



Legislation Text

File #: 2640-2023, Version: 1

This ordinance amends the Management Compensation Plan, Ordinance No. 2713-2013, as amended, by updating the 2024 minimum wage in accordance with the Ohio Constitution; by enacting or amending various components of Paid Time Off; by amending language regarding the Tuition Reimbursement program; and by amending some health insurance deductible and co-payment amounts.

Emergency action is requested for this legislation in order to meet obligations to employees and departments by amending the established compensation plan by December 4, 2023.

To amend the Management Compensation Plan, Ordinance No. 2713-2013, as amended, by enacting, amending, or repealing portions of Sections 5(F), 7(E), 9(A), 10, 12, 14, 15, and 16, and to amend as necessary pronoun language and references to vacation throughout; and to declare an emergency.

WHEREAS, it is necessary to amend the Management Compensation Plan by amending the ordinance in all appropriate sections as necessary by replacing gender-specific pronoun language with gender-neutral pronoun language throughout; and

WHEREAS, it is necessary to amend the Management Compensation Plan by amending the ordinance in all appropriate sections as necessary by replacing references to “vacation” with “Paid Time Off” or “PTO” throughout; and

WHEREAS, it is necessary to amend the Management Compensation Plan by amending Section 5(F) to increase the minimum wage to \$10.45 per hour effective January 1, 2024 in accordance with the Ohio Constitution; and

WHEREAS, it is necessary to amend the Management Compensation Plan by amending Section 7(E) to increase the maximum tuition reimbursement for undergraduate programs as well as amending other components of the Tuition Reimbursement program; and

WHEREAS, it is necessary to amend the Management Compensation Plan by amending Section 9(A) to add the holiday of Indigenous People's Day in 2024 and to remove the employee birthday holiday in 2024; and

WHEREAS, it is necessary to amend the Management Compensation Plan by amending Section 10(F) to remove the Personal Business Day beginning in 2024; and

WHEREAS, it is necessary to amend the Management Compensation Plan by amending Section 12(B) to increase PTO (formerly Vacation) accrual amounts beginning in 2024 and to make other associated changes or updates to the PTO program as appropriate in Section 12; and

WHEREAS, it is necessary to amend the Management Compensation Plan by amending Section 14 to modify usage procedures and other components of Sick Leave; and

WHEREAS, it is necessary to amend the Management Compensation Plan by amending Section 15(A) to change components of the Disability Leave program; and

WHEREAS, it is necessary to amend the Management Compensation Plan by amending Section 16 to update costs and language where necessary; and

WHEREAS, an emergency exists in the usual daily operation of the Department of Human Resources in that it is immediately necessary to amend certain provisions of the Management Compensation Plan in order to meet obligations to employees and departments by amending the established compensation plan by December 4, 2023, thereby preserving the public peace, property, health, and safety, **NOW, THEREFORE**,

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

SECTION 1. That Sections 5(F), 7(E), 9(A), 10, 12, 14, 15, and 16 of Ordinance No. 2713-2013 are hereby amended to read as follows according to the attached document:

Ord 2640-2023 Amending Ord 2713-2013 Sections 5, 7, 9, 10, 12, 14, 15, 16 - 120423

SECTION 2. That existing Sections 5(F), 7(E), 9(A), 10, 12, 14, 15, and 16 of Ordinance No. 2713-2013, as amended, are hereby repealed.

SECTION 3. That for reasons stated in the preamble hereto, which is hereby made a part hereof, this ordinance is declared to be an emergency measure and the remaining sections of this ordinance shall take effect and be in force from and after its passage and approval by the Mayor, or ten days after passage if the Mayor neither approves nor vetoes the same.