

**ATTACHMENT TO ORDINANCE NO. 0886-2006  
FOR CITY COUNCIL AGENDA MAY 22, 2006**

**Section 1.** To amend Ordinance No. 2944-1999, as amended, by amending Section 4 to read as follows:

**SECTION 4. COMPENSATION PLAN.**

- (A) Pay Grades and Rates of Pay. The following grades, pay ranges and variable hourly rates are hereby established as the "Compensation Plan" for the Management Compensation Plan. These grades, pay ranges and variable hourly rates shall be applied to the classifications as set forth in Section 5 of this Management Compensation Plan, except as otherwise set forth in those Sections.
  
- (B) Pay Plan. Effective May 21, 2006:

| <b>Pay Grade</b> | <b>Entry</b>            | <b>2nd Quartile</b>     | <b>Market</b>           | <b>4th Quartile</b>     | <b>Max</b>              |
|------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|
| <b>100</b>       | <b>56.66</b><br>117,853 | <b>66.11</b><br>137,509 | <b>75.55</b><br>157,144 | <b>85.00</b><br>176,800 | <b>94.44</b><br>196,435 |
| <b>99</b>        | <b>50.06</b><br>104,125 | <b>58.40</b><br>121,472 | <b>66.74</b><br>138,819 | <b>75.09</b><br>156,187 | <b>83.43</b><br>173,534 |
| <b>98</b>        | <b>44.22</b><br>91,978  | <b>51.59</b><br>107,307 | <b>58.96</b><br>122,637 | <b>66.33</b><br>137,966 | <b>73.70</b><br>153,296 |
| <b>97</b>        | <b>39.07</b><br>81,266  | <b>45.58</b><br>94,806  | <b>52.09</b><br>108,347 | <b>58.60</b><br>121,888 | <b>65.11</b><br>135,429 |
| <b>96</b>        | <b>36.81</b><br>76,565  | <b>41.41</b><br>86,133  | <b>46.01</b><br>95,701  | <b>50.61</b><br>105,269 | <b>55.21</b><br>114,837 |
| <b>95</b>        | <b>32.51</b><br>67,621  | <b>36.58</b><br>76,086  | <b>40.64</b><br>84,531  | <b>44.71</b><br>92,997  | <b>48.77</b><br>101,442 |
| <b>94</b>        | <b>28.73</b><br>59,758  | <b>32.32</b><br>67,226  | <b>35.91</b><br>74,693  | <b>39.50</b><br>82,160  | <b>43.09</b><br>89,627  |
| <b>93</b>        | <b>25.59</b><br>53,227  | <b>28.79</b><br>59,883  | <b>31.99</b><br>66,539  | <b>35.19</b><br>73,195  | <b>38.39</b><br>79,851  |
| <b>92</b>        | <b>22.99</b><br>47,819  | <b>25.87</b><br>53,810  | <b>28.74</b><br>59,779  | <b>31.62</b><br>65,770  | <b>34.49</b><br>71,739  |
| <b>91</b>        | <b>20.87</b><br>43,410  | <b>23.48</b><br>48,838  | <b>26.09</b><br>54,267  | <b>28.70</b><br>59,696  | <b>31.31</b><br>65,125  |
| <b>90</b>        | <b>18.71</b><br>38,917  | <b>21.05</b><br>43,784  | <b>23.39</b><br>48,651  | <b>25.73</b><br>53,518  | <b>28.07</b><br>58,386  |
| <b>89</b>        | <b>16.73</b><br>34,798  | <b>18.82</b><br>39,146  | <b>20.91</b><br>43,493  | <b>23.00</b><br>47,840  | <b>25.09</b><br>52,187  |
| <b>88</b>        | <b>15.00</b><br>31,200  | <b>16.88</b><br>35,110  | <b>18.75</b><br>39,000  | <b>20.63</b><br>42,910  | <b>22.50</b><br>46,800  |
| <b>87</b>        | <b>13.62</b><br>28,330  | <b>15.33</b><br>31,886  | <b>17.03</b><br>35,422  | <b>18.74</b><br>38,979  | <b>20.44</b><br>42,515  |
| <b>86</b>        | <b>12.43</b><br>25,854  | <b>13.99</b><br>29,099  | <b>15.54</b><br>32,323  | <b>17.10</b><br>35,568  | <b>18.65</b><br>38,792  |

| Grade | Hourly |         | Bi-Weekly |           | Annual    |             |
|-------|--------|---------|-----------|-----------|-----------|-------------|
| 5     | 8.26   | - 11.90 | 660.80    | - 952.00  | 17,180.80 | - 24,752.00 |
| 6     | 9.31   | - 13.04 | 744.80    | - 1043.20 | 19,364.80 | - 27,123.20 |
| 7     | 9.47   | - 13.19 | 757.60    | - 1055.20 | 19,697.60 | - 27,435.20 |
| 8     | 9.66   | - 13.42 | 772.80    | - 1073.60 | 20,092.80 | - 27,913.60 |
| 9     | 9.81   | - 13.60 | 784.80    | - 1088.00 | 20,404.80 | - 28,288.00 |
| 10    | 10.01  | - 13.81 | 800.80    | - 1104.80 | 20,820.80 | - 28,724.80 |
| 11    | 10.19  | - 14.05 | 815.20    | - 1124.00 | 21,195.20 | - 29,224.00 |
| 12    | 10.41  | - 14.27 | 832.80    | - 1141.60 | 21,652.80 | - 29,681.60 |
| 13    | 10.91  | - 14.82 | 872.80    | - 1185.60 | 22,692.80 | - 30,825.60 |
| 14    | 11.14  | - 15.04 | 891.20    | - 1203.20 | 23,171.20 | - 31,283.20 |
| 15    | 11.39  | - 15.31 | 911.20    | - 1224.80 | 23,691.20 | - 31,844.80 |
| 16    | 11.68  | - 15.66 | 934.40    | - 1252.80 | 24,294.40 | - 32,572.80 |
| 17    | 11.96  | - 15.94 | 956.80    | - 1275.20 | 24,876.80 | - 33,155.20 |
| 18    | 12.75  | - 16.86 | 1020.00   | - 1348.80 | 26,520.00 | - 35,068.80 |
| 19    | 13.10  | - 17.24 | 1048.00   | - 1379.20 | 27,248.00 | - 35,859.20 |
| 20    | 13.44  | - 17.58 | 1075.20   | - 1406.40 | 27,955.20 | - 36,566.40 |
| 21    | 13.76  | - 17.95 | 1100.80   | - 1436.00 | 28,620.80 | - 37,336.00 |
| 22    | 13.99  | - 18.26 | 1119.20   | - 1460.80 | 29,099.20 | - 37,980.80 |
| 23    | 14.34  | - 18.61 | 1147.20   | - 1488.80 | 29,827.20 | - 38,708.80 |
| 24    | 14.72  | - 19.03 | 1177.60   | - 1522.40 | 30,617.60 | - 39,582.40 |
| 25    | 15.18  | - 19.50 | 1214.40   | - 1560.00 | 31,574.40 | - 40,560.00 |
| 26    | 15.59  | - 20.00 | 1247.20   | - 1600.00 | 32,427.20 | - 41,600.00 |
| 27    | 16.04  | - 20.45 | 1283.20   | - 1636.00 | 33,363.20 | - 42,536.00 |
| 28    | 16.44  | - 20.96 | 1315.20   | - 1676.80 | 34,195.20 | - 43,596.80 |
| 29    | 16.89  | - 21.45 | 1351.20   | - 1716.00 | 35,131.20 | - 44,616.00 |
| 30    | 15.14  | - 26.67 | 1211.20   | - 2133.60 | 31,491.20 | - 55,473.60 |

| Grade | Hourly |         | Bi-Weekly |           | Annual    |              |
|-------|--------|---------|-----------|-----------|-----------|--------------|
| 31    | 17.25  | - 27.67 | 1380.00   | - 2213.60 | 35,880.00 | - 57,553.60  |
| 32    | 18.39  | - 29.51 | 1471.20   | - 2360.80 | 38,251.20 | - 61,380.80  |
| 33    | 19.13  | - 30.69 | 1530.40   | - 2455.20 | 39,790.40 | - 63,835.20  |
| 34    | 19.90  | - 31.90 | 1592.00   | - 2552.00 | 41,392.00 | - 66,352.00  |
| 35    | 20.71  | - 33.23 | 1656.80   | - 2658.40 | 43,076.80 | - 69,118.40  |
| 36    | 21.56  | - 34.55 | 1724.80   | - 2764.00 | 44,844.80 | - 71,864.00  |
| 37    | 22.42  | - 35.96 | 1793.60   | - 2876.80 | 46,633.60 | - 74,796.80  |
| 38    | 23.29  | - 37.38 | 1863.20   | - 2990.40 | 48,443.20 | - 77,750.40  |
| 39    | 24.25  | - 38.88 | 1940.00   | - 3110.40 | 50,440.00 | - 80,870.40  |
| 40    | 25.01  | - 40.41 | 2000.80   | - 3232.80 | 52,020.80 | - 84,052.80  |
| 41    | 26.06  | - 42.09 | 2084.80   | - 3367.20 | 54,204.80 | - 87,547.20  |
| 42    | 27.06  | - 43.71 | 2164.80   | - 3496.80 | 56,284.80 | - 90,916.80  |
| 43    | 28.16  | - 45.45 | 2252.80   | - 3636.00 | 58,572.80 | - 94,536.00  |
| 44    | 29.26  | - 47.26 | 2340.80   | - 3780.80 | 60,860.80 | - 98,300.80  |
| 45    | 30.44  | - 49.16 | 2435.20   | - 3932.80 | 63,315.20 | - 102,252.80 |
| 46    | 31.64  | - 51.12 | 2531.20   | - 4089.60 | 65,811.20 | - 106,329.60 |
| 47    | 32.93  | - 53.16 | 2634.40   | - 4252.80 | 68,494.40 | - 110,572.80 |

- (C) Employee's Contribution to 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 ~~of Ohio~~ equal to 8.5% 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 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 eight and one-half percent (8.5%) rate stated herein will increase to nine percent (9%) effective January 1, 2006; to nine and one-half percent (9.5%) effective January 1, 2007; and to ten percent (10%) effective January 1, 2008, provided such increases are implemented by the Ohio Public Employee's Retirement System as scheduled.

For part-time employees, that portion of an employee's contribution made to the Ohio Public Employees Retirement System ~~of Ohio~~ 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 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 Ohio Public Employee's Retirement System ~~of Ohio~~, 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 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 or her contribution to the Ohio Public Employees Retirement System ~~of Ohio~~, the amount paid by the City on behalf of an employee as a portion of his or her statutory obligation is intended to be and shall be considered as having been paid by the employee in fulfillment of his or her statutory obligation.

- (D) Hours of Work. The foregoing pay ranges and hourly rates of pay as well as any annual salaries established herein shall be based upon a forty (40) hour workweek.
- (E) Pay Period. The pay period under this Management Compensation Plan shall be two calendar weeks in length. Employees whose pay is provided for hereunder shall be paid on a bi-weekly basis, except where this would be in conflict with other official regulatory provisions.

**Section 2.** To amend Ordinance No. 2944-1999, as amended, by amending Section 5 to read as follows:

**SECTION 5. CLASSIFICATIONS AND ASSIGNED RATES OF PAY.**

- (A) Titles Defined. The meanings of the class titles used herein shall be defined by specifications contained in the Position Classification Plan, an official copy of which shall be maintained by the offices of the Civil Service Commission.
- (B) Rates of Pay Applied to Classes. There are hereby established for each class of positions a grade, pay range or hourly rates as set forth below in Section 5 of this Management Compensation Plan and these grades, pay ranges, and hourly rates shall be used for payroll purposes and other personnel transactions. Those class titles designated (U) and (E) are reserved for the unclassified service as established in Charter Section 148(1). All other class titles are reserved for the classified service.
- (C) Part-time, Seasonal, Emergency and Confidential Classifications. Any part-time (averaging less than twenty hours' work per week), emergency, seasonal, or confidential employees in classifications listed in Appendix A of the collective bargaining contract between the City of Columbus and American Federal of State, County and Municipal Employees, Local 1632, and Local 2191, April 1, ~~2002 2005~~ - March 31, ~~2005 2008~~, will be covered by this Management Compensation Plan. Further, the classifications listed in Appendix A may be used for employees who do not meet the definition of a public employee pursuant to Section 4117.01 of the Ohio Revised Code, or who are (1) employees of the Human Resources Department; (2) employees of the Civil Service Commission; (3) confidential secretaries of the Appointing Authorities; (4) employees working less than 1040 hours per calendar year; or (5) employees in temporary/emergency status as defined by the Civil Service Commission.

(D) Overtime Eligible Classifications:

| <b>Ord.</b>     | <b>Class</b>    |  |               |
|-----------------|-----------------|--|---------------|
| <b>Sec.</b>     | <b>Code</b>     | <b>Class Title</b>                             | <b>Grade</b>  |
| <del>A054</del> | <del>0860</del> | <del>Action Center Coordinator</del>           | <del>88</del> |
| <del>A056</del> | <del>0859</del> | <del>Action Center Assistant Coordinator</del> | <del>87</del> |
| A080            | 0774            | Administrative Assistant*                      | 88            |
| A083            | 0773            | Administrative Secretary*                      | 88            |
| A090            | 0820            | Administrative Secretary (U)*                  | 88            |
| A091            | 0821            | Administrative Secretary II (U)*               | 88            |
| A183            | 1561            | Alcohol & Drug Abuse Prevention Coordinator    | 89            |
| A217            | 0654            | Assistant Auditor I (U)                        | 89            |
| E202            | 0806            | Equal Business Opportunity Specialist I        | 90            |
| E222            | 0822            | Executive Secretary I (U)                      | <u>88</u>     |
| E223            | 0823            | Executive Secretary II (U)                     | 89            |
| H080            | 0854            | Human Resources Representative*                | 88            |
| L090            | 1989            | Legal Intern (U)                               | 86            |
| L112            | 0519            | Legal Secretary II*                            | 88            |
| L119            | 0501            | Legislative Assistant (U)                      | 88            |
| L120            | 0500            | Legislative Clerk                              | 88            |
| O017            | 0408            | Office Assistant II                            | 87            |
| O018            | 0409            | Office Assistant III                           | 88            |
| O025            | 1240            | Office Manager*                                | 89            |
| P106            | 1266            | Payroll Specialist                             | 88            |
| P263            | 3005            | Police Communication Technician Supervisor     | <u>92</u>     |
| S013            | 1718            | Safety Program Manager*                        | 91            |
| W287            | 0570            | Word Processing Specialist*                    | 87            |

(E) Overtime Exempt Classifications:

|      |      |   |           |
|------|------|---|-----------|
| A035 | 0227 | Accountant IV (Auditor)                   | 93        |
| A114 | 0873 | Aging Programs Administrator              | <u>97</u> |
| A209 | 0588 | Applications Manager                      | 95        |
| A218 | 0655 | Assistant Auditor II (U)                  | 91        |
| A219 | 0656 | Assistant Auditor III (U)                 | 93        |
| A222 | 0657 | Assistant Auditor IV (U)                  | 95        |
| A223 | 0176 | Assistant Chief Building Official         | 94        |
| A224 | 0055 | Assistant Director (Asset Management) (U) | 96        |

|      |      |  |  |
|------|------|--|--|
| A226 | 0058 | Assistant Director (Regulatory Compliance) (U) | 95   |
| A225 | 1980 | Attorney (U)                                   | 92   |
| B051 | 0856 | Budget Management Officer                      | <u>95</u>  |
| B054 | 0857 | Budget/Management Specialist                   | <u>93</u>  |
| B062 | 1771 | Building Inspection Manager                    | 93   |
| B063 | 1773 | Building Inspection Specialist                 | <u>91</u>  |
| B061 | 1770 | Building Inspection Supervisor                 | 91   |
| B112 | 0167 | Building Services Division Administrator       | 96   |
| B123 | 2000 | Business Development Specialist*               | <u>91</u>  |
| B130 | 1252 | Business Manager*                              | 92   |
| C044 | 3038 | Canine Master Trainer                          | 90   |
| C070 | 0834 | Chief of Staff to City Council (U)             | 100  |
| C069 | 2001 | Chief of Administration to City Attorney (U)   | 97   |
| C177 | 0100 | Chief Building Official                        | 95   |
| C073 | 1052 | Chief Plans Official                           | 95   |
| C101 | 0119 | Chief Zoning Official                          | 94   |
| C180 | 0044 | City Attorney (E)                              | \$138,000/yr.;<br>Eff. 1/1/07,<br>\$142,140/yr.;<br>Eff. 1/1/08,<br>\$146,404/yr.;<br>Eff. 1/1/09,<br>\$150,796/yr.) |
| C185 | 0043 | City Auditor (E)                               | \$138,000/yr.;<br>Eff. 1/1/07,<br>\$142,140/yr.;<br>Eff. 1/1/08,<br>\$146,404/yr.;<br>Eff. 1/1/09,<br>\$150,796/yr.) |
| C210 | 0150 | City Clerk (U)                                 | 95   |
| C215 | 0400 | City Council Member (E)                        | \$36,977/yr.;<br>Eff. 1/1/07,<br>\$37,717/yr.;<br>Eff. 1/1/08,<br>\$38,848/yr.<br>Eff. 1/1/09,<br>\$40,014/yr.)      |
| C220 | 0405 | City Council President (E)                     | \$43,610/yr<br>(Eff. 1/1/06,   |

|             |             |   |  |
|-------------|-------------|---|--|
|             |             |   | \$44,482/yr.<br>1/1/07,<br>\$45,372/yr.<br>Eff. 1/1/08,<br>\$46,733/yr.<br>Eff. 1/1/09,<br>\$48,135/yr.) |
| C260        | 0157        | City Treasurer (U)  | 96   |
| C263        | 0242        | Citywide GIS Manager  | 95   |
| <b>C315</b> | <b>0217</b> | <b>Civil Service Commission Assistant Executive</b>         |  |
|             |             | <b>Director</b>   | <b>95</b>  |
| C311        | 0216        | Civil Service Commission Deputy Executive Director          | 96   |
| C312        | 0010        | Civil Service Commission Executive Director (U)             | 98   |
| C314        | 0011        | Civil Service Commission Member (U)                         | \$12,000/yr.   |
| C320        | 0012        | Civil Service Commission President (U)                      | \$14,000/yr  |
| C367        | 3673        | Communications Systems Coordinator                          | <u>94</u>  |
| C377        | 0796        | Community Relations Coordinator*                            | 90   |
| C375        | 0038        | Community Relations Commission Executive<br>Director (U)    | <u>96</u>  |
| C392        | 0885        | Compensation Manager  | <u>95</u>  |
| C505        | 1915        | Crime Laboratory Manager                                    | <u>95</u>  |
| D097        | 0755        | Debt Management Coordinator                                 | <u>94</u>  |
| D123        | 0052        | Department Assistant Director (U)                           | <u>94</u>  |
| D124        | 0051        | Department Deputy Director (U)                              | 97   |
| D121        | 0893        | Department Human Resources Officer                          | <u>94</u>  |
| D129        | 0109        | Deputy Chief of Staff (U)                                   | 98   |
| D125        | 0163        | Deputy City Auditor (U)                                     | <u>97</u>  |
| D126        | 0057        | Deputy City Attorney (U)                                    | 99   |
| D127        | 0151        | Deputy City Clerk   | 93   |
| D135        | 0158        | Deputy City Treasurer (U)                                   | <u>94</u>  |
| D138        | 0122        | Deputy Director (Chief Negotiator) (U)                      | 97   |
| D163        | 0061        | Development Director (U)                                    | 99   |
| D166        | 0328        | <u>Downtown</u> Development Administrative Coordinator      | 94   |
| D386        | 2002        | Downtown Development Office Administrator                   | 95   |
| E006        | 0169        | Economic Development Division Administrator                 | 95   |
| E106        | 0160        | Electricity Division Administrator                          | 97   |
| E169        | 1672        | Emergency Medical Services (EMS) Coordinator                | 99   |
| E171        | 0824        | Employee Benefits Analyst I                                 | 90   |
| E170        | 0825        | Employee Benefits Analyst II                                | 91   |
| E167        | 0276        | Employee Benefits and Risk Manager                          | <u>95</u>  |
| E165        | 0868        | Employee Programs Coordinator                               | <u>92</u>  |
| E203        | 0035        | Equal Business Opportunity Commission Executive<br>Director | <u>96</u>  |
| E204        | 0805        | Equal Business Opportunity Specialist II                    | 91   |



|                 |                 |   |               |
|-----------------|-----------------|---|---------------|
| E198            | 0347            | Equal Employment Opportunity Manager                  | <u>94</u>     |
| E199            | 0799            | Equal Opportunity Specialist*                         | 92            |
| E200            | 0800            | Equal Opportunity Officer*                            | <b>88</b>     |
| E209            | 0106            | Executive Assistant I (U)                             | 92            |
| E210            | 0108            | Executive Assistant II (U)                            | 94            |
| E212            | 0069            | Executive Assistant to the Director                   | <u>94</u>     |
| E213            | 0787            | Executive Assistant to the City Attorney (U)          | <u>93</u>     |
| E215            | 0110            | Executive Assistant to the Mayor (U)                  | 100           |
|                 |                 |   |               |
| F004            | 0295            | Facilities Management Division Administrator          | 95            |
| F006            | 0296            | Facilities Operations Manager                         | <u>93</u>     |
| <del>F030</del> | <del>0790</del> | <del>Federal and State Programs Coordinator</del>     | <del>93</del> |
| F041            | 0066            | Finance and Management Director (U)                   | 99            |
| F146            | 0142            | Financial Management Division Administrator           | <u>96</u>     |
| F085            | 1253            | Fiscal Manager  | <u>93</u>     |
| F088            | 0272            | Fleet Management Division Administrator               | 95            |
| F089            | 0273            | Fleet <u>Operations</u> Manager                       | 94            |
|                 |                 |   |               |
| G021            | 0243            | GIS Manager   | 93            |
| G058            | 0300            | Golf Courses Division Administrator                   | <u>95</u>     |
| G076            | 0752            | Grants Management Coordinator                         | <u>94</u>     |
|                 |                 |   |               |
| H063            | 0171            | Housing Division Administrator                        | 95            |
| H074            | 0130            | Human Resources Director                              | 98            |
| H079            | 0855            | Human Resources Generalist*                           | 91            |
| H078            | 0894            | Human Resources <u>Program</u> Manager                | <u>93</u>     |
|                 |                 |   |               |
| I041            | 0225            | Income Tax Assistant Administrator                    | <u>94</u>     |
| I040            | 0224            | Income Tax Division Administrator                     | <u>96</u>     |
| <b>I017</b>     | <b>1847</b>     | <b>Industrial Hygienist*</b>                          | <b>93</b>     |
| I057            | 0248            | Information Services Division Administrator           | 96            |
| I058            | 0247            | Information Services Division Assistant Administrator | 95            |
| I053            | 0582            | Information Systems Supervisor                        | 94            |
| I063            | 1255            | Information Technology Business Officer               | 95            |
| I065            | 0599            | Information Technology Security Officer               | 96            |
| I064            | 0542            | IT Operations Manager                                 | <u>95</u>     |
|                 |                 |   |               |
| L040            | 0219            | Labor Relations Manager                               | <u>96</u>     |
| L038            | 0218            | Labor Relations Specialist                            | <u>93</u>     |
| L049            | 2003            | Land Management Office Administrator                  | 95            |
| L118            | 0836            | Legislative Analyst (U)                               | 91            |
| L123            | 1895            | License Manager                                       | 91            |
|                 |                 |   |               |
| M038            | 0780            | Management Analyst II*                                | <u>92</u>     |
| M043            | 1977            | Managing Attorney (U)                                 | 98            |

|                 |                 |   |  |
|-----------------|-----------------|---|--|
| 0045            | Mayor (E)       |   | \$141,001/yr.);<br>(Eff. 1/1/07,<br>\$145,231/yr.) |
| N016            | 0174            | Neighborhood Services Division Administrator                  | 96   |
| N021            | 0264            | Network Manager   | 95   |
| 0012            | 0282            | Occupational Safety Manager                                   | <u>95</u>  |
| 0034            | 0162            | Operational Support Division Administrator                    | 96   |
| P062            | 0240            | Parking Violations Bureau Administrator<br>(Violations Clerk) | 95   |
| P063            | 0239            | Parking Violations Bureau Assistant Administrator             | 93   |
| <b>P064</b>     | <b>1151</b>     | <b>Parking Violations Bureau Security Manager</b>             | <b><u>92</u></b>                                   |
| P078            | 3780            | Parks Management Coordinator                                  | <u>94</u>  |
| P080            | 1204            | Parks Planning Coordinator                                    | <u>95</u>  |
| P107            | 0847            | Performance Management Coordinator                            | <u>94</u>  |
| P110            | 0898            | Personnel Administrative Officer                              | <u>93</u>  |
| P112            | 0903            | Personnel Analyst Supervisor                                  | <u>93</u>  |
| P118            | 0901            | Personnel Analyst II  | 91   |
| P150            | 0918            | Personnel Psychologist  | <u>96</u>  |
| P203            | 0178            | Planning Division Administrator                               | 95   |
| <b>P286</b>     | <b>0146</b>     | <b>Power and Water Division Administrator</b>                 | <b><u>98</u></b>                                   |
| <b>P287</b>     | <b>0147</b>     | <b>Power and Water Assistant Division Administrator</b>       | <b><u>96</u></b>                                   |
| P334            | 1978            | Principal Attorney (U)  | 95   |
| P341            | 0776            | Procurement Manager   | 95   |
| P342            | 0789            | Procurement Specialist  | 89   |
| P343            | 0777            | Procurement Administrative Officer                            | <u>92</u>  |
| P356            | 0070            | Project Manager   | 95   |
| P339            | 1792            | Property Maintenance Inspection Manager                       | <u>93</u>  |
| P340            | 1793            | Property Maintenance Inspection Specialist                    | <u>91</u>  |
| P716            | 3104            | Public Relations Specialist I*                                | 89   |
| P718            | 3105            | Public Relations Specialist II*                               | 91   |
| P734            | 0072            | Public Safety Director  | 100  |
| P752            | 0076            | Public Service Director (U)                                   | 100  |
| P754            | 0090            | Public Utilities Deputy Director (Administration)             | 97   |
| P757            | 0091            | Public Utilities Deputy Director (Engineering)                | 98   |
| P760            | 0088            | Public Utilities Director (U)                                 | 100  |
| P761            | 0161            | Public Utilities Division Assistant Administrator             | 93   |
| R065            | 0085            | Recreation & Parks Assistant Director                         | 96   |
| R067            | 0080            | Recreation & Parks Director (U)                               | 99   |
| <del>R073</del> | <del>3164</del> | <del>Recreation Center Manager</del>                          | <del>90</del>                                      |
| R153            | 0222            | Refuse Collection Division Assistant Administrator            | 95   |
| R154            | 0221            | Refuse Collection Division Administrator                      | 96   |
| R155            | 3935            | Refuse Collection Operations Manager                          | <u>95</u>  |

|                 |                 |  |               |
|-----------------|-----------------|--|---------------|
| S064            | 1979            | Senior Attorney (U)                                    | 94            |
| S067            | 0063            | Senior Executive Assistant (U)                         | <u>96</u>     |
| S071            | 0839            | Senior Legislative Analyst (U)                         | 95            |
| S072            | 0775            | Senior Procurement Specialist                          | 90            |
| S073            | 0071            | Senior Project Manager                                 | 96            |
| S081            | 0165            | Sewerage & Drainage Division Administrator             | 98            |
| S082            | 0166            | Sewerage and Drainage Division Assistant Administrator | 96            |
| S163            | 0585            | Software Engineer                                      | 95            |
| S260            | 3981            | Street Maintenance Operations Manager                  | 94            |
| S303            | 0266            | Support Services Division Administrator                | <u>96</u>     |
| S304            | 0267            | Support Services Division Assistant Administrator      | <u>95</u>     |
| S307            | 1040            | Surveyor Manager                                       | 93            |
|                 |                 |  |               |
| T010            | 0100            | Technology Director/CTO (U)                            | 99            |
| T013            | 0244            | Telecommunications Division Administrator              | 95            |
| T014            | 0245            | Telecommunications Division Assistant Administrator    | 94            |
| T201            | 0881            | Training Manager                                       | <u>94</u>     |
| T212            | 0202            | Transportation Division Administrator                  | 98            |
| T213            | 0203            | Transportation Division Assistant Administrator        | 96            |
|                 |                 |  |               |
| <del>W143</del> | <del>0146</del> | <del>Water Division Administrator</del>                | <del>98</del> |
| <del>W142</del> | <del>0147</del> | <del>Water Division Assistant Administrator</del>      | <del>96</del> |

\*Only those specific positions within the class title not included in the CMAGE bargaining unit as identified by the State Employment Relations Board Certification of Election, Case No. 93-REP-07-0139.

(F) Seasonal Classifications.

| <b>Ord.</b> | <b>Class</b> | <b>Sec. Code Class Title</b>                   | <b>Range No.</b>              |
|-------------|--------------|--|-------------------------------|
| A199        | 3184         | Aquatics Supervisor                            | \$ 9.00/hr.<br>to \$14.00/hr. |
| D167        | 1787         | Development Aide (Seasonal)                    | \$ 9.14 to<br>\$13.63/hr.     |
| L086        | 1988         | Law <del>Student Intern</del> <u>Clerk</u> (U) | \$10.85/hr.<br>to \$16.27/hr. |
| L130        | 3183         | Lifeguard ( <u>Seasonal</u> )                  | \$6.25/hr.<br>to \$10.50/hr.  |

|      |      |   |   |
|------|------|---|---|
| R063 | 3684 | Recreation and Parks Aide (Seasonal)        | \$5.15/hr.<br>to \$9.50/hr.                           |
| R105 | 3169 | Recreation Playground Leader (Seasonal)     | \$6.00/hr.<br>to \$10.50/hr.                          |
| S290 | 0781 | Student Intern I ( <del>Part-time</del> )   | \$5.75/hr. to<br><del>\$7.50</del> <u>\$9.00</u> /hr. |
| S295 | 0782 | Student Intern II ( <del>Part-time</del> )  | \$6.95/hr. to<br>\$14.45/hr.                          |
| S296 | 0788 | Student Intern III ( <del>Part-time</del> ) | \$10.00/hr. to<br>\$15.30/hr.                         |
| S305 | 3680 | Summer Worker                               | \$5.15/hr. to<br>\$6.09/hr.                           |

(G) Board and Commission Members. The fees paid to these members are for reimbursement of expenses that shall not exceed the dollar amount applicable to each classification listed in this Section 5(G).

| <b>Ord. Sec.</b> | <b>Class Code</b> | <b>Class Title</b>   | <b>Grade</b>                         |
|------------------|-------------------|--|--------------------------------------|
| C102             | 0026              | Citizen Board Chairman, Board of License Appeals (U)                   | \$35/mtg., and additional \$25/month |
| C120             | 0022              | Citizen Member, Board of Examiners of Electrical Contractors (U)       | \$30/mtg., not to exceed \$30/month  |
| C122             | 0028              | Citizen Member, Board of Examiners of Home Improvement Contractors (U) | \$30/mtg., not to exceed \$30/month  |
| C125             | 0021              | Citizen Member, Board of Examiners of Plumbers (U)                     | \$30/mtg. not to exceed \$30/month   |
| C127             | 0025              | Citizen Member, Board of License Appeals (U)                           | \$35/mtg.                            |
| C130             | 0023              | Citizen Member, Board of Refrigeration Examiners (U)                   | \$30/mtg., not to exceed \$40/month  |

|      |      |  |   |
|------|------|--|---|
| C140 | 0020 | Citizen Member, Board of Examiners for Registered Sign Erectors and Licensed Sign Erectors (U) | \$30/mtg.,<br>not to exceed<br>\$30/month |
| C145 | 0019 | Citizen Member, Board of Zoning Adjustment (U)   | \$30/mtg.,<br>not to exceed<br>\$30/month |
| C147 | 0015 | Citizen Member, Building Commission (U)  | \$30/mtg.,<br>not to exceed<br>\$30/month |
| C151 | 0016 | Citizen Member, Development Commission (U)   | \$30/mtg.,<br>not to exceed<br>\$60/month |
| C165 | 0027 | Citizen Member, Examining Board of Warm Air Heating Contractors (U)                            | \$30/mtg.,<br>not to exceed<br>\$30/month |
| C168 | 0030 | Citizen Member, Graphics Commission (U)  | \$30/mtg.,<br>not to exceed<br>\$60/month |
| C170 | 0032 | Citizen Member, Housing Appeals Board (U)  | \$30/mtg.,<br>not to exceed<br>\$60/month |

**Section 4.** To amend Ordinance No. 2944-1999, as amended, by amending Section 12(H) to read as follows:

- (H) Vacation Leave for Certain City Officials. Effective with the passage of this Ordinance and notwithstanding the other provisions of Section 12, Department Directors, employees classified as Executive Assistant to the Mayor (U), Deputy Chief of Staff (U), Senior Executive Assistant (U), Department Assistant Director (U), **Assistant Director (Asset Management) (U) (effective with the beginning of the payperiod following passage by City Council), Assistant Director (Regulatory Compliance) (U) (effective with the beginning of the payperiod following passage by City Council),** Community Relations Commission Executive Director (U), Equal Business Opportunity Commission Executive Director (U), Department Deputy Director (U), and Deputy Director (Chief Negotiator) (U), may be granted vacation leave with pay at the discretion of the Mayor but may not accumulate any vacation leave during the term of employment in one or more of these positions. The City Clerk (U), Executive Assistant to the City Council President (U), and the City Treasurer (U) may be granted vacation leave with pay at the discretion of the President of the City Council but may not accumulate vacation leave during the term of employment in one or more of these positions. The Civil Service Commission Executive Director (U) may be granted vacation leave with pay at the discretion of the Civil Service Commission but may not accumulate vacation leave during the term of employment in

this position. Excepting and providing that in the event Department Directors, employees classified as Executive Assistant to the Mayor (U), Senior Executive Assistant (U), Department Assistant Director (U), **Assistant Director (Asset Management) (U) (effective with the beginning of the payperiod following passage by City Council), Assistant Director (Regulatory Compliance) (U) (effective with the beginning of the payperiod following passage by City Council),** Community Relations Commission Executive Director (U), Equal Business Opportunity Commission Executive Director (U), Department Deputy Director (U), and Deputy Director (Chief Negotiator) (U), die while in office, vacation leave may, at the discretion of the Mayor, be accrued pursuant to the provisions of this Ordinance and payable upon death, and further excepting and providing that in the event that the City Clerk (U), Executive Assistant to the City Council President (U), or City Treasurer (U) dies while in office, vacation leave may, at the discretion of the President of City Council, be accrued pursuant to the provisions of this Ordinance and payable upon death. Also, further excepting and providing that in the event that the Civil Service Executive Director (U) dies while in office, vacation leave may, at the discretion of the Civil Service Commission, be accrued pursuant to the provisions of this Ordinance and payable upon death.

**Section 5.** To amend Ordinance No. 2944-1999, as amended, by amending Section 14(T) to read as follows:

- (T) Sick Leave for Certain City Officials. Effective upon passage of this Ordinance and notwithstanding the other provisions of this section, Department Directors, employees classified as Executive Assistant to the Mayor (U), Deputy Chief of Staff (U), Senior Executive Assistant (U), Department Assistant Director (U), **Assistant Director (Asset Management) (U) (effective with the beginning of the payperiod following passage by City Council), Assistant Director (Regulatory Compliance) (U) (effective with the beginning of the payperiod following passage by City Council),** Community Relations Commission Executive Director (U), Equal Business Opportunity Commission Executive Director (U), Department Deputy Director (U), and Deputy Director (Chief Negotiator) (U), may be granted sick leave with pay at the discretion of the Mayor but may not accumulate any sick leave during the term of employment in one or more of these positions. The City Clerk (U), Executive Assistant to the City Council President (U), and the City Treasurer (U) may be granted sick leave with pay at the discretion of the President of the City Council but may not accumulate sick leave during the term of employment in one or more of these positions or be paid for any sick leave not taken during the term of employment in one or more of these positions. The Civil Service Commission Executive Director (U) may be granted sick leave with pay at the discretion of the Civil Service Commission but may not accumulate sick leave during the term of employment in this position or be paid for any sick leave not taken during the term of employment in this position. Excepting and providing that in the event a Department Director, employees classified as Executive Assistant to the Mayor (U), Senior Executive Assistant (U), Department Assistant Director (U), **Assistant Director (Asset Management) (U) (effective with the beginning of the payperiod following passage by City Council), Assistant Director (Regulatory Compliance) (U) (effective with the beginning of the payperiod following passage by City Council),** Community Relations Commission Executive Director (U), Equal Business Opportunity Commission Executive Director (U), Department Deputy Director (U), and Deputy Director (Chief Negotiator) (U), dies while in office, sick leave may, at the discretion of the Mayor, be accrued pursuant to the provisions of this Ordinance and payable upon death, and further excepting and providing that in the event the City Clerk (U), Executive Assistant to the City Council President (U), or City Treasurer (U) dies while in office, sick leave may, at the discretion of the President of City Council, be accrued pursuant to the provisions of this Ordinance and payable upon death. Also, further excepting and providing that in the

event the Civil Service Commission Executive Director (U) dies while in office, sick leave may, at the discretion of the Civil Service Commission be accrued pursuant to the provisions of this Ordinance and payable upon death.

**Section 6.** To amend Ordinance No. 2944-1999, as amended, by amending Section 15, effective to read as follows:

**SECTION 15. DISABILITY PROGRAM.**

- (A) Disability Program Eligibility. The City will provide, at no cost to employees, a disability program covering full-time employees 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 calendar year, at ~~sixty eight-nine~~ sixty eight-nine percent (~~60 89~~%) of the employee's standard gross wages (effective with the beginning of the payperiod following passage by City Council). ~~after applicable~~ Applicable federal, state and local flat tax rates and applicable Medicare charge(s) ~~are~~ 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.
- (B) No disability payments shall be made to an employee who is working for another employer. Fraudulent actions automatically preclude employees from receiving any disability benefits. If a payment is made pursuant to a fraudulent claim, the employee shall repay the City immediately.
- (C) The twelve-week per year limitation on leaves permissible under the Family Medical Leave Act (FMLA) shall include any disability leave which is granted for reasons permissible under the FMLA.
- (D) While an employee is paid disability benefits pursuant to this Section, vacation accruals shall cease. Holidays shall be paid at the disability benefit rate as set forth in Paragraph (A) of this Section 15. Medical, dental, drug, vision and life insurances shall continue uninterrupted until the employee is no longer on the disability program.

**Section 4.** To repeal existing Sections 4, 5, 12(H), 14(T), and 15 with the passage of this ordinance.

**Section 5.** For the 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.