

**Attachment to Ordinance #0658-2019
Amending Management Compensation Plan (MCP) #2713-2013,
as amended**

Section 1. To amend Ordinance No. 2713-2013, as amended, by amending Section 4(B) to read as follows, effective March 24, 2019:

(B) Pay Plan.

Pay Grade	Entry	2nd Quartile	Market	4th Quartile	Max
100	71.83 149,406	83.80 174,304	95.77 199,202	107.74 224,099	119.71 248,997
99	63.43 131,934	74.01 153,941	84.59 175,937	95.16 197,933	105.74 219,939
98	56.05 116,584	65.39 136,011	74.73 155,438	84.07 174,866	93.41 194,293
97	49.52 103,002	57.77 120,162	66.02 137,322	74.27 154,482	82.52 171,642
96	46.67 97,074	52.50 109,200	58.33 121,316	64.15 133,432	69.98 145,558
95	41.21 85,717	46.37 96,450	51.53 107,172	56.68 117,894	61.84 128,627
94	36.41 75,733	40.96 85,197	45.52 94,671	50.07 104,146	54.62 113,610
93	32.43 67,454	36.49 75,899	40.55 84,344	44.61 92,789	48.67 101,234
92	29.15 60,632	32.79 68,203	36.43 75,774	40.07 83,346	43.71 90,917
91	26.46 55,037	29.77 61,922	33.08 68,796	36.38 75,670	39.69 82,555
90	23.72 49,338	26.68 55,494	29.65 61,662	32.61 67,829	35.57 73,986
89	21.20 44,096	23.85 49,608	26.50 55,120	29.15 60,632	31.80 66,144
88	19.03 39,582	21.41 44,533	23.78 49,462	26.16 54,413	28.53 59,342
87	17.27 35,922	19.43 40,414	21.60 44,918	23.76 49,421	25.92 53,914
86	15.75 32,760	17.72 36,858	19.70 40,966	21.67 45,074	23.64 49,171

Section 2. To amend Ordinance No. 2713-2013, as amended, by amending Section 4(C) to read as follows, effective March 24, 2019:

- (C) Pay Plan for Bargaining Unit Exempt Classifications. The following pay plan is to be used for employees in **AFSCME 1632** bargaining unit classifications who are not in a **the** bargaining unit for reasons described in Section 5(C) of this Ordinance.

Grade	Hourly			Bi-Weekly			Annual		
5	12.87	-	17.53	1,030	-	1,402	26,770	-	36,462
6	14.46	-	19.28	1,157	-	1,542	30,077	-	40,102
7	14.76	-	19.52	1,181	-	1,562	30,701	-	40,602
8	15.01	-	19.80	1,201	-	1,584	31,221	-	41,184
9	15.25	-	20.06	1,220	-	1,605	31,720	-	41,725
10	15.60	-	20.37	1,248	-	1,630	32,448	-	42,370
11	15.84	-	20.73	1,267	-	1,658	32,947	-	43,118
12	16.20	-	21.04	1,296	-	1,683	33,696	-	43,763
13	16.97	-	21.92	1,358	-	1,754	35,298	-	45,594
14	17.36	-	22.16	1,389	-	1,773	36,109	-	46,093
15	17.72	-	22.64	1,418	-	1,811	36,858	-	47,091
16	18.16	-	23.19	1,453	-	1,855	37,773	-	48,235
17	18.60	-	23.51	1,488	-	1,881	38,688	-	48,901
18	19.85	-	24.86	1,588	-	1,989	41,288	-	51,709
19	20.41	-	25.51	1,633	-	2,041	42,453	-	53,061
20	20.91	-	25.95	1,673	-	2,076	43,493	-	53,976
21	21.41	-	26.50	1,713	-	2,120	44,533	-	55,120
22	21.75	-	26.95	1,740	-	2,156	45,240	-	56,056
23	22.30	-	27.53	1,784	-	2,202	46,384	-	57,262
24	22.92	-	28.07	1,834	-	2,246	47,674	-	58,386
25	23.60	-	28.80	1,888	-	2,304	49,088	-	59,904
26	24.26	-	29.48	1,941	-	2,358	50,461	-	61,318
27	24.91	-	30.18	1,993	-	2,414	51,813	-	62,774
28	25.59	-	30.93	2,047	-	2,474	53,227	-	64,334
29	26.27	-	31.63	2,102	-	2,530	54,642	-	65,790
30	27.02	-	37.16	2,162	-	2,973	56,202	-	77,293
31	30.84	-	38.51	2,467	-	3,081	64,147	-	80,101
32	32.83	-	40.84	2,626	-	3,267	68,286	-	84,947
33	34.17	-	42.40	2,734	-	3,392	71,074	-	88,192
34	35.56	-	44.00	2,845	4	3,520	73,965	-	91,520

Section 3. To amend Ordinance No. 2713-2013, as amended, by amending Section 4(D) to read as follows, effective March 24, 2019:

(D) Pay Plan for Bargaining Unit Exempt Classifications. The following pay plan is to be used for employees in CWA 4502 bargaining unit classifications who are not in the bargaining unit for reasons described in Section 5(C) of this Ordinance.

Pay Grade	Entry	2nd Quartile	Market	4th Quartile	Maximum
60	43.80	49.27	54.73	60.20	65.67
	\$91,083	\$102,482	\$113,843	\$125,216	\$136,602
59	39.09	43.98	48.86	53.75	58.63
	\$81,306	\$91,478	\$101,633	\$111,800	\$121,959
58	34.91	39.26	43.61	47.98	52.35
	\$72,605	\$81,661	\$90,709	\$99,798	\$108,884
57	31.17	35.06	38.95	42.85	46.75
	\$64,839	\$72,925	\$81,025	\$89,128	\$97,235
56	27.81	31.29	34.76	38.25	41.73
	\$57,845	\$65,083	\$72,301	\$79,560	\$86,803
55	24.82	27.93	31.04	34.13	37.22
	\$51,647	\$58,094	\$64,558	\$70,990	\$77,423
54	22.18	24.95	27.72	30.50	33.27
	\$46,127	\$51,896	\$57,658	\$63,440	\$69,190
53	19.81	22.29	24.76	27.24	29.72
	\$41,191	\$46,363	\$51,506	\$56,659	\$61,822
52	18.00	20.25	22.50	24.77	27.03
	\$37,449	\$42,120	\$46,781	\$51,522	\$56,208
51	16.37	18.44	20.50	22.54	24.58
	\$34,034	\$38,355	\$42,618	\$46,883	\$51,109
50	15.02	16.90	18.78	20.65	22.51
	\$31,242	\$35,152	\$39,062	\$42,952	\$46,821

Section 4. To amend Ordinance No. 2713-2013, as amended, by repealing Section 5(C)(1), Section 5(C)(2), Section 5(C)(3), and Section 5(C)(4) as follows:

- (1) ~~Any positions exempted from a bargaining unit and covered by this Management Compensation Plan (MCP) will be paid at the MCP grade or pay range assigned herein, or if unassigned, at the MCP grade or pay range that most closely equates with the assigned bargaining unit grade or pay range, as determined by the Department of Human Resources.~~
- (2) ~~The following table shall be used to determine the appropriate Management Compensation Plan pay grade to be assigned to any Communications Workers of America Local 4502 classification referenced in Section 5(C) of this Management Compensation Plan:~~

Communications Workers of America Local 4502 Pay Grade	Management Compensation Plan Pay Grade
60	95
59	94
58	93
57	92
56	91
55	90
54	89
53	88
52	87
51	86

- (3) ~~The following pay range shall be used to pay classifications assigned to Communications Workers of America Local 4502 Pay Grade 50:~~

~~\$14.58/hour to \$21.85/hour~~

- (4) ~~The Management Compensation Plan pay structure shall be reviewed annually by the Department of Human Resources to determine equivalent pay grades of classifications referenced in Sections 5(C), 5(D), and 5(E) of the Management Compensation Plan and Appendix B of the Communications Workers of America Local 4502 collective bargaining agreement. Designated Management Compensation Plan pay grades shall be appropriately adjusted by amending the Management Compensation Plan to equivalent designated Communications Workers of America Local 4502 pay grades as determined by the Department of Human Resources.~~

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

Ord. Section	Job Code	Class Title	Grade
5(E)-D166	0328	Downtown Development Administrative Coordinator	94

Section 6. To amend Ordinance No. 2713-2013, as amended, by amending Section 13(B) as follows:

(B) Determination by the Department of Human Resources

- (1) Report of Injury. A report of the cause of all injuries, **whether original or recurrent**, signed by the immediate supervisor, the Division Administrator, and the Appointing Authority shall be submitted to the Director of the Department of Human Resources or designee within four (4) days of the date the **original injury or recurrence** is reported by the employee on forms designed and furnished by the Director of the Department of Human Resources or his/her designee. **Supporting medical documentation must be submitted through the Department or Division Human Resources representative and to the Human Resources Department within a total of twenty-eight (28) days from the date the injury or recurrence is known.**

Section 7. That existing Sections 4(B), 4(C), 4(D), 5(C), 5(E), and 13(B) of Ordinance No. 2713-2013, as amended, are hereby repealed.

Section 8. 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.