

**Attachment to Ordinance #2935-2019
Amending Management Compensation Plan (MCP) #2713-2013,
as amended**

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

Ord. Section	Job Code	Class Title	Grade
5(D)-S290	0781	Student Intern I	\$8.55 5 <u>70</u> /hour to \$11.00/hour
5(D)-S295	0782	Student Intern II	\$8.55 5 <u>70</u> /hour to \$14.45/hour

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

Ord. Section	Job Code	Class Title	Grade
E169	1672	Emergency Medical Services (EMS) Coordinator <u>EMS Physician</u>	99

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

Ord. Section	Job Code	Class Title	Grade
5(F)-L130	3183	Lifeguard (Seasonal)	\$8.55 5 <u>70</u> /hour to \$14.50/hour
5(F)-R063	3684	Recreation and Parks Aide (Seasonal)	\$8.55 5 <u>70</u> /hour to \$13.50/hour
5(F)-R105	3169	Recreation Playground Leader (Seasonal)	\$8.55 5 <u>70</u> /hour to \$14.50/hour
5(F)-S305	3680	Summer Worker	\$8.55 5 <u>70</u> /hour to \$10.00/hour

Section 4. To amend Ordinance No. 2713-2013, as amended, by amending Section 11(A) as follows:

SECTION 11. LEAVE OF ABSENCE WITHOUT PAY.

- (A) Personal Leave of Absence. Employees ~~who have completed their probationary period~~ may be granted personal leave of absence without pay by the Appointing Authority **pursuant to Civil Service Commission rules** ~~for good cause, such leave shall not normally exceed sixty (60) calendar days, except that the Appointing Authority at his/her sole discretion may extend the leave beyond the sixty (60) day period.~~
- (B) Educational Leave of Absence. Employees may be granted a leave of absence without pay by the Appointing Authority, subject to approval by the Civil Service Commission, for educational purposes. Such leave shall initially be limited to sixty (60) calendar days with possible extensions up to one (1) year provided such further educational pursuits are related to the operations of the City. Tuition reimbursement, as outlined in Section 7 of this Ordinance, will not apply towards such leave.
- (C) Family Medical Leave Act. Employees who have worked for the City for at least twelve (12) months, and have worked for at least 1,250 hours over the twelve (12) month period preceding the leave, shall be eligible for up to twelve (12) weeks of unpaid leave per twelve (12) month period for eligible purposes. The final regulations promulgated in 1994 of the Family Medical Leave Act, as amended, are hereby incorporated as fully rewritten. Further, the City will maintain the practice of computing the twelve (12) month period as a rolling twelve (12) month period measured backward from the date leave is used. Finally, all accrued sick leave, and disability leave if applicable, and vacation, in that order, must be utilized for any FMLA leave taken for any FMLA-qualifying reason. Any paid leave taken shall run concurrently with FMLA.

Section 5. That existing Sections 5(D), 5(E), 5(F), and 11(A) of Ordinance No. 2713-2013, 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.