

City of Hamilton
BUTLER COUNTY OHIO



**Summary of Proposed
Paid Time Off (PTO) Legislation for Schedule A
Employees hired prior to January 1, 2016**

October 25, 2016

Presented by:

Human Resources Department

Overview of PTO

- Eliminates banks of time for vacation, floating holidays/personal leave holidays, employee birthday holiday, sick leave, and compensatory time, and create two banks of time: Paid Time Off Bank and “Medical Only” Leave Bank.

Timing



- Effective January 1, 2017, all accrual of vacation, floating holidays/personal leave holidays, employee birthday holiday, and sick leave would cease.
- Sick leave time would be converted to PTO “medical only” leave, and after January 1, 2017 may only be used for certified qualifying events under the Family and Medical Leave Act (FMLA).

Schedule

Years of Continuous Service	PTO Hours Per Year	Approx. PTO Accrual Per Pay	PTO Bank Maximum	Max PTO Hours Paid at Separation
1 - 6	208	8.0	480	1:1; 480 max
7 - 15	248	9.54	480	1:1; 480 max
16	288	11.08	480	1:1; 480 max
17	296	11.38	480	1:1; 480 max
18	304	11.69	480	1:1; 480 max
19	312	12.00	480	1:1; 480 max

Schedule

Years of Continuous Service	PTO Hours Per Year	Approx. PTO Accrual Per Pay	PTO Bank Maximum	Max PTO Hours Paid at Separation
20	320	12.31	480	1:1; 480 max
21	328	12.62	480	1:1; 480 max
22	336	12.92	480	1:1; 480 max
23	344	13.23	480	1:1; 480 max
24	352	13.54	480	1:1; 480 max
25	360	13.85	480	1:1; 480 max
26 or more	368	14.15	480	1:1; 480 max

Service Examples: 5 Years of Service



Hire Date	Years of Service at 1/1/2017	1/1/2017 Vacation Dump	Years of Service at 3/1/2017	Accumulated PTO per Pay Beginning March 1 (Or 1-Year Anniversary)	Total Earned in 2017	Total Weeks Earned - 2017	Total Earned Annually Thereafter	Total Weeks Earned
7/1/2011	5.5	80.00	5.7	8.00	256.00	6.4	208.00	5.20

Service Examples: 10 Years of Service



Hire Date	Years of Service at 1/1/2017	1/1/2017 Vacation Dump	Years of Service at 3/1/2017	Accumulated PTO per Pay Beginning March 1 (Or 1-Year Anniversary)	Total Earned in 2017	Total Weeks Earned - 2017	Total Earned Annually Thereafter	Total Weeks Earned
7/1/2006	10.5	120.00	10.7	9.54	329.85	8.2	248.00	6.20

Service Examples: 20 Years of Service



Hire Date	Years of Service at 1/1/2017	1/1/2017 Vacation Dump	Years of Service at 3/1/2017	Accumulated PTO per Pay Beginning March 1 (Or 1-Year Anniversary)	Total Earned in 2017	Total Weeks Earned - 2017	Total Earned Annually Thereafter	Total Weeks Earned
7/1/1996	20.5	192.00	20.7	12.31	462.77	11.6	320.00	8.00

Service Examples: 25 Years of Service



Hire Date	Years of Service at 1/1/2017	1/1/2017 Vacation Dump	Years of Service at 3/1/2017	Accumulated PTO per Pay Beginning March 1 (Or 1-Year Anniversary)	Total Earned in 2017	Total Weeks Earned - 2017	Total Earned Annually Thereafter	Total Weeks Earned
7/1/1991	25.5	232.00	25.7	13.85	536.62	13.4	360.00	9.00

Sick Leave Transition

- Current sick leave balance is maintained in “medical only” bank.
- If employee currently has fewer than 560 hours of sick leave accumulated, may accumulate up to 560 hours on a go forward basis in “medical only” bank after reaching 480 hour PTO maximum.

PTO Bank Payout

- First 480 hours of PTO paid out at 1:1 ratio.
- Medical only PTO bank paid out at same ratio and limits as current sick leave bank.



Questions?