

**Attachment to Ordinance #1954-2007
Amending Management Compensation Plan (MCP) #1150-2007**

Section 1. That existing Section 5(E)-T010 of Ordinance No. 1150-2007 be amended to read as follows:

Ord. Sec.	Class Code	Class Title	Grade
5(E)-T010	0100	Technology Director/CIO (U)	99

Section 2. That existing Section 5(F) of Ordinance No. 1150-2007 be amended to read as follows, effective January 1, 2008:

Ord. Sec.	Class Code	Class Title	Range
5(F)-S290	0781	Student Intern I	\$7.00/hr. to \$11.00/hr.
5(F)-S295	0782	Student Intern II	\$7.10/hr. to \$14.45/hr.
5(F)-S305	3680	Summer Worker	\$7.00/hr. to \$8.09/hr.

Section 3. That existing Section 16(F) of Ordinance No. 1150-2007 be amended to read as follows:

- (F) Eligibility. Eligibility for enrolling new employees for health insurance, dental insurance, vision care, prescription drug and term life insurance shall be based upon an employee's active service in a position or employment, which is to be performed in accordance with an established scheduled working time, such schedule to be based upon not less than forty (40) hours per seven (7) consecutive calendar days for fifty-two (52) consecutive seven (7) day periods per annum. Employees shall become eligible for the benefits outlined in this Section 16, pursuant to the provisions herein, on the first of the month following their hire date.
- (1) Full-time employees may waive coverage in the employee insurance programs during the month of February in each calendar year. Once the waiver is executed, the employee must wait until Open Enrollment Month (February) in a subsequent year to re-enroll in the benefit plans. In the event of a divorce, legal separation, the death of a spouse or the spouse involuntarily loses family coverage through the spouse's employer, the employee may enroll with the City of Columbus insurance program within thirty (30) days of such event.
 - (2) Effective November 1, 2007, part-time regular employees who have worked a minimum of one thousand forty (1,040) hours the previous calendar year shall be eligible for medical and prescription coverage only. The employee's share of the cost of the medical and prescription insurance will be one-half of the established funding rate established by the Department of Finance and Management. The employee's share will be converted into a single and family premium. An open enrollment will be held during the month of February of each year for employee enrollment. In the event of a divorce, legal separation, the death of a spouse, or

the spouse involuntarily loses family coverage through the spouse's employer, the eligible employee may enroll with the City of Columbus insurance program within thirty (30) days of such event. Upon the completion of two (2) consecutive years and a minimum of two thousand eighty (2,080) hours, and every consecutive year thereafter, employees' eligible dependents are eligible to enroll for medical and prescription coverage during Open Enrollment Month.

For purposes of this Paragraph (F)(2), "hours" counted toward part-time eligibility will include hours worked, Paid Time Off, Personal Business Day, Injury Leave, Workers' Compensation, Military Leave, and FMLA.

Section 4. That existing Sections 5(E)-T010, 5(F)-S290, 5(F)-S295, 5(F)-S305 and 16(F) of Ordinance No. 1150-2007 are hereby repealed.

Section 5. 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.