

**Attachment to Ordinance #2990-2017  
Amending Management Compensation Plan (MCP) #2713-2013,  
as amended**

**Section 1.** To amend Ordinance No. 2713-2013, as amended, by amending Section 5(C)(3) as follows:

(3) The following pay range shall be used to pay classifications assigned to Communications Workers of America Local 4502 Pay Grade 50:

~~\$12.23~~ **\$13.75**/hour to ~~\$18.33~~ **\$20.61**/hour

**Section 2.** To amend Ordinance No. 2713-2013, as amended, by amending Section 5(D) as follows:

<b>Ord. Section</b>	<b>Job Code</b>	<b>Class Title</b>	<b>Grade</b>
5(D)-S290	0781	Student Intern I	<del>\$8.45</del> <b><u>\$30</u></b> /hour to \$11.00/hour
5(D)-S295	0782	Student Intern II	<del>\$8.45</del> <b><u>\$30</u></b> /hour to \$14.45/hour

**Section 3.** To amend Ordinance No. 2713-2013, as amended, by amending Section 5(E) as follows:

<b>Ord. Section</b>	<b>Job Code</b>	<b>Class Title</b>	<b>Grade</b>
<b><u>5(E)-A114</u></b>	<b><u>0887</u></b>	<b><u>Aging Programs Assistant Administrator</u></b>	<b><u>94</u></b>
5(E)-C070	0833	Chief of Staff to the City Council President (U)	<u>97</u>
<b><u>5(E)-D128</u></b>	<b><u>1974</u></b>	<b><u>Deputy Chief of Administration (City Attorney's Office) (U)</u></b>	<b><u>96</u></b>
<b><u>5(E)-E142</u></b>	<b><u>0827</u></b>	<b><u>Employee Wellness Coordinator</u></b>	<b><u>92</u></b>
5(E)-P062	0240	Parking Violations Coordinator (Violations Clerk)	95
5(E)-P080	1204	Parks Planning Coordinator	95
5(E)-P356	0070	Project Manager	95
5(E)-S073	0071	Senior <b><u>Technology</u></b> Project Manager	96
<b><u>5(E)-S175</u></b>	1204	<b><u>Strategic Planning and Construction Management Coordinator</u></b>	95
<b><u>5(E)-T012</u></b>	0070	<b><u>Technology</u></b> Project Manager	95

**Section 4.** To amend Ordinance No. 2713-2013, as amended, by amending Section 5(F) as follows:

<b>Ord. Section</b>	<b>Job Code</b>	<b>Class Title</b>	<b>Grade</b>
5(F)-L130	3183	Lifeguard (Seasonal)	\$8.45 <del>30</del> /hour to \$14.50/hour
5(F)-R063	3684	Recreation and Parks Aide (Seasonal)	\$8.45 <del>30</del> /hour to \$13.50/hour
5(F)-R105	3169	Recreation Playground Leader (Seasonal)	\$8.45 <del>30</del> /hour to \$14.50/hour
5(F)-S305	3680	Summer Worker	\$8.45 <del>30</del> /hour to \$10.00/hour

**Section 5.** To amend Ordinance No. 2713-2013, as amended, by amending Section 7(G) as follows:

- (G) Transportation Allowance. At the discretion of the Mayor, employees classified as ~~Community Relations Commission Executive Director (U), Equal Business Opportunity Commission Executive Director (U),~~ **Office of Diversity and Inclusion Executive Director (Secretary) (U)**, Executive Assistant to the Mayor (U), Department Deputy Director (Technology) (U), Senior Executive Assistant, and Deputy Chief of Staff, as well as all Department Directors, may be authorized to receive a transportation allowance of \$395.00 per month for travel within Franklin County.

**Section 6.** To amend Ordinance No. 2713-2013, as amended, by amending Section 8(E) as follows:

- (E) Authorization of Overtime. It shall be the policy of the City to avoid overtime work except upon emergency conditions as determined by the Appointing Authority or his designee. ~~The City shall not compensate for any overtime work in any form or manner except on the authorization of the Appointing Authority.~~ Employees who are requested to work emergency overtime shall be informed prior to the job performance whether overtime has been expressly approved.

**Section 7.** To amend Ordinance No. 2713-2013, as amended, by amending Section 12(H) as follows:

- (H) Vacation Leave for Certain City Officials. Notwithstanding the other provisions of Section 12, Elected Officials, Department Directors, and employees classified as:

Executive Assistant to the Mayor (U)  
Deputy Chief of Staff (U)  
Senior Executive Assistant (U)  
Department Assistant Director (U),  
Assistant Director (Asset Management) (U)  
~~Assistant Director (Building Regulations and Compliance) (U)~~  
~~Assistant Director (Jobs and Economic Development) (U)~~  
**Assistant Director (Fiscal) (U)**  
**Assistant Director (Parking Solutions) (U)**  
Assistant Director (Regulatory Compliance) (U)  
Assistant Director (Sustainability) (U)  
~~Equal Business Opportunity Commission Executive Director (U)~~  
Department Deputy Director (U)  
Department Deputy Director (Technology) (U)  
~~Deputy Director (Jobs and Economic Development) (U)~~  
**Deputy Director (Policy Planning and Economic Development) (U)**  
**Office of Diversity and Inclusion Executive Director (Secretary) (U)**

may be granted vacation leave with pay at the discretion of the Mayor but may not accumulate any vacation leave during the term of employment in one or more of these positions.

The City Clerk (U), Executive Assistant to the City Council President (U), and the City Treasurer (U) may be granted vacation leave with pay at the discretion of the President of the City Council but may not accumulate vacation leave during the term of employment in one or more of these positions.

The Civil Service Commission Executive Director (U) may be granted vacation leave with pay at the discretion of the Civil Service Commission but may not accumulate vacation leave during the term of employment in this position.

Excepting and providing that in the event Department Directors and employees classified as:

Executive Assistant to the Mayor (U)  
Deputy Chief of Staff (U)  
Senior Executive Assistant (U)

Department Assistant Director (U),  
 Assistant Director (Asset Management) (U)  
~~Assistant Director (Building Regulations and Compliance) (U)~~  
~~Assistant Director (Jobs and Economic Development) (U)~~  
Assistant Director (Fiscal) (U)  
Assistant Director (Parking Solutions) (U)  
 Assistant Director (Regulatory Compliance) (U)  
 Assistant Director (Sustainability) (U)  
~~Equal Business Opportunity Commission Executive Director (U)~~  
 Department Deputy Director (U)  
 Department Deputy Director (Technology) (U)  
~~Deputy Director (Jobs and Economic Development) (U)~~  
Deputy Director (Policy Planning and Economic Development) (U)  
Office of Diversity and Inclusion Executive Director (Secretary) (U)

die while in office, vacation leave may, at the discretion of the Mayor, be accrued pursuant to the provisions of this Ordinance and payable upon death, and

Further excepting and providing that in the event that the City Clerk (U), Executive Assistant to the City Council President (U), or City Treasurer (U) dies while in office, vacation leave may, at the discretion of the President of City Council, be accrued pursuant to the provisions of this Ordinance and payable upon death.

Also, further accepting and providing that in the event that the Civil Service Executive Director (U) dies while in office, vacation leave may, at the discretion of the Civil Service Commission, be accrued pursuant to the provisions of this Ordinance and payable upon death.

**Section 8.** To amend Ordinance No. 2713-2013, as amended, by amending Section 14(l) as follows:

- (l) Sick Leave for Certain City Officials. Notwithstanding the other provisions of this Section 14, Elected Officials, Department Directors, and employees classified as:

Executive Assistant to the Mayor (U)  
 Deputy Chief of Staff (U)  
 Senior Executive Assistant (U)  
 Department Assistant Director (U),  
 Assistant Director (Asset Management) (U)  
~~Assistant Director (Building Regulations and Compliance) (U)~~  
~~Assistant Director (Jobs and Economic Development) (U)~~  
Assistant Director (Fiscal) (U)

**Assistant Director (Parking Solutions) (U)**

Assistant Director (Regulatory Compliance) (U)

Assistant Director (Sustainability) (U)

~~Equal Business Opportunity Commission Executive Director (U)~~

Department Deputy Director (U)

Department Deputy Director (Technology) (U)

~~Deputy Director (Jobs and Economic Development) (U)~~

**Deputy Director (Policy Planning and Economic Development) (U)**

**Office of Diversity and Inclusion Executive Director (Secretary) (U)**

may be granted sick leave with pay at the discretion of the Mayor but may not accumulate any sick leave during the term of employment in one or more of these positions.

The City Clerk (U), and the City Treasurer (U) may be granted sick leave with pay at the discretion of the President of the City Council but may not accumulate sick leave during the term of employment in one or more of these positions or be paid for any sick leave not taken during the term of employment in one or more of these positions.

The Civil Service Commission Executive Director (U) may be granted sick leave with pay at the discretion of the Civil Service Commission but may not accumulate sick leave during the term of employment in this position or be paid for any sick leave not taken during the term of employment in this position.

Excepting and providing that in the event Department Directors and employees classified as:

Executive Assistant to the Mayor (U)

Deputy Chief of Staff (U)

Senior Executive Assistant (U)

Department Assistant Director (U),

Assistant Director (Asset Management) (U)

~~Assistant Director (Building Regulations and Compliance) (U)~~

~~Assistant Director (Jobs and Economic Development) (U)~~

**Assistant Director (Fiscal) (U)**

**Assistant Director (Parking Solutions) (U)**

Assistant Director (Regulatory Compliance) (U)

Assistant Director (Sustainability) (U)

~~Community Relations Commission Executive Director (U)~~

~~Equal Business Opportunity Commission Executive Director (U)~~

Department Deputy Director (U)

Department Deputy Director (Technology) (U)

~~Deputy Director (Jobs and Economic Development) (U)~~

**Deputy Director (Policy Planning and Economic Development) (U)**

**Office of Diversity and Inclusion Executive Director (Secretary) (U)**

die while in office, sick leave may, at the discretion of the Mayor, be accrued pursuant to the provisions of this Ordinance and payable upon death.

Further excepting and providing that in the event the City Clerk (U), or City Treasurer (U) dies while in office, sick leave may, at the discretion of the President of City Council, be accrued pursuant to the provisions of this Ordinance and payable upon death.

Also, further accepting and providing that in the event the Civil Service Commission Executive Director (U) dies while in office, sick leave may, at the discretion of the Civil Service Commission be accrued pursuant to the provisions of this Ordinance and payable upon death.

**Section 9.** To amend Ordinance No. 2713-2013, as amended, by amending Section 16(l) as follows:

- (l) Tobacco Surcharge. If an employee hired on or after ~~October 1, 2017~~ **January 1, 2018** who participates in the City's insurance program uses tobacco, the employee will be charged a twenty-five dollar (\$25.00) per month surcharge.

**Section 10.** To amend Ordinance No. 2713-2013, as amended, by amending Section 16(M) as follows:

(M) Table 1.

<b>Table 1</b>	
<b>Deductible</b>	
In-Network	\$300 single / \$600 family
Non-Network	\$800 single / \$1,600 family
<b>Co-insurance</b>	
In-Network	80% / 20%
Non-Network	60% / 40%
<b>Out-of-Pocket Maximum</b>	
In-Network	\$700 single / \$1,200 family
Non-Network	\$1,600 single / \$3,200 family
<b>Office Visit Co-pay</b>	
Primary Care	\$20 co-pay
Specialist	\$30 co-pay
<b>Hospital Inpatient Stay</b>	
In-Network	20% after deductible
Non-Network	40% after deductible
<b>Outpatient Surgery</b>	
In-Network	20% after deductible
Non-Network	40% after deductible
<b>Emergency Room Co-pay</b>	
In-Network	\$75 co-pay, 20% after co-pay and deductible (co-pay waived if admitted)
Non-Network	same as in-network
<b>Urgent Care Co-pay</b>	
In-Network	\$30 co-pay, 20% after co-pay and deductible
Non-Network	\$30 co-pay, 40% after co-pay and deductible
<b>Lifetime Maximum</b>	No maximum
<b>Pre-Notification Penalty</b>	Benefits reduced to <b>50%</b> of eligible expenses
<b>Rx Co-pays</b>	Retail/Mail
Tier 1	\$5/\$12.50
Tier 2	\$15/\$25
Tier 3/ Dispense as Written	\$30/\$60
Rx Co-pays Accumulate	Yes
Rx OOP Max	\$2,000 single/ \$4,000 family
<b>Tobacco Surcharge</b>	\$25.00 monthly for new hires as of <del>October 1, 2017</del> <b>January 1, 2018</b>

**Section 11.** That existing Sections 5(C), 5(D), 5(E), 5(F), 7(G), 8(E), 12(H), 14(I), 16(I), and 16(M) of Ordinance No. 2713-2013, as amended, are hereby repealed.

**Section 12.** For reasons stated in the preamble hereto, which is hereby made a part hereof, this ordinance is hereby declared to be an emergency measure and shall take effect and be in force from and after its passage and approval by the Mayor or ten (10) days after passage if the Mayor neither approves nor vetoes the same.