



## Legislation Details (With Text)

**File #:** 0600-2005      **Version:** 1

**Type:** Ordinance      **Status:** Passed

**File created:** 3/18/2005      **In control:** Administration Committee

**On agenda:** 3/28/2005      **Final action:** 3/31/2005

**Title:** To amend the Management Compensation Plan, Ordinance No. 2944-99, as amended, by enacting and amending certain sections in Section 5; and by amending Section 4; and to declare an emergency.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. 2005 MCP Structure for Ord. No. 0600-2005.pdf

Date	Ver.	Action By	Action	Result
3/31/2005	1	CITY CLERK	Attest	
3/30/2005	1	MAYOR	Signed	
3/28/2005	1	COUNCIL PRESIDENT	Signed	
3/28/2005	1	Columbus City Council	Approved	Pass
3/25/2005	1	City Clerk's Office	Sent back for Clarification/Correction	
3/25/2005	1	HR Drafter	Sent to Clerk's Office for Council	
3/24/2005	1	City Clerk's Office	Sent back for Clarification/Correction	
3/24/2005	1	HR Drafter	Sent for Approval	
3/21/2005	1	CITY ATTORNEY	Reviewed and Approved	
3/21/2005	1	HR Drafter	Sent to Clerk's Office for Council	
3/18/2005	1	HR Drafter	Sent for Approval	
3/18/2005	1	HR Drafter	Sent for Approval	
3/18/2005	1	HR DIRECTOR	Reviewed and Approved	
3/18/2005	1	HR Drafter	Sent for Approval	

This ordinance amends the Management Compensation Plan by updating Section 5, Classifications and Assigned Rates of Pay, as a result of Civil Service Commission action and by assigning or adjusting pay grades assigned to new or existing classifications. It is recommended that the pay grade for the classification of Office Manager match the grade assigned in the CMAA/CWA pay plan; and that the grade assignment to the classification of Crime Laboratory Manager be adjusted from Grade 91 to 93 based on an analysis of relevant market information. Finally, it is recommended that Section 4 be amended, effective April 10, 2005, to reflect a 2% increase in the pay structure to ensure market competitiveness.

Emergency action is proposed in order to immediately effect the Civil Service Commission's actions and to ensure proper levels of compensation.

There is no immediate fiscal impact.

To amend the Management Compensation Plan, Ordinance No. 2944-99, as amended, by enacting and amending certain sections in Section 5; and by amending Section 4; and to declare an emergency.

**WHEREAS**, the Civil Service Commission created the classifications of Office Assistant II and Office Assistant III as part of a new classification series; and

**WHEREAS**, it is necessary to assign pay grades to the newly created classifications and adjust the pay grade assigned to the classifications of Office Manager and Crime Laboratory Manager; and

**WHEREAS**, the Management Compensation Plan pay structure is reviewed on an annual basis; and

**WHEREAS**, it is necessary to amend the pay structure in Section 4(B) 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 effect the Civil Service Commission's actions and insure proper levels of compensation by amending 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(B) of Ordinance No. 2944-99, as amended, is amended as shown in Attachment A.

**SECTION 2.** That Section 5(D) of Ordinance No. 2944-99, as amended, is amended by enacting Section 5(D)-O017 and Section 5(D)-O018 to read as follows:

Ord. Section	Class Code	Class Title	Grade
5(D)-O017	0408	Office Assistant II	87
5(D)-O018	0409	Office Assistant III	88

**SECTION 3.** That Section 5(D) of Ordinance No. 2944-99, as amended, is amended by amending Sections 5(D)-O025 and 5(E)-C505 to read as follows:

Ord. Section	Class Code	Class Title	Grade
5(D)-O025	1240	Office Manager*	89
5(E)-C505	1915	Crime Laboratory Manager	93

**SECTION 4.** That the provisions of this ordinance are effective with the payperiod that begins April 10, 2005.

**SECTION 5.** That existing Sections 4(B), 5(D)-O025 and 5(E)-C505 of Ordinance No. 2944-99, as amended, are repealed on April 10, 2005.

**SECTION 6.** 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.