

**Attachment to Ordinance #0427-2020
Amending Management Compensation Plan (MCP) #2713-2013,
as amended**

Section 1. To amend Ordinance No. 2713-2013, as amended, by amending Section 4(B) to read as follows, effective March 22, 2020:

(B) Pay Plan.

Pay Grade	Entry	2nd Quartile	Market	4th Quartile	Max
100	73.41 152,693	85.64 178,131	97.88 203,580	110.11 229,029	122.34 254,467
99	64.83 134,846	75.64 157,331	86.45 179,816	97.26 202,301	108.07 224,786
98	57.28 119,142	66.83 139,006	76.38 158,860	85.92 178,714	95.47 198,578
97	50.61 105,269	59.04 122,803	67.48 140,348	75.91 157,893	84.34 175,427
96	47.70 99,216	53.66 111,613	59.61 123,989	65.57 136,386	71.52 148,762
95	42.12 87,610	47.39 98,571	52.66 109,533	57.93 120,494	63.20 131,456
94	37.21 77,397	41.86 87,069	46.52 96,751	51.17 106,434	55.82 116,106
93	33.14 68,931	37.29 77,563	41.44 86,195	45.59 94,827	49.74 103,459
92	29.79 61,963	33.51 69,701	37.23 77,438	40.95 85,176	44.67 92,914
91	27.04 56,243	30.42 63,274	33.80 70,304	37.18 77,334	40.56 84,365
90	24.24 50,419	27.27 56,722	30.30 63,014	33.32 69,306	36.35 75,608
89	21.67 45,074	24.38 50,710	27.09 56,337	29.79 61,963	32.50 67,600
88	19.45 40,456	21.88 45,510	24.31 50,554	26.73 55,598	29.16 60,653
87	17.65 36,712	19.86 41,309	22.07 45,906	24.28 50,502	26.49 55,099
86	16.10 33,488	18.12 37,690	20.13 41,870	22.15 46,072	24.16 50,253

Section 2. To amend Ordinance No. 2713-2013, as amended, by amending Section 4(E) to read as follows:

4(E) ~~Employee's Contribution to O.P.E.R.S. For full-time non-seasonal and part-time employees hired prior to January 1, 2010, that portion of an employee's contribution made to the Ohio Public Employees Retirement System (O.P.E.R.S) equal to four percent (4%) 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 non-seasonal and 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 four percent (4%) rate stated herein will decrease according to the following table on the first day of the seventh (7th) payperiod for each of the succeeding years until it reaches zero percent (0%). Any remaining portion of the employee contribution shall be paid by the employee.~~

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.

~~Salary Reduction Employer Pick-up means the employee pays the retirement contributions and the employee's contributions are tax deferred. Fringe Benefit Employer Pickup means the employer pays the retirement contributions. Both types of pick-up are used in this Section 4(D).~~

For all employees hired prior to January 1, 2010:

Effective Date	Fringe Benefit	Salary Reduction
Payperiod 7, 2015	4%	6%
Payperiod 7, 2016	3%	7%
Payperiod 7, 2017	2%	8%
Payperiod 7, 2018	1%	9%
Payperiod 7, 2019	0%	10%

~~Any remaining portion~~ **All** of the employee contribution shall be paid by the employee. This contribution is a salary reduction employer pick-up and is tax deferred.

~~All full-time non-seasonal employees and part-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.~~

The City shall, in reporting and making remittances to the Ohio Public Employee Retirement System, report that each employee's contribution has been made as provided by statute and separate ordinances as required and as passed by City Council. If, at any time, the Ohio Public Employee Retirement System reduces the employee contribution to an amount less than ten percent (10%), the City's obligation shall be reduced accordingly with no further requirement to adjust employees' compensation.

The City hereby declares that any sum paid hereunder by the City on behalf of an employee, 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 3. To amend Ordinance No. 2713-2013, as amended, by amending Section 5(E) and Section 5(F) as follows:

Ord. Section	Job Code	Class Title	Grade
B063	1773	Building Compliance Specialist	94
<u>T165</u>	<u>4034</u>	<u>Traffic Operations Coordinator</u>	<u>95</u>
D167	1787	Development Aide (Seasonal)	\$9.14/hour to \$13.63/hour

Section 4. To amend Ordinance No. 2713-2013, as amended, by amending Section 16(H) as follows:

16(H) Premium Co-Payment. ~~Effective April 1, 2017, the monthly premium is an amount equal to fifteen percent (15%) of the insurance base for single and family coverage. Effective April 1, 2018, the monthly premium will be an amount equal to sixteen percent (16%) of the funding rate established by the actuary for the City for single and family coverage. Effective April 1, 2019, t~~The monthly premium will be an amount equal to seventeen percent (17%) of the funding rate established by the actuary for the City for single and family coverage. For all employees hired on or after October 1, 2017, the monthly premium shall be an amount equal to twenty percent (20%) of the funding rate established by the actuary for the City for single and family coverage.

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 5. That existing Sections 4(B), 4(C), 4(D), 5(C), 5(E), and 13(B) of Ordinance No. 2713-2013, as amended, are hereby repealed.

Section 6. 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.