

**Attachment to Ordinance #1648-2008  
Amending Management Compensation Plan (MCP) #1150-2007**

**Section 1.** That existing Section 5(D)-L112 of Ordinance No. 1150-2007 be amended to read as follows:

<b>Ord. Sec.</b>	<b>Class Code</b>	<b>Class Title</b>	<b>Grade</b>
5(D)-L119	0501	Legislative Assistant I (U)	88

**Section 2.** That existing Sections 5(E)-C210, 5(E)-D127, 5(E)-P062, and 5(E)-P063 of Ordinance No. 1150-2007 be amended to read as follows:

<b>Ord. Sec.</b>	<b>Class Code</b>	<b>Class Title</b>	<b>Grade</b>
5(E)-C210	0150	City Clerk (U)	96
5(E)-D127	0151	Deputy City Clerk (U)	95
5(E)-P062	0240	Parking Violations Coordinator (Violations Clerk)	95
5(E)-P063	0239	Parking Violations Assistant Coordinator	93

**Section 3.** That existing Sections 5(F)-L130, 5(F)-R063, 5(F)-R105, 5(F)-S290, 5(F)-S295, and 5(F)-S305 of Ordinance No. 1150-2007 be amended to read as follows effective January 1, 2009:

<b>Ord. Sec.</b>	<b>Class Code</b>	<b>Class Title</b>	<b>Range</b>
5(F)-L130	3183	Lifeguard (Seasonal)	\$7.30/hr. to \$12.50/hr.
5(F)-R063	3684	Recreation and Parks Aide (Seasonal)	\$7.30/hr. to \$11.50/hr.
5(F)-R105	3169	Recreation Playground Leader (Seasonal)	\$7.30/hr. to \$12.50/hr.
5(F)-S290	0781	Student Intern I	\$7.30/hr. to \$11.00/hr.
5(F)-S295	0782	Student Intern II	\$7.50/hr. to \$14.45/hr.
5(F)-S305	3680	Summer Worker	\$7.30/hr. to \$10.00/hr.

**Section 4.** That existing Sections 5(G)-C120, 5(G)-C122, 5(G)-C125, 5(G)-C130, 5(G)-C140, 5(G)-C165, and 5(G)-C170 of Ordinance No. 1150-2007 be amended to read as follows:

<b>Ord. Sec.</b>	<b>Class Code</b>	<b>Class Title</b>	<b>Range</b>
5(G)-C120	0022	Citizen Member, Board of Review of Electrical Contractors (U)	\$30/mtg., not to exceed \$30/month
5(G)-C122	0028	Citizen Member, Board of Review of General and Home Improvement Contractors (U)	\$30/mtg., not to exceed \$30/month
5(G)-C125	0021	Citizen Member, Board of Review of Plumbing and Sewer Contractors and Journeyman (U)	\$30/mtg., not to exceed \$30/month
5(G)-C130	0023	Citizen Member, Board of Review of Refrigerator Contractors (U)	\$30/mtg., not to exceed \$40/month
5(G)-C140	0020	Citizen Member, Board of Review of General and Limited Sign Erectors (U)	\$30/mtg., not to exceed \$30/month
5(G)-C165	0027	Citizen Member, Board of Review of Warm Air Heat and Air Conditioning Contractors (U)	\$30/mtg., not to exceed \$30/month
5(G)-C170	0032	Citizen Member, Property Maintenance Appeals Board	\$30/mtg., not to exceed \$60/month

**Section 5.** That Section 5 of Ordinance No. 1150-2007 be amended by enacting Section 5(D)-L121 as follows:

<b>Ord. Sec.</b>	<b>Class Code</b>	<b>Class Title</b>	<b>Grade</b>
5(D)-L121	0502	Legislative Assistant II (U)	89

**Section 6.** That Section 5 of Ordinance No. 1150-2007 be amended by enacting Section 5(E)-D158, 5(E)-I060, 5(E)-M111, 5(E)-P201, 5(E)-Q009, and 5(E)-T220 as follows:

<b>Ord. Sec.</b>	<b>Class Code</b>	<b>Class Title</b>	<b>Grade</b>
5(E)-D158	0229	Design and Construction Division Administrator	97
5(E)-I060	0604	Information Technology Account Coordinator	95*
5(E)-M111	0232	Mobility Options Division Administrator	97
5(E)-P201	0234	Planning and Operations Division Administrator	97
5(E)-Q009	0883	QWL Program Coordinator	90
5(E)-T220	1026	Transportation Operations Coordinator	96

*\*Contingent upon passage of the classification specification by the Civil Service Commission, which is expected to be at its November meeting.*

**Section 7.** That Section 12 of Ordinance No. 1150-2007 be amended by amending Section 12(B) as follows:

- (B) Vacation Accruals. Each full-time non-seasonal employee working a forty (40) hour workweek, except as otherwise provided in this Section, shall earn vacation in accordance with the following schedule:

<b>Years of Service</b>	<b>Hours Per Pay Period</b>	<b>Days Per Year</b>
Less than 3 years	3.077 hours	10 days
3 years but less than 6 years	4.924 hours	16 days
6 years but less than 13 years	7.077 hours	23 days
13 years but less than 20 years	8.000 hours	26 days
20 years but less than 25 years	8.616 hours	28 days
25 years or more	9.231 hours	30 days

- (1) In order to recruit qualified persons to positions of responsibility, appointing authorities, in their discretion, may give an employee receiving initial appointment to a position in the classified or unclassified service under Section 5(E) of this Ordinance more vacation leave than stated above, specifically sixteen (16) days or twenty-three (23) days per year, but not to exceed twenty-three (23) days per year, in appropriate circumstances. When awarding more vacation leave to a new employee, an Appointing Authority should consider the employee's qualifications and work experience, in both the private and public sectors; the level of responsibility required in the position, including the exercise of independent judgment, the need for discretion and confidentiality, and the ability to bind his/her Appointing Authority; as well as the availability of qualified persons to perform such jobs, and other pertinent market factors. If an Appointing Authority wishes to give a newly hired employee more vacation leave, his/her decision must be reviewed and approved by the Human Resources Director or designee before it takes effect.
- (2) ~~If an employee is or has been approved to start with vacation leave at a rate greater than ten (10) days, that accelerated schedule would continue to increase every three (3) years to the next level until the employee reaches twenty-three (23) days (i.e., if an employee receives sixteen (16) days of vacation upon initial hire, then the vacation days increase to twenty-three (23) days upon the employee reaching the three (3) years but less than six~~

~~(6) years group, and continues thereafter accordingly, but will not exceed twenty-three (23) days.~~

If an employee is or has been awarded vacation leave at a rate greater than ten (10) days pursuant to the preceding paragraph, the employee will move to each next accrual rate after each three (3) years of service, but not to exceed twenty-six (26) days of vacation. The employee would move to twenty-eight (28) days of vacation upon twenty (20) years of service. This provision is amended by Ordinance No. 1648-2008 and will apply retroactively without applying the use or lose provisions of Section 12(C); however, applicable adjustments will be made after January 25, 2009, but no later than April 18, 2009.

~~(2) Employees who are assigned an accrual rate of more than 3.077 hours of vacation leave per pay period when hired shall continue to accrue at that rate until they have completed the years of service necessary to accrue vacation leave at a higher rate as set forth in the above table.~~

- (3) Elected officials may, in their discretion, adopt the provisions of this section for purposes of recruiting qualified individuals.
- (4) Vacation accrual rates are based on total full-time service, including full-time service with the City of Columbus and, if applicable as provided herein, the State of Ohio and any of its political subdivisions.
- (5) For employees who were hired by the City prior to July 5, 1987, vacation accrual rates shall be based on the total of all periods of full-time employment with the City, the State of Ohio and any political subdivisions of the State.
- (6) For employees who were hired by the City after July 5, 1987, (except as provided in paragraph (8) below), vacation accrual rates shall be based on total periods of full-time employment with the City of Columbus.
- (7) An employee who has retired in accordance with the provisions of any retirement plan offered by the State and who is re-employed or hired by the City on or after June 24, 1987, shall not have his/her prior service with the State and any political subdivision of the State, including the City of Columbus, counted for the purpose of computing vacation leave.
- (8) Requests for recognition of periods of full-time service with the City for accrual rate purposes shall be made in writing and forwarded to the City Auditor through the Appointing Authority before adjustments can be made to the vacation accrual rate. An employee's vacation accrual rate will be adjusted to reflect periods of service as provided herein. The adjusted vacation accrual rate shall be applied prospectively.
- (9) Any periods of time in unpaid status of more than eight (8) hours, as outlined in Section 12(D) of this Ordinance, except for military leave without pay, will not be included in the computation of City service for the purpose of this Section 12(B). This computation will be used only for the purpose of determining the rate at which vacation is earned.

**Section 8.** That existing Sections 5(D)-L119, 5(E)-C070, 5(E)-C210, 5(E)-D127, 5(E)-P062, 5(E)-P063, 5(F)-L130, 5(F)-R063, 5(F)-R105, 5(F)-S290, 5(F)-S295, 5(F)-S305, 5(G)-C120,

5(G)-C122, 5(G)-C125, 5(G)-C130, 5(G)-C140, 5(G)-C165, 5(G)-C170, and 12(B) of Ordinance No. 1150-2007 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.