

**Attachment to Ordinance #0705-2013
Amending Management Compensation Plan (MCP) #1150-2007,
as amended**

Section 1. To amend Section 4(B) to read as follows, effective March 31, 2013:

(B) Pay Plan.

Pay Grade	Entry	2nd Quartile	Market	4th Quartile	Max
100	63.74 132,579	74.37 154,690	84.99 176,779	95.62 198,890	106.24 220,979
99	56.30 117,104	65.69 136,635	75.08 156,156	84.46 175,677	93.85 195,208
98	49.74 103,459	58.03 120,702	66.32 137,946	74.61 155,189	82.90 172,432
97	43.95 91,416	51.27 106,642	58.60 121,878	65.92 137,114	73.24 152,339
96	41.41 86,133	46.59 96,907	51.76 107,661	56.94 118,435	62.11 129,189
95	36.57 76,066	41.15 85,592	45.73 95,108	50.30 104,624	54.88 114,150
94	32.31 67,205	36.35 75,608	40.39 84,011	44.43 92,414	48.47 100,818
93	28.78 59,862	32.38 67,350	35.99 74,849	39.59 82,347	43.19 89,835
92	25.87 53,810	29.10 60,528	32.33 67,246	35.56 73,965	38.79 80,683
91	23.48 48,838	26.42 54,954	29.35 61,048	32.29 67,163	35.22 73,258
90	21.04 43,763	23.67 49,234	26.31 54,714	28.94 60,195	31.57 65,666
89	18.81 39,125	21.16 44,013	23.52 48,911	25.87 53,810	28.22 58,698
88	16.88 35,110	18.99 39,499	21.10 43,878	23.20 48,256	25.31 52,645
87	15.32 31,866	17.24 35,859	19.16 39,853	21.08 43,846	23.00 47,840
86	13.98 29,078	15.73 32,718	17.48 36,348	19.22 39,978	20.97 43,618

Section 2. To amend Section 4(C) to read as follows, effective March 31, 2013:

- (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	9.30	- 13.38	744.19	- 1070.59	19,348.99	- 27,835.39
6	10.48	- 14.67	838.03	- 1173.41	21,788.83	- 30,508.61
7	10.65	- 14.83	851.90	- 1186.46	22,149.50	- 30,848.06
8	10.86	- 15.10	869.04	- 1207.68	22,595.04	- 31,399.68
9	11.04	- 15.30	882.91	- 1224.00	22,955.71	- 31,824.00
10	11.25	- 15.53	900.05	- 1242.77	23,401.25	- 32,311.97
11	11.46	- 15.81	917.18	- 1264.80	23,846.78	- 32,884.80
12	11.71	- 16.05	936.77	- 1284.38	24,355.97	- 33,393.98
13	12.27	- 16.68	981.65	- 1334.16	25,522.85	- 34,688.16
14	12.54	- 16.92	1002.86	- 1353.74	26,074.46	- 35,197.34
15	12.81	- 17.23	1024.90	- 1378.22	26,647.30	- 35,833.82
16	13.14	- 17.62	1051.01	- 1409.23	27,326.21	- 36,640.03
17	13.45	- 17.94	1076.30	- 1435.34	27,983.90	- 37,318.94
18	14.35	- 18.96	1148.11	- 1516.94	29,850.91	- 39,440.54
19	14.74	- 19.39	1179.12	- 1551.22	30,657.12	- 40,331.62
20	15.12	- 19.78	1209.31	- 1582.22	31,442.11	- 41,137.82
21	15.48	- 20.20	1238.69	- 1615.68	32,205.89	- 42,007.68
22	15.74	- 20.54	1259.09	- 1643.42	32,736.29	- 42,729.02
23	16.14	- 20.93	1290.91	- 1674.43	33,563.71	- 43,535.23
24	16.55	- 21.41	1324.37	- 1712.78	34,433.57	- 44,532.38
25	17.07	- 21.94	1365.98	- 1755.22	35,515.58	- 45,635.62
26	17.53	- 22.50	1402.70	- 1800.10	36,470.30	- 46,802.50
27	18.04	- 23.01	1443.50	- 1840.90	37,531.10	- 47,863.30
28	18.50	- 23.58	1480.22	- 1886.59	38,485.82	- 49,051.39
29	18.99	- 24.13	1519.39	- 1930.66	39,504.19	- 50,197.06

30	17.03	-	29.99	1362.72	-	2399.04	35,430.72	-	62,375.04
31	19.41	-	31.12	1552.85	-	2489.62	40,374.05	-	64,730.02
32	20.70	-	33.19	1655.66	-	2655.26	43,047.26	-	69,036.86
33	21.51	-	34.53	1720.94	-	2762.16	44,744.54	-	71,816.16
34	22.39	-	35.88	1791.12	-	2870.69	46,569.12	-	74,637.89

Section 3. To amend Section 4(D) 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 seven percent (7%) 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 seven percent (7%) rate stated herein will decrease to six percent (6%) effective the payperiod that includes May 15, 2013~~April 1, 2012, and to eight percent (8%) effective the pay period that includes April 1, 2014.~~ 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%). Specifically, the provisions of Section 4(D) shall not apply to any employee hired (first day of employment) by the City on or after January 1, 2010, into a classification covered by the Management Compensation Plan; and such employee will be responsible for paying the full employee contribution to the Ohio Public Employees Retirement System. Transfers within the City and employment status changes (without a break in service) are exceptions to this provision. This contribution is a salary reduction employer pick-up and is tax deferred.

Section 4. To amend Section 16.1(G) of Ordinance No. 1150-2007, as 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 eleven percent (11%) of the insurance base for single and family coverage. Effective April 1, 2013, the monthly premium will be an amount equal to **eleven and one-half** percent (**11.5%**) 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 5. That existing Sections 4(B), 4(C) and 4(D); and 16.1(G) of Ordinance No. 1150-2007, as amended, are hereby repealed.

Section 6. 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.