

**Attachment to Ordinance #1328-2013
Amending Management Compensation Plan (MCP) #1150-2007,
as amended**

Section 1. To amend Section 5(E)-P265 of Ordinance No. 1150-2007, as amended, to read as follows:

Ord. Sec.	Job Code	Class Title	Grade
5(E)-P740	3049	Public Safety Manager	93

Section 2. To amend Section 15(A) of Ordinance No. 1150-2007, as amended, to read as follows, effective September 1, 2013:

- (A) Disability Program Eligibility. The City will provide, at no cost to employees, a disability program covering full-time employees who are eligible to accrue leaves for non-work related illnesses and injuries. Employees must complete one (1) year of continuous City service before qualifying for disability; such benefits will become available at the first of the month following completion of one (1) year of continuous service. This program shall provide for payment to the employee from the twelfth (12th) day of accident or illness for employees in classifications listed in Sections 5(C), (D) and (E) of this ordinance, for a maximum of twenty-six (26) weeks ~~per of disability~~ **benefits per calendar year within a 356-day period**, at eighty-nine percent (89%) of the employee's standard gross wages ~~(effective with the beginning of the payperiod following passage by City Council)~~. Applicable federal, state and local flat tax rates and applicable Medicare charge(s) will be deducted. The employee may, if he/she so desires, elect to use all, or part, of his/her accumulated but unused sick leave in order to make up any difference between one hundred percent (100%) of his/her gross wages and the amount which he/she receives under the disability program, provided that all new (current year) sick leave accruals are exhausted before an employee may use the available balance in his/her Old Sick Leave Bank. If an employee exhausts all sick leave benefits, other approved leave may be granted by the Appointing Authority. During the period in which an employee receives such payments, he/she shall suffer no reduction in paid sick leave entitlement set forth in Section 14 of this Ordinance, as applicable. If, while receiving such payments, the employee performs work for the City or another employer, the amount of payment under the disability program shall be reduced by the compensation which he/she receives during that time period. The proper forms must be submitted to the City no later than forty-five (45) days from the commencement of the disability.

:

Section 3. To amend Section 16(J) of Ordinance No. 1150-2007, as amended, to read as follows:

- (J) Vision. The City shall maintain the current vision care plan for all eligible employees, **as follows: The non-panel reimbursement schedule includes:**

Professional Fees: _____ Examinations up to \$ 35.00

Materials

Single Vision Lenses, up to	\$ 35.00
Bifocal Lenses, up to	\$ 50.00
Trifocal Lenses, up to	\$ 60.00
Lenticular Lenses, up to	\$ 90.00
Contact Lenses	
— Necessary	\$170.00
— Cosmetic	\$ 90.00
— Retail frame allowance	\$135.00

(1) Network Doctor Plan

Deductibles:

Eye Examination \$5.00

Lenses and Frames \$12.50

Deductibles do not apply toward contact lenses.

<u>Wholesale Frame Allowance</u>	<u>Retail Frame Allowance</u>
\$41	\$135

(2) Non-Network Doctor Plan Reimbursement Schedule

<u>Eye Examination up to</u>	<u>\$35.00</u>
<u>Frames up to</u>	<u>\$35.00</u>
<u>Lenses</u>	
<u>Single Vision up to</u>	<u>\$35.00</u>
<u>Bifocals up to</u>	<u>\$50.00</u>
<u>Trifocals up to</u>	<u>\$60.00</u>
<u>Lenticular up to</u>	<u>\$90.00</u>

(3) Contact Lenses (pair) in place of all other plan benefits for the benefit period

<u>Cosmetic (elective)</u>	<u>\$90.00 plus exam</u>
<u>Necessary</u>	<u>\$170.00 plus exam</u>

Section 4. That existing Sections 5(E)-D139, 5(E)-P265, 15(A) and 16(J) of Ordinance No. 1150-2007, as amended, 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.