

**Attachment to Ordinance #1630-2009  
Amending Management Compensation Plan (MCP) #1150-2007**

**Section 1.** That existing Section 4(D) of Ordinance No. 1150-2007 be amended to read as follows:

- (D) Employee's Contribution to O.P.E.R.S. For full-time non-seasonal employees, that portion of an employee's contribution made to the Ohio Public Employees Retirement System (O.P.E.R.S) equal to ten percent (10%) of the employee's earned compensation shall be picked up (assumed and paid) on behalf of the employee, and in lieu of payment by the employee, by the City of Columbus. The provisions of this paragraph shall apply uniformly to full-time employees and no such employee shall have the option to elect a wage increase or other benefit in lieu of the payment provided for herein. **The ten percent (10%) rate stated herein will decrease to nine percent (9%) effective the payperiod that includes April 1, 2010 (March 21, 2010). The remaining portion of the employee contribution shall be paid by the employee.**

For part-time employees, that portion of an employee's contribution made to the O.P.E.R.S equal to 6% of the employee's earned compensation shall be picked up (assumed and paid) on behalf of the employee, and in lieu of payment by the employee, by the City of Columbus. The provisions of this paragraph shall apply uniformly to part-time employees and no such employee shall have the option to elect a wage increase or other benefit in lieu of the payment provided for herein. The term "earned compensation" shall mean any and all monies earned by an employee from the City of Columbus, for which there is a pension contribution. The City shall, in reporting and making remittances to the O.P.E.R.S, report that each employee's contribution has been made as provided by Statute.

The City hereby declares that the sum paid hereunder by the City on behalf of an employee, (i.e., 6% for part-time employees, and the applicable rate for full-time employees) of the employee's earned compensation, is not to be considered additional salary or wages and shall not be treated as increased compensation. For purposes of computing the employee's earnings or basis of his/her contribution to the O.P.E.R.S, the amount paid by the City on behalf of an employee as a portion of his/her statutory obligation is intended to be and shall be considered as having been paid by the employee in fulfillment of his/her statutory obligation.

**All full-time employees hired on or after January 1, 2010, will be responsible for paying the full employee contribution of ten percent (10%).**

**Section 2.** That existing Section 10(F) of Ordinance No. 1150-2007 be amended to read as follows, effective the 2010 vacation year:

- (F) Personal Business Day.
- (1) Full-time employees in the classified and unclassified service, except for Directors and unclassified Deputy Directors, as set forth in Section 5(D) and (E), shall receive ~~one~~ **two** eight (8) hour personal business days each vacation year, upon reasonable notice to and approval by their Appointing Authorities or designee.
  - (2) Part-time employees in the classified and unclassified services, as set forth in Section 5(D) and (E), shall receive ~~one~~ **two** (2) four (4) hour personal business days each vacation year, upon reasonable notice to and approval by their Appointing Authorities or designees.
  - (3) The personal business days ~~is~~ **are** available to employees who have personal business matters to attend to, and cannot do that business outside of regular working hours.

- (4) ~~This~~ personal business days may not be used in increments, but must be taken in ~~its entirety~~ **eight (8) hour increments (or four (4) hour increments for part-time employees)**. The days must be used during the ~~calendar~~ **vacation** year and may not be carried over from year to year. The personal business days will not be subject to buy-back or cashing in at the end of the vacation year.

**Section 3.** That existing Section 16(G) of Ordinance No. 1150-2007 be amended to read as follows:

- (G) Premium Co-Payment. Employees are charged a monthly premium for participating in the City's insurance programs. The current monthly premium is an amount equal to nine percent (9%) of the insurance base for single and family coverage. **Effective April 1, 2010, the monthly premium will be an amount equal to ten percent (10%) of the insurance base for single and family coverage.** The insurance base shall be the total actual cost to the City of the claims and administrative fees for medical, dental, vision and prescription drugs for employees for the preceding twelve (12) month period of February 1 through January 31. Such premiums shall be paid through an automatic payroll deduction; half of the monthly premium will be deducted each pay period not to exceed the total monthly premium.

Providing an employee continues monthly premium coverage payments, insurance coverage for which an employee is eligible, will be extended ninety (90) days beyond the end of the month during which an employee's approved leave without pay or leave of absence status became effective. The employee's insurance will then be terminated with an option to participate in the City's insurance continuation program, COBRA, at the employee's expense.

Employees on disability leave, or employees receiving payments in lieu of wages from the Ohio Bureau of Workers' Compensation, must keep their premium co-payments current. If at the conclusion of the ninety (90) day period as specified in the previous paragraph, the premium co-payments are not current, an employee's insurance will then be terminated with an option to participate in the City's insurance continuation program, COBRA, at the employee's expense.

**Section 4.** That existing Sections 4(D), 10(F) and 16(G) of Ordinance No. 1150-2007 are hereby repealed.

**Section 5.** 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.