

**Attachment to Ordinance #0704-2018
Amending Management Compensation Plan (MCP) #2713-2013,
as amended**

Section 1. To amend Ordinance No. 2713-2013, as amended, by enacting Section 5(E) as follows:

Ord. Section	Job Code	Class Title	Grade
5(E)-D159	0228	Design and Construction Division Assistant Administrator	96
5(E)-L046	2005	Land Redevelopment Division Administrator	95

Section 2. To amend Ordinance No. 2713-2013, as amended, by enacting Section 10(L) as follows:

(L) Bereavement Leave. Effective March 26, 2018, full-time employees may be granted up to five (5) days of leave of the employee's choice (i.e., compensatory time, vacation leave, or sick leave in accordance with Sections 8, 12, and 14) for the death of a member of the employee's immediate family. Up to three (3) of the five (5) days of leave shall be paid as bereavement leave and not deducted from the employee's leave bank(s). In the event of no available leave balances, the employee may be granted leave without pay in accordance with Section 11 of this Ordinance.

Section 3. To amend Section 4(B) to read as follows, effective March 25, 2018:

(B) Pay Plan.

Pay Grade	Entry	2nd Quartile	Market	4th Quartile	Max
100	70.35 146,328	82.08 170,726	93.80 195,104	105.53 219,502	117.25 243,880
99	62.13 129,230	72.49 150,779	82.85 172,328	93.21 193,877	103.57 215,426
98	54.90 114,192	64.05 133,224	73.20 152,246	82.34 171,267	91.49 190,299
97	48.50 100,880	56.58 117,686	64.66 134,493	72.74 151,299	80.82 168,106
96	45.71 95,077	51.42 106,954	57.13 118,820	62.83 130,686	68.54 142,563
95	40.36 83,949	45.41 94,453	50.47 104,967	55.52 115,482	60.57 125,986
94	35.66 74,173	40.12 83,450	44.58 92,726	49.04 102,003	53.50 111,280
93	31.76 66,061	35.74 74,339	39.72 82,607	43.69 90,875	47.67 99,154
92	28.55 59,384	32.12 66,810	35.68 74,214	39.25 81,640	42.81 89,045
91	25.92 53,914	29.16 60,653	32.40 67,382	35.63 74,110	38.87 80,850
90	23.23 48,318	26.13 54,350	29.04 60,393	31.94 66,435	34.84 72,467
89	20.76 43,181	23.36 48,589	25.96 53,986	28.55 59,384	31.15 64,792
88	18.64 38,771	20.97 43,618	23.29 48,443	25.62 53,290	27.94 58,115
87	16.91 35,173	19.03 39,582	21.15 43,992	23.27 48,402	25.39 52,811
86	15.43 32,094	17.36 36,109	19.29 40,123	21.22 44,138	23.15 48,152

Section 4. To amend Section 4(C) to read as follows, effective March 25, 2018:

- (C) Pay Plan for Bargaining Unit Exempt Classifications. The following pay plan is to be used for employees in bargaining unit classifications who are not in a bargaining unit for reasons described in Section 5(C) of this Ordinance.

Grade	Hourly			Bi-Weekly			Annual		
5	12.62	-	17.19	1009.60	-	1375.20	26,249.60	-	35,755.20
6	14.18	-	18.90	1134.40	-	1512.00	29,494.40	-	39,312.00
7	14.47	-	19.14	1157.60	-	1531.20	30,097.60	-	39,811.20
8	14.72	-	19.41	1177.60	-	1552.80	30,617.60	-	40,372.80
9	14.95	-	19.67	1196.00	-	1573.60	31,096.00	-	40,913.60
10	15.29	-	19.97	1223.20	-	1597.60	31,803.20	-	41,537.60
11	15.53	-	20.32	1242.40	-	1625.60	32,302.40	-	42,265.60
12	15.88	-	20.63	1270.40	-	1650.40	33,030.40	-	42,910.40
13	16.64	-	21.49	1331.20	-	1719.20	34,611.20	-	44,699.20
14	17.02	-	21.73	1361.60	-	1738.40	35,401.60	-	45,198.40
15	17.37	-	22.20	1389.60	-	1776.00	36,129.60	-	46,176.00
16	17.80	-	22.74	1424.00	-	1819.20	37,024.00	-	47,299.20
17	18.24	-	23.05	1459.20	-	1844.00	37,939.20	-	47,944.00
18	19.46	-	24.37	1556.80	-	1949.60	40,476.80	-	50,689.60
19	20.01	-	25.01	1600.80	-	2000.80	41,620.80	-	52,020.80
20	20.50	-	25.44	1640.00	-	2035.20	42,640.00	-	52,915.20
21	20.99	-	25.98	1679.20	-	2078.40	43,659.20	-	54,038.40
22	21.32	-	26.42	1705.60	-	2113.60	44,345.60	-	54,953.60
23	21.86	-	26.99	1748.80	-	2159.20	45,468.80	-	56,139.20
24	22.47	-	27.52	1797.60	-	2201.60	46,737.60	-	57,241.60
25	23.14	-	28.24	1851.20	-	2259.20	48,131.20	-	58,739.20
26	23.78	-	28.90	1902.40	-	2312.00	49,462.40	-	60,112.00
27	24.42	-	29.59	1953.60	-	2367.20	50,793.60	-	61,547.20
28	25.09	-	30.32	2007.20	-	2425.60	52,187.20	-	63,065.60
29	25.75	-	31.01	2060.00	-	2480.80	53,560.00	-	64,500.80
30	26.49	-	36.43	2119.20	-	2914.40	55,099.20	-	75,774.40
31	30.24	-	37.75	2419.20	-	3020.00	62,899.20	-	78,520.00
32	32.19	-	40.04	2575.20	-	3203.20	66,955.20	-	83,283.20
33	33.50	-	41.57	2680.00	-	3325.60	69,680.00	-	86,465.60
34	34.86	-	43.14	2788.80	-	3451.20	72,508.80	-	89,731.20

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

Ord. Section	Job Code	Class Title	Grade
5(E)-F250	3750	Fuel Systems Specialist	92
5(G)-C120	0022	Citizen Member, Board- of Review of Electrical Contractors Skilled Trades Review Board	-

Section 6. To amend Ordinance No. 2713-2013, as amended, by amending Section 9(A) as follows:

- (A) Holidays Observed. The legal holidays observed by the City and for which full-time, non-seasonal employees are to be compensated shall be as follows:
- (1) New Year's Day, January 1.
 - (2) Martin Luther King's Birthday, the third Monday in January.
 - (3) Washington's Birthday, the third Monday in February.
 - (4) Memorial Day, the last Monday in May.
 - (5) Independence Day, July 4.
 - (6) Labor Day, the first Monday in September.
 - ~~(7) Columbus Day, the second Monday in October.~~
 - (7) Veterans Day, November 11.**
 - (8) Thanksgiving Day, the fourth Thursday in November.
 - (9) Christmas Day, December 25.
 - (10) Any other holidays proclaimed by the Mayor.
 - (11) Employee's Birthday. If the employee's birthday falls on an above-named holiday, the employee shall be granted and compensated for one additional holiday. The Appointing Authority will allow the employee to take his/her birthday holiday on the employee's birthday or within 365 days from the date on which the employee's birthday occurs. If the employee's birthday falls on February 29, the holiday for purposes of this Section shall be considered as February 28 unless otherwise authorized by the Appointing Authority.

Section 7. To amend Ordinance No. 2713-2013, as amended, by amending Section 10(F) as follows:

(F) Personal Business Day.

- (1) Full-time employees in the classified and unclassified service, except for Elected Officials, Directors, unclassified Deputy Directors and Department Assistant Directors, shall receive ~~two~~ **three (3)**, eight (8) hour personal business days each vacation year, upon reasonable notice to and approval by their Appointing Authorities or designee.
- (2) Part-time regular employees in the classified and unclassified services shall receive ~~two (2)~~ **three (3)**, four (4) hour personal business days each vacation year, upon reasonable notice to and approval by their Appointing Authorities or designees.

Section 8. That existing Sections 4(B), 4(C), 5(E), 5(G), 9(A), 10(F), and 10(L) of Ordinance No. 2713-2013, as amended, are hereby repealed.

Section 9. 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.