

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 MCP 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, Temporary and Confidential Employees. Any part-time (averaging less than twenty hours per week), temporary, seasonal, or confidential employees in classifications listed in Appendix A of the collective bargaining contract between the City of Columbus and the American Federation of State,

County and Municipal Employees (AFSCME), Local 1632, or in Appendix B of the collective bargaining contract between the City of Columbus and the Communications Workers of America (CWA), Local 4502, will be covered by this Management Compensation Plan. Further, the classifications listed in Appendix A of the AFSCME collective bargaining contract and Appendix B of the CWA collective bargaining contract 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 status as defined by the Civil Service Commission.

(1) Any positions exempted from a bargaining unit and covered by this Management Compensation Plan (MCP) will be paid at the MCP grade or pay range assigned herein, or if unassigned, at the MCP grade or pay range that most closely equates with the assigned bargaining unit grade or pay range, as determined by the Department of Human Resources.

(2) The following table shall be used to determine the appropriate Management Compensation Plan pay grade to be assigned to any Communications Workers of America Local 4502 classification referenced in Section 5(C) of this Management Compensation Plan:

Communications Workers of America Local 4502 Pay Grade	Management Compensation Plan Pay Grade
60	95
59	94
58	93
57	92
56	91
55	90
54	89
53	88
52	87
51	86

(3) The following pay range shall be used to pay classifications assigned to Communications Workers of America Local 4502 Pay Grade 50:

\$12.23/hour to \$18.33/hour

(4) The Management Compensation Plan pay structure shall be reviewed annually by the Department of Human Resources to determine equivalent pay grades of classifications referenced in Sections 5(C), 5(D), and 5(E) of the Management Compensation Plan and Appendix B of the Communications Workers of America Local 4502 collective bargaining agreement. Designated Management Compensation Plan pay grades shall be appropriately adjusted by amending the Management Compensation Plan to equivalent designated Communications Workers of America Local 4502 pay grades as determined by the Department of Human Resources.

(D) Overtime Eligible Classifications:

Ord. Sec.	Job Code	Class Title	Pay Grade
A000	3005	911 Emergency Communications Specialist	92
A083	0773	Administrative Secretary*	89
A090	0820	Administrative Secretary (U)*	88
A145	3033	Airworthiness Specialist	90
A183	1561	Alcohol and Drug Abuse Prevention Coordinator	89
A217	0654	Assistant Auditor I (U)	89
D388	0806	Diversity and Inclusion Specialist I	90
E202	0806	Equal Business Opportunity Specialist I	90
E222	0822	Executive Secretary I (U)	88
E223	0823	Executive Secretary II (U)	89
H080	0854	Human Resources Representative*	88
L086	1988	Law Clerk (U)	\$10.85/hour to \$16.27/hour
L090	1989	Legal Intern (U)	86
L119	0501	Legislative Assistant I (U)	88
L121	0502	Legislative Assistant II (U)	89
O018	0409	Office Assistant III*	89
O025	1240	Office Manager*	90
P106	1266	Payroll Specialist	89
S013	1718	Safety Manager*	91
S290	0781	Student Intern I	\$8.15 /hour to \$11.00/hour
S295	0782	Student Intern II	\$8.15 /hour to \$14.45/hour
S296	0788	Student Intern III	\$10.00/hour to \$15.30/hour

(E) Overtime Exempt Classifications:

Ord.	Job	Sec. Code Class Title	Pay Grade
A114	0873	Aging Programs Administrator	97
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
A220	0658	Assistant Auditor V (U)	96
A223	0176	Assistant Chief Building Official	94
A224	0055	Assistant Director (Asset Management) (U)	96
A226	0058	Assistant Director (Regulatory Compliance) (U)	95
A250	0060	Assistant Director (Sustainability) (U)	96
A225	1980	Attorney (U)	92
B051	0856	Budget Management Officer	95
B054	0857	Budget/Management Specialist	93
B057	0059	Building and Zoning Services Director (U)	99
B062	1771	Building Inspection Manager	94
B063	1773	Building Compliance Specialist	91
B123	2000	Business Development Specialist*	91
B130	1252	Business Manager*	92
C044	3038	Canine Master Trainer	90
C069	2001	Chief of Administration to the City Attorney (U)	97
C070	0833	Chief of Staff to the City Council President (U)	96
C177	0177	Chief Building Official	96
C073	1052	Chief Plans Official	95
C101	0119	Chief Zoning Official	94

Ord. Sec.	Job Code	Class Title	Pay Grade
C180	0044	City Attorney (E)	\$172,750/year; (Eff. 1/1/17, \$177,500/year; Eff. 1/1/18, \$184,600/year; Eff. 1/1/19, \$184,600 +COLA/year; Eff. 1/1/20, \$184,600 as adjusted +COLA/year; Eff. 1/1/21, \$184,600 as adjusted +COLA/year)
C185	0043	City Auditor (E)	\$172,750/year; (Eff. 1/1/17, \$177,500/year; Eff. 1/1/18, \$184,600/year; Eff. 1/1/19, \$184,600 +COLA/year; Eff. 1/1/20, \$184,600 as adjusted +COLA/year; Eff. 1/1/21, \$184,600 as adjusted +COLA/year)
C210	0150	City Clerk (U)	96

Ord. Sec.	Job Code	Class Title	Pay Grade
C215	0400	City Council Member (E)	\$54,031/year; (Eff. 1/1/17, \$55,517/year; Eff. 1/1/18, \$57,738/year; Eff. 1/1/19, \$57,738 +COLA/year; Eff. 1/1/20, \$57,738 as adjusted +COLA/year; Eff. 1/1/21, \$57,738 as adjusted +COLA/year)
C220	0405	City Council President (E)	\$64,999/year; (Eff. 1/1/17, \$66,786/year; Eff. 1/1/18, \$69,458/year; Eff. 1/1/19, \$69,458 +COLA/year; Eff. 1/1/20, \$69,458 as adjusted +COLA/year; Eff. 1/1/21, \$69,458 as adjusted +COLA/year)
C260	0157	City Treasurer (U)	96
C263	0242	Citywide GIS Manager	95
C267	0282	Citywide Occupational Safety and Health Manager	95
C315	0217	Civil Service Commission Assistant Executive Director	95
C311	0216	Civil Service Commission Deputy Executive Director	96
C312	0010	Civil Service Commission Executive Director (U) (Secretary)	98
C314	0011	Civil Service Commission Member (U)	\$12,000/year
C320	0012	Civil Service Commission President (U)	\$14,000/year
C352	0154	Code Enforcement Division Administrator	96
C367	3673	Communication Systems Coordinator	94
C375	0038	Community Relations Commission Executive Director (U) (Secretary)	96

Ord. Sec.	Job Code	Class Title	Pay Grade
C377	0796	Community Relations Coordinator*	90
C392	0885	Compensation Manager	95
C479	1210	Construction Manager	95
C505	1915	Crime Laboratory Manager	95
D010	0598	Data Center Supervisor	94
D015	0591	Data Management Coordinator	93
D097	0755	Debt Management Coordinator	94
D123	0052	Department Assistant Director (U)	94
D115	0050	Department Deputy Director (Technology) (U)	98
D124	0051	Department Deputy Director (U)	97
D121	0893	Department Human Resources Officer	95
D122	0526	Department Information Technology Coordinator	94
D129	0109	Deputy Chief of Staff (U)	98
D126	0057	Deputy City Attorney (U)	99
D125	0163	Deputy City Auditor (U)	97
D127	0151	Deputy City Clerk (U)	95
D135	0158	Deputy City Treasurer (U)	94
D150	0172	Deputy Director (Policy Planning and Economic Development) (U)	96
D163	0061	Development Director (U)	99
D387	0805	Diversity and Inclusion Specialist II	91
D166	0328	Downtown Development Administrative Coordinator	94
D386	2002	Downtown Development Office Administrator	95
D158	0229	Design and Construction Division Administrator	97
E002	0560	E-Government Program Manager	94
E006	0169	Economic Development Division Administrator	95
E030	0135	Education Director (U)	97
E169	1672	Emergency Medical Services (EMS) Coordinator	99
E175	1748	Emergency Preparedness Chief	95
E171	0824	Employee Benefits Analyst I	90
E170	0825	Employee Benefits Analyst II	91
E175	0275	Employee Benefits/Risk Management Supervisor	93
E167	0276	Employee Benefits and Risk Manager	95
E165	0868	Employee Programs Coordinator	92
E193	0565	Enterprise Architect	97
E203	0035	Equal Business Opportunity Commission Executive Director (Secretary) (U)	98
E204	0805	Equal Business Opportunity Specialist II	91
E198	0347	Equal Employment Opportunity Manager	94
E198	0347	Employment Compliance Manager	94
E200	0800	Equal Opportunity Representative	90
E199	0799	Equal Opportunity Specialist*	92
E209	0106	Executive Assistant I (U)	92
E210	0108	Executive Assistant II (U)	94
E212	0069	Executive Assistant to the Director	94

Ord. Sec.	Job Code	Class Title	Pay Grade
E213	0787	Executive Assistant to the City Attorney (U)	93
E215	0110	Executive Assistant to the Mayor (U)	100
E221	1749	Exercise Physiologist	89
F004	0295	Facilities Management Division Administrator	95
F006	0296	Facilities Operations Manager	93
F041	0066	Finance and Management Director (U)	99
F146	0142	Financial Management Division Administrator	96
F085	1253	Fiscal Manager	93
F088	0272	Fleet Management Division Administrator	95
F089	0273	Fleet Operations Manager	94
F250	3750	Fuel Systems Specialist	92
G021	0243	GIS Manager	93
G058	0300	Golf Courses Division Administrator	95
G076	0752	Grants Management Coordinator	94
H063	0171	Housing Division Administrator	95
H079	0855	Human Resources Analyst*	91
H074	0130	Human Resources Director (U)	98
H078	0894	Human Resources Manager	93
I040	0224	Income Tax Division Administrator	96
I041	0225	Income Tax Division Assistant Administrator	94
I017	1847	Industrial Hygienist*	93
I057	0248	Information Services Division Administrator	96
I060	0604	Information Technology Account Coordinator	95
I065	0599	Information Technology Security Officer	97
I066	0568	Information Technology Systems Supervisor	94
I090	0234	Infrastructure Management Division Administrator	97
I064	0542	IT Operations Manager	95
I067	0559	IT Technical Support Manager	95
I098	1771	Inspection Manager	94
I099	1770	Inspection Supervisor	93
L040	0219	Labor Relations Manager	96
L038	0218	Labor Relations Specialist	94
L049	2003	Land Management Office Administrator	95
L115	0831	Legislative Aide to City Council (U)	93
L118	0836	Legislative Analyst (U)	91
L123	1895	License Manager	93
M038	0780	Management Analyst II*	92
M043	1977	Managing Attorney (U)	98

<u>Ord.</u>	<u>Job</u>	<u>Sec. Code</u>	<u>Class Title</u>	<u>Grade</u>
M090	0045		Mayor (E)	\$177,306/year; (Eff. 1/1/17, \$181,738/year; Eff. 1/1/18, \$186,736/year; Eff. 1/1/19, \$191,871/year; Eff. 1/1/20, \$197,627 +COLA/year; Eff. 1/1/21, \$197,627 as adjusted +COLA/year)
N017	0140		Neighborhoods Director (U)	98
N021	0264		Network Manager	95
O012	0282		Occupational Safety Manager	95
O014	0279		Occupational Safety and Health Officer	93
P062	0240		Parking Violations Coordinator (Violations Clerk)	95
P078	3780		Parks Management Coordinator	94
P080	1204		Parks Planning Coordinator	95
P107	0847		Performance Management Coordinator	94
P110	0898		Personnel Administrative Manager	93
P110	0898		Personnel Administrative Officer	93
P112	0903		Personnel Analyst Supervisor	93
P118	0901		Personnel Analyst II	91
P150	0918		Personnel Psychologist	96
P203	0178		Planning Division Administrator	95
P287	0147		Power Division Assistant Administrator	96
P283	0159		Power Division Administrator	97
P300	0791		Prequalification Manager	94
P334	1978		Principal Attorney (U)	95
P341	0776		Procurement Manager	95
P342	0789		Procurement Specialist	89
P343	0777		Procurement Administrative Officer	92
P356	0070		Project Manager	95
P339	1792		Property Maintenance Inspection Manager	93
P340	1793		Property Maintenance Inspection Specialist	91
P716	3104		Public Relations Specialist I*	89
P718	3105		Public Relations Specialist II*	92
P734	0072		Public Safety Director (U)	100
P740	3049		Public Safety Manager	93
P752	0076		Public Service Director (U)	100
P754	0090		Public Utilities Deputy Director (Administration)	97

Ord. Sec.	Job Code	Class Title	Grade
P757	0091	Public Utilities Deputy Director (Engineering)	98
P760	0088	Public Utilities Director (U)	100
P761	0161	Public Utilities Division Assistant Administrator	94
R055	3166	Recreation Administrative Coordinator	93
R065	0085	Recreation and Parks Assistant Director	96
R067	0080	Recreation and Parks Director (U)	99
R154	0221	Refuse Collection Division Administrator	96
R155	3935	Refuse Collection Operations Manager	95
R180	3167	Rental Services Coordinator	93
S061	1151	Security Manager	92
S064	1979	Senior Attorney (U)	94
S067	0063	Senior Executive Assistant (U)	96
S071	0839	Senior Legislative Analyst (U)	95
S072	0775	Senior Procurement Specialist	90
S073	0071	Senior Project Manager	96
S081	0165	Sewerage and Drainage Division Administrator	98
S082	0166	Sewerage and Drainage Division Assistant Administrator	96
S163	0585	Software Engineer	95
S303	0266	Support Services Division Administrator	96
S304	0267	Support Services Division Assistant Administrator	95
S307	1040	Surveyor Manager	93
T004	0551	Technical Support Supervisor	94
T010	0100	Technology Director/CIO (U)	99
T160	0236	Traffic Management Division Administrator	97
T190	0884	Training Coordinator	92
T201	0881	Training Manager	94
T220	1026	Transportation Operations Coordinator	96
U020	0866	Utility Revenue Manager	95
W005	0146	Water Division Administrator	98
W010	0149	Water Division Assistant Administrator	96

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

(F) Seasonal Classifications.

Ord. Sec.	Job Code	Class Title	Range
A199	3184	Aquatics Supervisor (Seasonal)	\$ 9.00/hour to \$16.50/hour
D167	1787	Development Aide (Seasonal)	\$ 9.14/hour to \$13.63/hour
L130	3183	Lifeguard (Seasonal)	\$8.15/hour to \$14.50/hour
R063	3684	Recreation and Parks Aide (Seasonal)	\$8.15/hour to \$13.50/hour
R105	3169	Recreation Playground Leader (Seasonal)	\$8.15/hour to \$14.50/hour
S305	3680	Summer Worker	\$8.15/hour to \$10.00/hour

(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).

Ord. Sec.	Job Code	Class Title	Fees
C102	0026	Citizen Board Chairman, Board of License Appeals (U)	\$35/meeting, and additional \$25/month
C120	0022	Citizen Member, Board of Review of Electrical Contractors (U)	\$30/meeting, not to exceed \$30/month
C122	0028	Citizen Member, Board of Review of General and Home Improvement Contractors (U)	\$30/meeting, not to exceed \$30/month
C125	0021	Citizen Member, Board of Review of Plumbing and Sewer Contractors and Journeyman (U)	\$30/meeting, not to exceed \$30/month
C127	0025	Citizen Member, Board of License Appeals (U)	\$35/meeting
C130	0023	Citizen Member, Board of Review of Refrigerator Contractors (U)	\$30/meeting, not to exceed \$40/month

Ord. Sec.	Job Code	Class Title	Fees
C140	0020	Citizen Member, Board of Review of General and Limited Sign Erectors (U)	\$30/meeting, not to exceed \$30/month
C145	0019	Citizen Member, Board of Zoning Adjustment (U)	\$30/meeting, not to exceed \$30/month
C147	0015	Citizen Member, Building Commission (U)	\$30/meeting, not to exceed \$30/month
C151	0016	Citizen Member, Development Commission (U)	\$30/meeting, not to exceed \$60/month
C165	0027	Citizen Member, Board of Review of Warm Air Heat and Air Conditioning Contractors (U)	\$30/meeting, not to exceed \$30/month
C168	0030	Citizen Member, Graphics Commission (U)	\$30/meeting, not to exceed \$60/month
C170	0032	Citizen Member, Property Maintenance Appeals Board (U)	\$30/meeting, not to exceed \$60/month