



Legislation Details (With Text)

File #: 0599-2005 **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 authorize the total payment of \$70,659.52 to forty-four (44) MCP employees who suffered a reduction in compensation in FY 2003; and to declare an emergency.

Sponsors:

Indexes:

Code sections:

Attachments: 1. MCP Lump Sum Pay 2002 revised 3-17-2005 2.pdf

Date	Ver.	Action By	Action	Result
3/31/2005	1	CITY CLERK	Attest	
3/30/2005	1	MAYOR	Signed	
3/28/2005	1	Columbus City Council	Approved	Pass
3/28/2005	1	COUNCIL PRESIDENT	Signed	
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 DIRECTOR	Reviewed and Approved	
3/18/2005	1	HR Drafter	Sent for Approval	

In Fiscal Year 2002 MCP employees received a wage increase. Several affected employees were at or near the maximum base rate of their assigned pay grade.

Section 6(C) of the MCP authorizes the payment of a lump sum amount where the percentage increase to an employee's base rate would exceed the pay grade maximum. Forty-four (44) MCP employees received lump sum payments in FY 2002 pursuant to this provision.

In FY 2003, due to budget constraints, MCP employees received no increase to their base rate of pay. Consequently, employees who were at pay grade maximum and received a lump sum payment in FY 2002 suffered an unintended reduction in compensation from the preceding fiscal year. This problem was not remedied in FY 2004 due to continuing budget constraints.

The FY 2005 budget contains sufficient funding to remedy the unintended compensation reduction.

This ordinance authorizes the payment of the lump sum amount received by each affected employee in FY 2002 effective the first day of the pay period following its passage.

There are 44 affected employees in 13 departments. The aggregate amount of the payments is \$70,659.52

To authorize the total payment of \$70,659.52 to forty-four (44) MCP employees who suffered a reduction in compensation in FY 2003; and to declare an emergency.

WHEREAS, in FY 2002 MCP employees received a wage increase to their base rate of pay; and

WHEREAS, several affected employees were at or near the maximum base rate of their assigned pay grade; and

WHEREAS, Section 6(C) of the MCP authorizes the payment of a lump sum amount where the percentage increase to an employee's base rate would exceed the pay grade maximum; and

WHEREAS, forty-four (44) MCP employees received lump sum payments in FY 2002 pursuant to section 6(C); and

WHEREAS, in FY 2003, due to budget constraints, MCP employees received neither an increase to their base rate of pay nor a lump sum payment in lieu of such increase; and

WHEREAS, employees who were at pay grade maximum and received a lump sum payment in FY 2002 suffered a reduction in compensation in FY 2003; and

WHEREAS, this reduction in compensation was not remedied in FY 2004 due to continuing budget constraints; and

WHEREAS, the FY 2005 budget contains sufficient funding to remedy the compensation reduction; and

WHEREAS, it is necessary to authorize the expenditure of \$70,659.52 to pay MCP employees who suffered a reduction in compensation in FY 2003; and

WHEREAS, an emergency exists in the usual daily operation of the City, in that it is immediately necessary to pay the affected employees in order to remedy the existing compensation inequity, 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 the Appointing Authorities of the various departments are hereby authorized to pay the forty-four (44) MCP employees (as shown in the attachment) who suffered a reduction in compensation in FY 2003 a total of \$70,659.52 effective the first day of the pay period following passage of the ordinance.

SECTION 2. 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.