

**Attachment to Ordinance #2116-2011
Amending Management Compensation Plan (MCP) #1150-2007,
as amended**

Section 1. To amend Section 4(B) to read as follows, effective with the beginning of the first payperiod of 2012 (December 25, 2011):

(B) Pay Plan.

Pay Grade	Entry	2nd Quartile	Market	4th Quartile	Max
100	62.49	72.91	83.33	93.74	104.16
	129,979	151,653	173,316	194,979	216,653
99	55.20	64.4	73.61	82.81	92.01
	114,816	133,952	153,098	172,245	191,381
98	48.76	56.89	65.02	73.14	81.27
	101,421	118,331	135,231	152,131	169,042
97	43.09	50.27	57.45	64.62	71.80
	89,627	104,562	119,486	134,410	149,344
96	40.60	45.67	50.75	55.82	60.89
	84,448	94,994	105,550	116,106	126,651
95	35.85	40.34	44.83	49.31	53.80
	74,568	83,907	93,236	102,565	111,904
94	31.68	35.64	39.60	43.56	47.52
	65,894	74,131	82,368	90,605	98,842
93	28.22	31.75	35.28	38.81	42.34
	58,698	66,040	73,382	80,725	88,067
92	25.36	28.53	31.70	34.86	38.03
	52,749	59,342	65,926	72,509	79,102
91	23.02	25.9	28.78	31.65	34.53
	47,882	53,872	59,852	65,832	71,822
90	20.63	23.21	25.79	28.37	30.95
	42,910	48,277	53,643	59,010	64,376
89	18.44	20.75	23.06	25.36	27.67
	38,355	43,160	47,954	52,749	57,554
88	16.55	18.62	20.68	22.75	24.81
	34,424	38,730	43,014	47,320	51,605
87	15.02	16.9	18.79	20.67	22.55
	31,242	35,152	39,073	42,994	46,904
86	13.71	15.42	17.14	18.85	20.56
	28,517	32,074	35,641	39,208	42,765

Section 2. To amend Section 4(C) to read as follows, effective with the beginning of the first payperiod of 2012 (December 25, 2011):

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

Grade	Hourly			Bi-Weekly			Annual		
5	9.12	-	13.12	729.28	-	1049.82	18,961.28	-	27,295.42
6	10.27	-	14.38	821.71	-	1150.74	21,364.51	-	29,919.14
7	10.44	-	14.54	835.28	-	1163.46	21,717.28	-	30,249.86
8	10.65	-	14.80	852.24	-	1183.81	22,158.24	-	30,779.01
9	10.82	-	15.00	865.81	-	1199.92	22,511.01	-	31,197.92
10	11.03	-	15.23	882.77	-	1218.58	22,951.97	-	31,682.98
11	11.24	-	15.50	898.88	-	1239.78	23,370.88	-	32,234.18
12	11.48	-	15.74	918.38	-	1259.28	23,877.98	-	32,741.28
13	12.03	-	16.35	962.48	-	1307.62	25,024.48	-	33,998.02
14	12.29	-	16.59	982.83	-	1327.12	25,553.63	-	34,505.12
15	12.56	-	16.89	1004.88	-	1350.86	26,126.88	-	35,122.46
16	12.88	-	17.27	1030.32	-	1381.39	26,788.32	-	35,916.19
17	13.19	-	17.59	1054.91	-	1406.83	27,427.71	-	36,577.63
18	14.07	-	18.59	1125.30	-	1487.39	29,257.70	-	38,672.19
19	14.45	-	19.01	1155.82	-	1520.46	30,051.42	-	39,532.06
20	14.82	-	19.39	1185.50	-	1550.99	30,823.10	-	40,325.79
21	15.18	-	19.80	1214.34	-	1584.06	31,572.74	-	41,185.66
22	15.43	-	20.14	1234.69	-	1611.20	32,101.89	-	41,891.20
23	15.82	-	20.52	1265.22	-	1641.73	32,895.62	-	42,684.93
24	16.23	-	20.99	1298.29	-	1679.04	33,755.49	-	43,655.04
25	16.74	-	21.51	1338.99	-	1720.59	34,813.79	-	44,735.39
26	17.19	-	22.06	1375.46	-	1764.69	35,761.86	-	45,881.89
27	17.69	-	22.56	1415.31	-	1804.54	36,798.11	-	46,918.14
28	18.14	-	23.12	1450.93	-	1849.49	37,724.13	-	48,086.69
29	18.62	-	23.66	1489.94	-	1892.74	38,738.34	-	49,211.14
30	16.70	-	29.40	1335.60	-	2352.35	34,725.60	-	61,161.15
31	19.03	-	30.51	1522.16	-	2440.54	39,576.16	-	63,454.14
32	20.29	-	32.54	1623.07	-	2603.36	42,199.87	-	67,687.36
33	21.09	-	33.85	1687.52	-	2707.66	43,875.52	-	70,399.26
34	21.95	-	35.18	1756.21	-	2814.51	45,661.41	-	73,177.31

Section 3. To amend Section 4(D) to read as follows:

- (D) Employee's Contribution to O.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 (O.P.E.R.S) equal to eight percent (8%) 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 full-time 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** percent (**8**%) rate stated herein will decrease to **seven** percent (**7**%) effective the payperiod that includes April 1, 2012, ~~and to eight percent (8%) effective the pay period that includes April 1, 2014.~~ The remaining portion of the employee contribution shall be paid by the employee.

For part-time employees, that portion of an employee's contribution made to the O.P.E.R.S 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 part-time 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 O.P.E.R.S, 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 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/her contribution to the O.P.E.R.S, the amount paid by the City on behalf of an employee as a portion of his/her statutory obligation is intended to be and shall be considered as having been paid by the employee in fulfillment of his/her statutory obligation.

All full-time employees hired on or after January 1, 2010, will be responsible for paying the full employee contribution of ten percent (10%). Specifically, the provisions of Section 4(D) shall not apply to any employee hired (first day of employment) by the City on or after January 1, 2010, into a classification covered by the Management Compensation Plan; and such employee will be responsible for paying the full employee contribution to the Ohio Public Employees Retirement System. Transfers within the City and employment status changes (without a break in service) are exceptions to this provision. This contribution is a salary reduction employer pick-up and is tax deferred.

Section 4. To amend Section 5(E) of Ordinance No. 1150-2007, as amended, by enacting Section 5(E)-W010 as follows:

<u>Ord. Sec.</u>	<u>Job Code</u>	<u>Class Title</u>	<u>Grade</u>
5(E)-W010	0149	Water Assistant Administrator	96

Section 5. To amend Section 5(E) of Ordinance No. 1150-2007, as amended, by amending Section 5(E)-P287 as follows:

Ord. Sec.	Job Code	Class Title	Grade
5(E)-P287	0147	Power Assistant Administrator	96

Section 6. To amend Section 5(F) of Ordinance No. 1150-2007, as amended, by amending Sections 5(F)-L130, 5(F)-R063, 5(F)-R105, 5(F)-S290, 5(F)-S295, and 5(F)-S305, effective the payperiod that includes January 1, 2012, as follows:

Ord. Sec.	Job Code	Class Title	Grade
5(F)-L130	3183	Lifeguard (Seasonal)	\$7.70/hr. To \$12.50/hr.
5(F)-R063	3684	Recreation and Parks Aide (Seasonal)	\$7.70/hr. To \$11.50/hr.
5(F)-R105	3169	Recreation Playground Leader (Seasonal)	\$7.70/hr. to \$12.50/hr.
5(F)-S290	0781	Student Intern I	\$7.70/hr. To \$11.00/hr.
5(F)-S295	0782	Student Intern II	\$7.70/hr. To \$14.45/hr.
5(F)-S305	3680	Summer Worker	\$7.70/hr. To \$10.00/hr.

Section 7. To amend Section 16.1(G) of Ordinance No. 1150-2007, as amended, to read as follows:

- (G) Premium Co-Payment. Employees are charged a monthly premium for participating in the City's insurance programs. The current monthly premium is an amount equal to **ten** percent (**10%**) of the insurance base for single and family coverage. Effective April 1, 2012, the monthly premium will be an amount equal to **eleven** percent (**11%**) of the insurance base for single and family coverage. The insurance base shall be the total actual cost to the City of the claims and administrative fees for medical, dental, vision and prescription drugs for employees for the preceding twelve (12) month period of February 1 through January 31. Such premiums shall be paid through an automatic payroll deduction; half of the monthly premium will be deducted each pay period not to exceed the total monthly premium.

Providing an employee continues monthly premium coverage payments, insurance coverage for which an employee is eligible, will be extended ninety (90) days beyond the end of the month during which an employee's approved leave without pay or leave of absence status became effective. The employee's insurance will then be terminated with an option to participate in the City's insurance continuation program, COBRA, at the employee's expense.

Employees on disability leave, or employees receiving payments in lieu of wages from the Ohio Bureau of Workers' Compensation, must keep their premium co-payments current. If at the conclusion of the ninety (90) day period as specified in the previous paragraph, the premium co-payments are not current, an employee's insurance will then be terminated with an option to participate in the City's insurance continuation program, COBRA, at the employee's expense.

Section 8. That existing Sections 4(B), 4(C) and 4(D); 5(E)-P287, 5(F)-L130, 5(F)-R063, 5(F)-R105, 5(F)-S290, 5(F)-S295 and 5(F)-S305; and 16.1(G) of Ordinance No. 1150-2007, as amended, are hereby repealed.

Section 9. 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.