels defined in this ordinance correspond to the number of years employed in that classification beginning with Level 1 equaling 0 to 1 years of service, Level 2 equaling 1 to 2 years of service; each level thereafter corresponding with the years of service in that classification, completed by the employee.

10. Probationary employees

All newly hired employees, with the exception of police officers, shall be deemed probationary employees and may be terminated without cause prior to the end of one year of service with the Village.

Police officers probationary period is defined in O.R.C. section 737.17 and shall be subject to termination as set forth in O.R.C. Chapter 737.

11. Full-time employee defined.

A full-time employee is defined as one who is regularly scheduled to work 30 hours or more per week in any capacity for the Village and is not a seasonal or temporary employee.

Section III: Beginning December 30, 2017, the compensation of employees of the Village of Covington working in the various departments shall be and hereby is fixed as shown below.

1 Administration:

a. Village Manager - Salary Range \$53,550.00 to \$80,370.00 per year.

b. Fiscal Officer

Level 1: \$16.53 per hour.

Level 2: \$17.61 per hour.

Level 3: \$18.67 per hour.

Level 4: \$19.74 per hour.

Level 5: and higher: \$20.80 per hour.

c. Custodian

Level 1: \$8.64 per hour.

Level 2: \$9.07 per hour.

Level 3: \$9.60 per hour.

Level 4: \$10.14 per hour.

Level 5: and higher: \$10.67 per hour.

2. Police Department

- a. Chief of Police
 - Level 1: \$ 24.45 per hour
 - Level 2: \$ 25.25 per hour
 - Level 3: \$ 26.00 per hour
 - Level 4: \$ 26.75 per hour
 - Level 5: \$ 27.47 per hour
 - Level 6 and higher: \$ 28.22 per hour

- b. Full time police officers
 - Level 1: \$ 14.43 per hour
 - Level 2: \$ 15.97 per hour
 - Level 3: \$ 17.65 per hour
 - Level 4: \$ 19.27 per hour
 - Level 5: \$ 22.14 per hour
 - Level 6 and higher: \$ 22.89 per hour

- c. In the event of an extended absence of the Chief of Police a police officer may be appointed by the mayor as the OIC. A police officer acting under the mayors direction as the OIC will be paid an additional \$1.00 per hour during the Chief's absence.

- d. Part - Time police officer
 - All levels: \$ 13.31 per hour

- e. All full-time police officers shall have a \$600.00 per year uniform allowance. Uniform allowances shall be administered through the Police Department by the Chief of Police.

- f. Police Clerk
 - Level 1: \$10.14 per hour
 - Level 2: \$10.67 per hour
 - Level 3: \$11.20 per hour
 - Level 4: \$11.73 per hour
 - Level 5: and higher: \$12.18 per hour

3. Street Department

a. Truck Driver / Laborer:

- Level 1: \$14.57 per hour
- Level 2: \$15.26 per hour
- Level 3: \$15.90 per hour
- Level 4: \$16.59 per hour
- Level 5: \$17.21 per hour
- Level 6: \$17.88 per hour
- Level 7: \$18.42 per hour
- Level 8: \$19.01 per hour
- Level 9 through 22: \$19.22 per hour
- Level 22 and higher: \$20.54

b. Part-time laborer:

- Level 1: \$10.60 per hour
- Level 2: \$11.13 per hour
- Level 3: \$11.65 per hour
- Level 4: \$12.17 per hour
- Level 5: and higher: \$12.68 per hour

c. All full time truck driver labors shall receive a \$400.00 per year uniform allowance payable semi-annually.

d. All full time truck driver labors shall receive a \$20.00 per month cell phone reimbursement for the use of their cell phones for Covington Village Business.

e. Truck Driver Labors will receive an additional \$0.50 per. hour for obtaining and maintaining each of the following Ohio EPA licenses. Water Treatment 1, Wastewater Treatment 1, Wastewater Treatment 2.

4. Utility Department

a. Utility Operator 1

- Level 1: \$24.80 per hour
- Level 2: \$25.33 per hour
- Level 3: \$25.87 per hour
- Level 4: \$26.39 per hour
- Level 5: \$26.93 per hour
- Level 6: \$27.46 per hour
- Level 7: \$28.00 per hour
- Level 8: \$28.52 per hour
- Level 9 and higher: \$29.06 per hour

b. Utility Operator 2

- Level 1: \$20.06 per hour
- Level 2: \$20.48 per hour
- Level 3: \$20.84 per hour
- Level 4: \$21.27 per hour
- Level 5: \$21.65 per hour
- Level 6: \$22.02 per hour
- Level 7: \$22.41 per hour
- Level 8: \$22.81 per hour
- Level 9: and higher \$23.27 per hour

c. Truck Driver / Laborer:

- Level 1: \$14.57 per hour
- Level 2: \$15.26 per hour
- Level 3: \$15.90 per hour
- Level 4: \$16.59 per hour
- Level 5: \$17.21 per hour
- Level 6: \$17.88 per hour
- Level 7: \$18.42 per hour
- Level 8: \$19.01 per hour
- Level 9 through 22: \$19.22 per hour
- Level 22 and higher: \$20.54

d. Utility billing clerk

- Level 1: \$13.86 per hour.
- Level 2: \$14.40 per hour..
- Level 3: \$14.93 per hour.
- Level 4: \$15.99 per hour
- Level 5: and higher: \$16.47 per hour

- d. All full time Utility Department Operators and Truck Driver Labors shall receive a \$400.00 per year uniform allowance payable semi-annually.
- e. All full time Utility Department Operators and Truck Driver Labors shall receive a \$20.00 per month cell phone reimbursement for the use of their cell phones for Covington Village Business.
- f. Park department
 - a. Part-time
 - Level 1: \$10.60 per hour
 - Level 2: \$11.13 per hour
 - Level 3: \$11.65 per hour
 - Level 4: \$12.17 per hour
 - Level 5: and higher: \$12.68 per hour
 - b. Custodian
 - Level 1: \$8.64 per hour.
 - Level 2: \$9.07 per hour.
 - Level 3: \$9.60 per hour.
 - Level 4: \$10.14 per hour.
 - Level 5: and higher: \$10.67 per hour.

Section IV: This Ordinance provides for the appropriation of salaries and other benefits and pursuant to Ohio Law shall take effect December 30, 2017.

Approved this 4th day of December, 2017.



Edward L. McCord, Mayor



R. Scott Tobias, President of Council



Brenda Carroll, Fiscal Officer / Clerk



Employee Sick Leave Policy

The Village of Covington provides all full time employees with 4.615 hours of sick leave for each 80 hours of pay received. These sick days may be accumulated from year to year. Employees that accumulate sick leave hours in excess of 1600 hours will receive an annual payout of excess hours as specified in the payroll ordinance.

Use of Sick leave - Employees taking sick leave must notify their supervisor with as much notice as possible. A sick leave request form must be completed and forwarded to the employee's direct supervisor with the request for sick leave if possible or at minimum upon returning to work. Employees requesting sick leave for two or more consecutive scheduled work shifts, with the exception of the use of sick leave for bereavement or family member illness, must submit a completed return to work form from the employee's physician. Employees off work for two or more consecutive shifts due to a family member illness must provide proof that the family member saw a physician for their illness.

The Village of Covington will make reasonable accommodations to provide for light duty work for an employee with a physician's order. An employee off work on approved workman's compensation leave is required to use their accumulated sick leave up to a total of 960 hours while off work. If an employee exhausts their accumulated sick leave while off on approved workman's compensation leave, compensation through the workman's compensation program for lost time will be explored.


Edward L. McCord, Mayor

Doris Beeman, Council President

Approved - November 3, 2014

Ordinance 14-17

**AN ORDINANCE REPEALING AND REPLACING THE SALARY
ORDINANCE FOR THE VILLAGE OF COVINGTON**

Whereas, it is necessary to establish a salary ordinance for the Village Administrator of the Village of Covington.;

NOW THEREFORE, BE IT **ORDAINED** BY THE COUNCIL OF THE VILLAGE OF COVINGTON, OHIO AS FOLLOWS:

Section I: All previous salary ordinances pertaining to the position of Village Administrator and their amendments attached hereto are repealed.

Section II: Village Administrator's Salary:

- A. Effective December 30, 2017 the annual salary for Mr. Michael Busse, the Administrator of the Village of Covington will be \$76,550.08 payable bi-weekly.

Section III: This Ordinance shall take effect at the earliest time permissible by law.

Approved this 4th day of December, 2017.



Edward L. McCord, Mayor



R Scott Tobias, President of Council



Brenda Carroll, Clerk / Fiscal Officer

ORDINANCE 15-17

AN ORDINANCE AMENDING THE OFFICIAL ZONING MAP OF THE VILLAGE
OF COVINGTON AND CHANGING THE ZONING DESIGNATION OF
CERTAIN PARCELS

WHEREAS, the Village of Covington adopted an Official Zoning Ordinance for the Village of Covington in 1992;

WHEREAS, Article VII of the Official Zoning Ordinance required the establishment of zoning maps for the Village of Covington;

WHEREAS, said map was created previously and adopted in said zoning ordinance and it is now necessary to modify said zoning map and change the zoning of parcel H19-004160 also known as 228 N. Pearl Street, in the Village of Covington, Ohio.

NOW THEREFORE, BE IT ORDAINED by the legislative authority of the Village of Covington, State of Ohio, and a majority of the members elected thereto concurring:

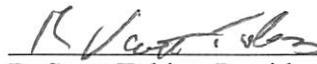
SEC.1: That the zoning classification of the parcel H19-004160 also known as 228 N. Pearl Street, in the Village of Covington, Ohio is repealed;

SEC. 2: That the Zoning Map attached as "Exhibit A" is adopted as the zoning map for the parcel H19-004160 also known as 228 N. Pearl Street, in the Village of Covington, Ohio, along with the other parcels included in said drawings; and

SEC.3: That this Ordinance shall take effect as at the earliest time as provided by law.

APPROVED November 6, 2017:


Edward L. McCord, Mayor


R. Scott Tobias, President of Council


Brenda Carroll, Fiscal Officer

ORDINANCE NO. 16-17

AN ORDINANCE TO MAKE TEMPORARY APPROPRIATIONS FOR CURRENT EXPENSES AND OTHER EXPENDITURES OF THE VILLAGE OF COVINGTON, STATE OF OHIO, DURING THE FISCAL YEAR ENDING DECEMBER 31, 2018

BE IT ORDAINED by the legislative authority of the Village of Covington, State of Ohio, three fourths of all members elected thereto concurring, that:

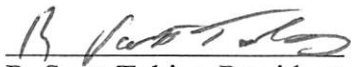
Section I: The temporary appropriations set forth in the attached Exhibit A. are approved as authorized expenditures for the Village of Covington during the 2018 calendar year.

Section II: This ordinance shall be effective immediately.

APPROVED December 18th. 2017:



Edward L. McCord, Mayor



R. Scott Tobias, President of Council



Brenda Carroll, Clerk – Fiscal Officer

2018 Temp. Appropriations

EXHIBIT A

Revised 12-15-2017 mb

general Fire/EMS street state hywy capital debt service water sewer trash total

Spring Street

2017 anticipated Year-end fund balance	\$ 529,299	\$ 732	\$ 68,734	\$ 31,878	\$ 38,698	\$ 11,835	\$ 316,433	\$ 293,693	\$ 92,390	\$ 1,383,692
January - April Estimated Income	\$ 363,096	\$ 31,666	\$ 165,900	\$ 3,000	\$ 24,333	\$ 43,333	\$ 250,000	\$ 632,666	\$ 81,666	\$ 1,595,660
January - April Estimated Expense	\$ (512,300)	\$ (31,666.00)	\$ (196,133)	\$ (3,000)	\$ (28,333)	\$ (46,666)	\$ (277,566)	\$ (679,933)	\$ (102,433)	\$ (1,878,030)
2018 ESTIMATED ENDING FUND BALANCE	\$ 380,095	\$ 732	\$ 38,501	\$ 31,878	\$ 34,698	\$ 8,502	\$ 288,867	\$ 246,426	\$ 71,623	\$ 1,101,322