

**ATTACHMENT A**  
To Ordinance No. 2528-2003

**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.

<b>RATE</b>	<b>PAY RANGE</b>	<b>Effective 12/26/99</b>	<b>Effective 12/24/2000</b>	<b>Effective 12/23/2001</b>
Hourly	5	\$6.92 - \$9.97	\$7.20 - \$10.37	\$7.49 - \$10.78
Bi-Weekly		\$553.60 - \$797.60	\$576.00 - \$829.60	\$599.20 - \$862.40
Hourly	6	\$7.81 - \$10.93	\$8.12 - \$11.37	\$8.44 - \$11.82
Bi-Weekly		\$624.80 - \$874.40	\$649.60 - \$909.60	\$675.20 - \$945.60
Hourly	7	\$7.93 - \$11.06	\$8.25 - \$11.50	\$8.58 - \$11.96
Bi-Weekly		\$634.40 - \$884.80	\$660.00 - \$920.00	\$686.40 - \$956.80
Hourly	8	\$8.10 - \$11.24	\$8.42 - \$11.69	\$8.76 - \$12.16
Bi-Weekly		\$648.00 - \$899.20	\$673.60 - \$935.20	\$700.80 - \$972.80
Hourly	9	\$8.22 - \$11.39	\$8.55 - \$11.85	\$8.89 - \$12.32
Bi-Weekly		\$657.60 - \$911.20	\$684.00 - \$948.00	\$711.20 - \$985.60
Hourly	10	\$8.39 - \$11.58	\$8.73 - \$12.04	\$9.08 - \$12.52
Bi-Weekly		\$671.20 - \$926.40	\$698.40 - \$963.20	\$726.40 - \$1,001.60
Hourly	11	\$8.54 - \$11.77	\$8.88 - \$12.24	\$9.24 - \$12.73
Bi-Weekly		\$683.20 - \$941.60	\$710.40 - \$979.20	\$739.20 - \$1,018.40
Hourly	12	\$8.73 - \$11.95	\$9.08 - \$12.43	\$9.44 - \$12.93
Bi-Weekly		\$698.40 - \$956.00	\$726.40 - \$994.40	\$755.20 - \$1,034.40
Hourly	13	\$9.14 - \$12.42	\$9.51 - \$12.92	\$9.89 - \$13.44
Bi-Weekly		\$731.20 - \$993.60	\$760.80 - \$1,033.60	\$791.20 - \$1,075.20
Hourly	14	\$9.34 - \$12.61	\$9.71 - \$13.11	\$10.10 - \$13.63
Bi-Weekly		\$747.20 - \$1,008.80	\$776.80 - \$1,048.80	\$808.00 - \$1,090.40
Hourly	15	\$9.54 - \$12.84	\$9.92 - \$13.35	\$10.32 - \$13.88
Bi-Weekly		\$763.20 - \$1,027.20	\$793.60 - \$1,068.00	\$825.60 - \$1,110.40
Hourly	16	\$9.79 - \$13.12	\$10.18 - \$13.64	\$10.59 - \$14.19
Bi-Weekly		\$783.20 - \$1,049.60	\$814.40 - \$1,091.20	\$847.20 - \$1,135.20
Hourly	17	\$10.02 - \$13.37	\$10.42 - \$13.90	\$10.84 - \$14.46
Bi-Weekly		\$801.60 - \$1,069.60	\$833.60 - \$1,112.00	\$867.20 - \$1,156.80
Hourly	18	\$10.69 - \$14.13	\$11.12 - \$14.70	\$11.56 - \$15.29

Bi-Weekly		\$855.20	-	\$1,130.40	\$889.60	\$1,176.00	\$924.80	\$1,223.20
Hourly	19	\$10.98	-	\$14.45	\$11.42	\$15.03	\$11.88	\$15.63
Bi-Weekly		\$878.40	-	\$1,156.00	\$913.60	\$1,202.40	\$950.40	\$1,250.40
Hourly	20	\$11.26	-	\$14.74	\$11.71	\$15.33	\$12.18	\$15.94
Bi-Weekly		\$900.80	-	\$1,179.20	\$936.80	\$1,226.40	\$974.40	\$1,275.20
Hourly	21	\$11.54	-	\$15.05	\$12.00	\$15.65	\$12.48	\$16.28
Bi-Weekly		\$923.20	-	\$1,204.00	\$960.00	\$1,252.00	\$998.40	\$1,302.40
Hourly	22	\$11.72	-	\$15.30	\$12.19	\$15.91	\$12.68	\$16.55
Bi-Weekly		\$937.60	-	\$1,224.00	\$975.20	\$1,272.80	\$1,014.40	\$1,324.00
Hourly	23	\$12.02	-	\$15.61	\$12.50	\$16.23	\$13.00	\$16.88
Bi-Weekly		\$961.60	-	\$1,248.80	\$1,000.00	\$1,298.40	\$1,040.00	\$1,350.40
Hourly	24	\$12.34	-	\$15.96	\$12.83	\$16.60	\$13.34	\$17.26
Bi-Weekly		\$987.20	-	\$1,276.80	\$1,026.40	\$1,328.00	\$1,067.20	\$1,380.80
Hourly	25	\$12.72	-	\$16.35	\$13.23	\$17.00	\$13.76	\$17.68
Bi-Weekly		\$1,017.60	-	\$1,308.00	\$1,058.40	\$1,360.00	\$1,100.80	\$1,414.40
Hourly	26	\$13.08	-	\$16.76	\$13.60	\$17.43	\$14.14	\$18.13
Bi-Weekly		\$1,046.40	-	\$1,340.80	\$1,088.00	\$1,394.40	\$1,131.20	\$1,450.40
Hourly	27	\$13.43	-	\$17.13	\$13.97	\$17.82	\$14.53	\$18.53
Bi-Weekly		\$1,074.40	-	\$1,370.40	\$1,117.60	\$1,425.60	\$1,162.40	\$1,482.40
Hourly	28	\$13.78	-	\$17.57	\$14.33	\$18.27	\$14.90	\$19.00
Bi-Weekly		\$1,102.40	-	\$1,405.60	\$1,146.40	\$1,461.60	\$1,192.00	\$1,520.00
Hourly	29	\$14.15	-	\$17.98	\$14.72	\$18.70	\$15.31	\$19.45
Bi-Weekly		\$1,132.00	-	\$1,438.40	\$1,177.60	\$1,496.00	\$1,224.80	\$1,556.00
Hourly	30	\$12.68	-	\$22.35	\$13.19	\$23.24	\$13.72	\$24.17
Bi-Weekly		\$1,014.40	-	\$1,788.00	\$1,055.20	\$1,859.20	\$1,097.60	\$1,933.60
Hourly	31	\$14.46	-	\$23.19	\$15.04	\$24.12	\$15.64	\$25.08
Bi-Weekly		\$1,156.80	-	\$1,855.20	\$1,203.20	\$1,929.60	\$1,251.20	\$2,006.40
Hourly	32	\$15.41	-	\$24.73	\$16.03	\$25.72	\$16.67	\$26.75
Bi-Weekly		\$1,232.80	-	\$1,978.40	\$1,282.40	\$2,057.60	\$1,333.60	\$2,140.00
Hourly	33	\$16.03	-	\$25.73	\$16.67	\$26.76	\$17.34	\$27.83
Bi-Weekly		\$1,282.40	-	\$2,058.40	\$1,333.60	\$2,140.80	\$1,387.20	\$2,226.40
Hourly	34	\$16.68	-	\$26.73	\$17.35	\$27.80	\$18.04	\$28.91
Bi-Weekly		\$1,334.40	-	\$2,138.40	\$1,388.00	\$2,224.00	\$1,443.20	\$2,312.80
Hourly	35	\$17.37	-	\$27.85	\$18.06	\$28.96	\$18.78	\$30.12
Bi-Weekly		\$1,389.60	-	\$2,228.00	\$1,444.80	\$2,316.80	\$1,502.40	\$2,409.60
Hourly	36	\$18.07	-	\$28.95	\$18.79	\$30.11	\$19.54	\$31.31
Bi-Weekly		\$1,445.60	-	\$2,316.00	\$1,503.20	\$2,408.80	\$1,563.20	\$2,504.80
Hourly	37	\$18.79	-	\$30.14	\$19.54	\$31.35	\$20.32	\$32.60
Bi-Weekly		\$1,503.20	-	\$2,411.20	\$1,563.20	\$2,508.00	\$1,625.60	\$2,608.00
Hourly	38	\$19.52	-	\$31.34	\$20.30	\$32.59	\$21.11	\$33.89
Bi-Weekly		\$1,561.60	-	\$2,507.20	\$1,624.00	\$2,607.20	\$1,688.80	\$2,711.20
Hourly	39	\$20.32	-	\$32.59	\$21.13	\$33.89	\$21.98	\$35.25
Bi-Weekly		\$1,625.60	-	\$2,607.20	\$1,690.40	\$2,711.20	\$1,758.40	\$2,820.00
Hourly	40	\$20.96	-	\$33.87	\$21.80	\$35.22	\$22.67	\$36.63

Bi-Weekly		\$1,676.80	-	\$2,709.60	\$1,744.00	\$2,817.60	\$1,813.60	\$2,930.40
Hourly	41	\$21.84	-	\$35.27	\$22.71	\$36.68	\$23.62	\$38.15
Bi-Weekly		\$1,747.20	-	\$2,821.60	\$1,816.80	\$2,934.40	\$1,889.60	\$3,052.00
Hourly	42	\$22.67	-	\$36.64	\$23.58	\$38.11	\$24.52	\$39.63
Bi-Weekly		\$1,813.60	-	\$2,931.20	\$1,886.40	\$3,048.80	\$1,961.60	\$3,170.40
Hourly	43	\$23.60	-	\$38.10	\$24.54	\$39.62	\$25.52	\$41.20
Bi-Weekly		\$1,888.00	-	\$3,048.00	\$1,963.20	\$3,169.60	\$2,041.60	\$3,296.00
Hourly	44	\$24.52	-	\$39.61	\$25.50	\$41.19	\$26.52	\$42.84
Bi-Weekly		\$1,961.60	-	\$3,168.80	\$2,040.00	\$3,295.20	\$2,121.60	\$3,427.20
Hourly	45	\$25.51	-	\$41.20	\$26.53	\$42.85	\$27.59	\$44.56
Bi-Weekly		\$2,040.80	-	\$3,296.00	\$2,122.40	\$3,428.00	\$2,207.20	\$3,564.80
Hourly	46	\$26.53	-	\$42.85	\$27.59	\$44.56	\$28.69	\$46.34
Bi-Weekly		\$2,122.40	-	\$3,428.00	\$2,207.20	\$3,564.80	\$2,295.20	\$3,707.20
Hourly	47	\$27.60	-	\$44.56	\$28.70	\$46.34	\$29.85	\$48.19
Bi-Weekly		\$2,208.00	-	\$3,564.80	\$2,296.00	\$3,707.20	\$2,388.00	\$3,855.20

Grade	Salary Range		
	Minimum	Midpoint	Maximum
<b>86</b>	<b>11.28</b>	<b>14.09</b>	<b>16.92</b>
<b>87</b>	<b>12.36</b>	<b>15.44</b>	<b>18.54</b>
<b>88</b>	<b>13.60</b>	<b>16.99</b>	<b>20.40</b>
<b>89</b>	<b>15.16</b>	<b>18.95</b>	<b>22.74</b>
<b>90</b>	<b>16.96</b>	<b>21.20</b>	<b>25.44</b>
<b>91</b>	<b>18.92</b>	<b>23.65</b>	<b>28.38</b>
<b>92</b>	<b>20.84</b>	<b>26.05</b>	<b>31.26</b>
<b>93</b>	<b>23.20</b>	<b>29.00</b>	<b>34.80</b>
<b>94</b>	<b>26.04</b>	<b>32.55</b>	<b>39.06</b>
<b>95</b>	<b>29.48</b>	<b>36.85</b>	<b>44.22</b>
<b>96</b>	<b>32.77</b>	<b>40.97</b>	<b>49.15</b>
<b>97</b>	<b>34.50</b>	<b>43.10</b>	<b>52.74</b>
<b>98</b>	<b>36.71</b>	<b>45.90</b>	<b>55.06</b>
<b>99</b>	<b>42.11</b>	<b>52.60</b>	<b>63.15</b>
<b>100</b>	<b>46.52</b>	<b>58.15</b>	<b>63.96</b>

(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.