

ATTACHMENT A
To Ordinance No. 0371-2004

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.

Pay Grade	Entry	2nd Quartile	Market	4th Quartile	Market + 20%
100	48.85 101,608	54.96 114,317	61.06 127,005	64.11 133,349	67.16* 139,693
99	44.22 91,978	49.73 103,438	55.23 114,878	60.77 126,402	66.31 137,925
98	38.55 80,184	43.38 90,230	48.20 100,256	53.01 110,261	57.81 120,245
97	36.23 75,358	40.75 84,760	45.26 94,141	50.32 104,666	55.38 115,190
96	34.41 71,573	38.72 80,538	43.02 89,482	47.32 98,426	51.61 107,349
95	30.95 64,376	34.82 72,426	38.69 80,475	42.56 88,525	46.43 96,574
94	27.34 56,867	30.76 63,981	34.18 71,094	37.60 78,208	41.01 85,301
93	24.36 50,669	27.41 57,013	30.45 63,336	33.50 69,680	36.54 76,003
92	21.88 45,510	24.62 51,210	27.35 56,888	30.09 62,587	32.82 68,266
91	19.87 41,330	22.35 46,488	24.83 51,646	27.32 56,826	29.80 61,984
90	17.81 37,045	20.04 41,683	22.26 46,301	24.49 50,939	26.71 55,557
89	15.92 33,114	17.91 37,253	19.90 41,392	21.89 45,531	23.88 49,670
88	14.28 29,702	16.06 33,405	17.84 37,107	19.63 40,830	21.42 44,554
87	12.98 26,998	14.60 30,368	16.21 33,717	17.84 37,107	19.47 40,498
86	11.84 24,627	13.32 27,706	14.79 30,763	16.28 33,862	17.77 36,962

*Maximum of pay grade 100 is 10% above market

Pay Range	Hourly			Bi-Weekly			Annual		
5	7.86	-	11.32	628.80	-	905.60	16,348.80	-	23,545.60
6	8.86	-	12.41	708.80	-	992.80	18,428.80	-	25,812.80
7	9.01	-	12.56	720.80	-	1004.80	18,740.80	-	26,124.80
8	9.20	-	12.77	736.00	-	1021.60	19,136.00	-	26,561.60
9	9.33	-	12.94	746.40	-	1035.20	19,406.40	-	26,915.20
10	9.53	-	13.15	762.40	-	1052.00	19,822.40	-	27,352.00
11	9.70	-	13.37	776.00	-	1069.60	20,176.00	-	27,809.60
12	9.91	-	13.58	792.80	-	1086.40	20,612.80	-	28,246.40
13	10.38	-	14.11	830.40	-	1128.80	21,590.40	-	29,348.80
14	10.61	-	14.31	848.80	-	1144.80	22,068.80	-	29,764.80
15	10.84	-	14.57	867.20	-	1165.60	22,547.20	-	30,305.60
16	11.12	-	14.90	889.60	-	1192.00	23,129.60	-	30,992.00
17	11.38	-	15.18	910.40	-	1214.40	23,670.40	-	31,574.40
18	12.14	-	16.05	971.20	-	1284.00	25,251.20	-	33,384.00
19	12.47	-	16.41	997.60	-	1312.80	25,937.60	-	34,132.80
20	12.79	-	16.74	1023.20	-	1339.20	26,603.20	-	34,819.20
21	13.10	-	17.09	1048.00	-	1367.20	27,248.00	-	35,547.20
22	13.31	-	17.38	1064.80	-	1390.40	27,684.80	-	36,150.40
23	13.65	-	17.72	1092.00	-	1417.60	28,392.00	-	36,857.60
24	14.01	-	18.12	1120.80	-	1449.60	29,140.80	-	37,689.60
25	14.45	-	18.56	1156.00	-	1484.80	30,056.00	-	38,604.80
26	14.85	-	19.04	1188.00	-	1523.20	30,888.00	-	39,603.20
27	15.26	-	19.46	1220.80	-	1556.80	31,740.80	-	40,476.80
28	15.65	-	19.95	1252.00	-	1596.00	32,552.00	-	41,496.00

Pay Range	Hourly			Bi-Weekly			Annual		
29	16.08	-	20.42	1286.40	-	1633.60	33,446.40	-	42,473.60
30	14.41	-	25.38	1152.80	-	2030.40	29,972.80	-	52,790.40
31	16.42	-	26.33	1313.60	-	2106.40	34,153.60	-	54,766.40
32	17.50	-	28.09	1400.00	-	2247.20	36,400.00	-	58,427.20
33	18.21	-	29.22	1456.80	-	2337.60	37,876.80	-	60,777.60
34	18.94	-	30.36	1515.20	-	2428.80	39,395.20	-	63,148.80
35	19.72	-	31.63	1577.60	-	2530.40	41,017.60	-	65,790.40
36	20.52	-	32.88	1641.60	-	2630.40	42,681.60	-	68,390.40
37	21.34	-	34.23	1707.20	-	2738.40	44,387.20	-	71,198.40
38	22.17	-	35.58	1773.60	-	2846.40	46,113.60	-	74,006.40
39	23.08	-	37.01	1846.40	-	2960.80	48,006.40	-	76,980.80
40	23.80	-	38.46	1904.00	-	3076.80	49,504.00	-	79,996.80
41	24.80	-	40.06	1984.00	-	3204.80	51,584.00	-	83,324.80
42	25.75	-	41.61	2060.00	-	3328.80	53,560.00	-	86,548.80
43	26.80	-	43.26	2144.00	-	3460.80	55,744.00	-	89,980.80
44	27.85	-	44.98	2228.00	-	3598.40	57,928.00	-	93,558.40
45	28.97	-	46.79	2317.60	-	3743.20	60,257.60	-	97,323.20
46	30.12	-	48.66	2409.60	-	3892.80	62,649.60	-	101,212.80
47	31.34	-	50.60	2507.20	-	4048.00	65,187.20	-	105,248.00

- (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 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.

For part-time employees, that portion of an employee's contribution made to the 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 Public Employees' 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 8.5% for 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 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.