



Legislation Details (With Text)

File #: 0480-2007 **Version:** 1
Type: Ordinance **Status:** Passed
File created: 3/16/2007 **In control:** Administration Committee
On agenda: 4/2/2007 **Final action:** 4/5/2007
Title: To amend the Management Compensation Plan, Ordinance No. 2944-99, as amended, by amending Section 4; and to declare an emergency.

Sponsors:

Indexes:

Code sections:

Attachments: 1. 2007 MCP pay structure 86 through 100 2 percent for Ord. No. 0480-2007.pdf, 2. 2007 MCP structure 5-34 with 2% increase for Ord. No. 0480-2007.pdf

Date	Ver.	Action By	Action	Result
4/5/2007	1	CITY CLERK	Attest	
4/3/2007	1	MAYOR	Signed	
4/2/2007	1	Columbus City Council	Approved	Pass
4/2/2007	1	COUNCIL PRESIDENT	Signed	
3/23/2007	1	City Clerk's Office	Sent back for Clarification/Correction	
3/23/2007	1	HR Drafter	Sent to Clerk's Office for Council	
3/23/2007	1	City Clerk's Office	Sent back for Clarification/Correction	
3/23/2007	1	HR Drafter	Sent for Approval	
3/23/2007	1	Auditor Reviewer	Reviewed and Approved	
3/23/2007	1	CITY AUDITOR	Reviewed and Approved	
3/23/2007	1	HR Drafter	Sent to Clerk's Office for Council	
3/22/2007	1	HR DIRECTOR	Reviewed and Approved	
3/22/2007	1	HR Drafter	Sent for Approval	
3/22/2007	1	CITY ATTORNEY	Reviewed and Approved	
3/22/2007	1	HR Drafter	Sent to Clerk's Office for Council	
3/21/2007	1	HR Drafter	Sent for Approval	

This ordinance amends the Management Compensation Plan, effective March 25, 2007, by increasing the pay structures in Section 4 by 2% to ensure market competitiveness.

Emergency action is proposed in order for the pay plans to be effective March 25, 2007, the seventh period of the year, to ensure proper levels of compensation.

The immediate fiscal impact is that if an employee's current pay rate is below the new minimum hourly rate, the employee's hourly rate will increase to the new minimum hourly rate.

To amend the Management Compensation Plan, Ordinance No. 2944-99, as amended, by amending Section 4; and to declare an emergency.

WHEREAS, the Management Compensation Plan pay structures are reviewed annually to ensure market competitiveness; and

WHEREAS, it is necessary to amend the pay structures in Section 4 to achieve a fair and equitable pay plan for non-bargaining unit employees; and

WHEREAS, an emergency exists in the usual daily operation of the City in that it is immediately necessary to amend the Management Compensation Plan, thereby preserving the public health, peace, property, safety and welfare; Now, Therefore

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF COLUMBUS:

SECTION 1. That Section 4 of Ordinance No. 2944-99, as amended, is amended as shown in Attachments A and B included herein, effective March 25, 2007.

SECTION 2. That existing Section 4 of Ordinance No. 2944-99, as amended, is repealed with the passage of this ordinance.

SECTION 3. That for the 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 full force from and after approval by the Mayor, or ten days after passage if the Mayor neither approves nor vetoes the same.