

**Attachment to Ordinance #2956-2021
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	\$8.80 <u>9.30</u> /hour to \$11.00/hour
5(D)-S295	0782	Student Intern II	\$8.80 <u>9.30</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
P339	1792	Property Maintenance Inspection Manager	93 <u>94</u>
P340	1793	Property Maintenance Inspection Specialist	94 <u>92</u>

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

Ord. Section	Job Code	Class Title	Grade
A199	3184	Aquatics Supervisor (Seasonal)	\$9.00 <u>9.30</u> /hour to \$16.50/hour
L130	3183	Lifeguard (Seasonal)	\$8.80 <u>9.30</u> /hour to \$14.50/hour
R063	3684	Recreation and Parks Aide (Seasonal)	\$8.80 <u>9.30</u> /hour to \$13.50/hour
R105	3169	Recreation Playground Leader (Seasonal)	\$8.80 <u>9.30</u> /hour to \$14.50/hour
5S305	3680	Summer Worker	\$8.80 <u>9.30</u> /hour to \$10.00/hour

Section 4. To amend Ordinance No. 2713-2013, as amended, by amending Section 12(B) to read as follows:

SECTION 12. VACATION LEAVE.

(B) Vacation Accruals. Each full-time non-seasonal employee working a forty (40) hour workweek, except as otherwise provided in this Section, shall earn vacation in accordance with the following schedule:

Years of Service	Hours Per Pay Period	Days Per Year
Less than 3 years	3.077 hours	10 days
3 years but less than 6 years	4.924 hours	16 days
6 years but less than 13 years	7.077 hours	23 days
13 years but less than 20 years	8.000 hours	26 days
20 years but less than 25 years	8.616 hours	28 days
25 years or more	9.231 hours	30 days

(1) In order to recruit qualified persons to positions of responsibility, appointing authorities, in their discretion, may give a new employee receiving initial appointment to a position in the classified or unclassified service under Section 5(E) of this Ordinance more vacation leave than stated above, specifically sixteen (16) days or twenty-three (23) days per year, but not to exceed twenty-three (23) days per year, in appropriate circumstances. When awarding more vacation leave to a new employee, an Appointing Authority should consider the employee's qualifications and work experience, in both the private and public sectors; the level of responsibility required in the position, including the exercise of independent judgment, the need for discretion and confidentiality, and the ability to bind his/her

Appointing Authority; as well as the availability of qualified persons to perform such jobs, and other pertinent market factors. If an Appointing Authority wishes to give a newly hired employee more vacation leave, his/her decision must be reviewed and approved by the Human Resources Director or designee before it takes effect.

- (2) If an employee is or has been awarded vacation leave at a rate greater than ten (10) days pursuant to the preceding paragraph, the employee will move to each next accrual rate after each three (3) years of service, but not to exceed twenty-six (26) days of vacation. The employee will move to twenty-eight (28) days of vacation upon twenty (20) years of service.
- (3) Elected officials may, in their discretion, adopt the provisions of this section for purposes of recruiting qualified individuals.
- ~~(4)~~ ~~Vacation accrual rates are based on total full-time service, including full-time service with the City of Columbus and, if applicable as provided herein, the State of Ohio and any of its political subdivisions.~~
- ~~(5)~~(4) For employees who were hired by the City prior to July 5, 1987, vacation accrual rates shall be based on the total of all periods of full-time employment with the City, the State of Ohio and any political subdivisions of the State.
- ~~(6)~~(5) For employees who were hired by the City after July 5, 1987, (except as provided in paragraph (8) below), vacation accrual rates shall be based on total periods of full-time employment with the City of Columbus.
- ~~(7)~~(6) An employee who has retired in accordance with the provisions of any retirement plan offered by the State and who is re-employed or hired by the City on or after June 24, 1987, shall not have his/her prior service with the State and any political subdivision of the State, including the City of Columbus, counted for the purpose of computing vacation leave.
- ~~(8)~~(7) Requests for recognition of periods of full-time service with the City for accrual rate purposes shall be made in writing and forwarded to the City Auditor through the Appointing Authority before adjustments can be made to the vacation accrual rate. An employee's vacation accrual rate will be adjusted to reflect periods of service as provided herein. The adjusted vacation accrual rate shall be applied prospectively.
- ~~(9)~~(8) Any periods of time in unpaid status of more than eight (8) hours, as outlined in Section 12(D) of this Ordinance, except for military leave without pay, will not be included in the computation of City service for the purpose of this Section 12(B). This computation will be used only for the purpose of determining the rate at which vacation is earned.

Section 5. That existing Sections 5(D), 5(E), 5(F), and 12(B) 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.