

ARTICLE 26 - WAGE AND COMPENSATION PLAN

Section 26.1. General Pay Plan.

(A) Pay Ranges and Rates of Pay.

- (1) Effective at the beginning of the pay period which includes April 1, 2008, the following pay ranges and hourly rates of pay are hereby established as the "General Pay Plan" of this Contract. These pay ranges and hourly rates of pay shall be applied to the several classes of positions as set forth in Appendix A.

3%

Pay Range	STEPS						
	A	0	1	2	3	4	5
5	\$9.82	\$10.12	\$10.71	\$11.32	\$11.93	\$12.54	\$13.11
6	\$11.04	\$11.39	\$12.00	\$12.59	\$13.19	\$13.80	\$14.41
7	\$11.25	\$11.60	\$12.17	\$12.79	\$13.39	\$14.00	\$14.58
8	\$11.46	\$11.81	\$12.41	\$12.98	\$13.62	\$14.20	\$14.80
9	\$11.63	\$12.00	\$12.59	\$13.20	\$13.81	\$14.42	\$15.01
10	\$11.88	\$12.25	\$12.85	\$13.44	\$14.03	\$14.64	\$15.23
11	\$12.09	\$12.47	\$13.08	\$13.69	\$14.29	\$14.92	\$15.49
12	\$12.36	\$12.75	\$13.35	\$13.94	\$14.53	\$15.12	\$15.74
13	\$12.95	\$13.35	\$13.94	\$14.54	\$15.15	\$15.76	\$16.38
14	\$13.23	\$13.64	\$14.23	\$14.84	\$15.44	\$16.05	\$16.57
15	\$13.51	\$13.94	\$14.53	\$15.12	\$15.74	\$16.36	\$16.92
16	\$13.85	\$14.28	\$14.90	\$15.48	\$16.09	\$16.67	\$17.33
17	\$14.18	\$14.63	\$15.20	\$15.82	\$16.43	\$17.02	\$17.58
18	\$15.14	\$15.59	\$16.17	\$16.84	\$17.42	\$18.01	\$18.59
19	\$15.56	\$16.06	\$16.64	\$17.19	\$17.87	\$18.46	\$19.06
20	\$15.94	\$16.44	\$17.03	\$17.62	\$18.18	\$18.79	\$19.39
21	\$16.34	\$16.85	\$17.43	\$18.04	\$18.62	\$19.20	\$19.82
22	\$16.58	\$17.09	\$17.71	\$18.31	\$18.96	\$19.53	\$20.14
23	\$17.00	\$17.53	\$18.14	\$18.73	\$19.33	\$19.94	\$20.56
24	\$17.48	\$18.01	\$18.59	\$19.19	\$19.80	\$20.39	\$20.98
25	\$18.00	\$18.55	\$19.13	\$19.75	\$20.32	\$20.94	\$21.52
26	\$18.51	\$19.09	\$19.66	\$20.27	\$20.88	\$21.47	\$22.03
27	\$19.01	\$19.59	\$20.18	\$20.78	\$21.37	\$21.96	\$22.55
28	\$19.52	\$20.13	\$20.71	\$21.32	\$21.92	\$22.52	\$23.13
29	\$20.03	\$20.65	\$21.25	\$21.86	\$22.46	\$23.05	\$23.65
30	\$20.59 - \$23.68	\$21.23 - \$24.41	\$21.84 - \$25.12	\$22.41 - \$25.78	\$23.02 - \$26.44	\$23.60 - \$27.13	\$24.17 - \$27.78
31	\$23.51 - \$24.66	\$24.25 - \$25.42	\$24.83 - \$26.12	\$25.43 - \$26.77	\$26.05 - \$27.46	\$26.68 - \$28.10	\$27.26 - \$28.78
32	\$25.05 - \$26.31	\$25.81 - \$27.12	\$26.42 - \$27.79	\$27.05 - \$28.49	\$27.68 - \$29.19	\$28.30 - \$29.85	\$28.91 - \$30.52
33	\$26.06 - \$27.37	\$26.86 - \$28.22	\$27.48 - \$28.91	\$28.10 - \$29.63	\$28.76 - \$30.34	\$29.42 - \$31.03	\$30.03 - \$31.69
34	\$27.10 - \$28.43	\$27.93 - \$29.31	\$28.58 - \$30.02	\$29.20 - \$30.75	\$29.85 - \$31.45	\$30.49 - \$32.17	\$31.13 - \$32.88

- (2) Effective at the beginning of the pay period which includes April 1, 2009, the following pay ranges and hourly rates of pay are hereby established as the "General Pay Plan" of this Contract. These pay ranges and hourly rates of pay shall be applied to the several classes of positions as set forth in Appendix A.

3%

Pay Range	STEPS						
	A	0	1	2	3	4	5
5	\$10.11	\$10.42	\$11.03	\$11.66	\$12.29	\$12.92	\$13.50
6	\$11.37	\$11.73	\$12.36	\$12.97	\$13.59	\$14.21	\$14.84
7	\$11.59	\$11.95	\$12.54	\$13.17	\$13.79	\$14.42	\$15.02
8	\$11.80	\$12.16	\$12.78	\$13.37	\$14.03	\$14.63	\$15.24
9	\$11.98	\$12.36	\$12.97	\$13.60	\$14.22	\$14.85	\$15.46
10	\$12.24	\$12.62	\$13.24	\$13.84	\$14.45	\$15.08	\$15.69
11	\$12.45	\$12.84	\$13.47	\$14.10	\$14.72	\$15.37	\$15.95
12	\$12.73	\$13.13	\$13.75	\$14.36	\$14.97	\$15.57	\$16.21
13	\$13.34	\$13.75	\$14.36	\$14.98	\$15.60	\$16.23	\$16.87
14	\$13.63	\$14.05	\$14.66	\$15.29	\$15.90	\$16.53	\$17.07
15	\$13.92	\$14.36	\$14.97	\$15.57	\$16.21	\$16.85	\$17.43
16	\$14.27	\$14.71	\$15.35	\$15.94	\$16.57	\$17.17	\$17.85
17	\$14.61	\$15.07	\$15.66	\$16.29	\$16.92	\$17.53	\$18.11
18	\$15.59	\$16.06	\$16.66	\$17.35	\$17.94	\$18.55	\$19.15
19	\$16.03	\$16.54	\$17.14	\$17.71	\$18.41	\$19.01	\$19.63
20	\$16.42	\$16.93	\$17.54	\$18.15	\$18.73	\$19.35	\$19.97
21	\$16.83	\$17.36	\$17.95	\$18.58	\$19.18	\$19.78	\$20.41
22	\$17.08	\$17.60	\$18.24	\$18.86	\$19.53	\$20.12	\$20.74
23	\$17.51	\$18.06	\$18.68	\$19.29	\$19.91	\$20.54	\$21.18
24	\$18.00	\$18.55	\$19.15	\$19.77	\$20.39	\$21.00	\$21.61
25	\$18.54	\$19.11	\$19.70	\$20.34	\$20.93	\$21.57	\$22.17
26	\$19.07	\$19.66	\$20.25	\$20.88	\$21.51	\$22.11	\$22.69
27	\$19.58	\$20.18	\$20.79	\$21.40	\$22.01	\$22.62	\$23.23
28	\$20.11	\$20.73	\$21.33	\$21.96	\$22.58	\$23.20	\$23.82
29	\$20.63	\$21.27	\$21.89	\$22.52	\$23.13	\$23.74	\$24.36
30	\$21.21 - \$24.39	\$21.87 - \$25.14	\$22.50 - \$25.87	\$23.08 - \$26.55	\$23.71 - \$27.23	\$24.31 - \$27.94	\$24.90 - \$28.61
31	\$24.22 - \$25.40	\$24.98 - \$26.18	\$25.57 - \$26.90	\$26.19 - \$27.57	\$26.83 - \$28.28	\$27.48 - \$28.94	\$28.08 - \$29.64
32	\$25.80 - \$27.10	\$26.58 - \$27.93	\$27.21 - \$28.62	\$27.86 - \$29.34	\$28.51 - \$30.07	\$29.15 - \$30.75	\$29.78 - \$31.44
33	\$26.84 - \$28.19	\$27.67 - \$29.07	\$28.30 - \$29.78	\$28.94 - \$30.52	\$29.62 - \$31.25	\$30.30 - \$31.96	\$30.93 - \$32.64
34	\$27.91 - \$29.28	\$28.77 - \$30.19	\$29.44 - \$30.92	\$30.08 - \$31.67	\$30.75 - \$32.39	\$31.40 - \$33.14	\$32.06 - \$33.87

- (3) Effective at the beginning of the pay period which includes April 1, 2010, the following pay ranges and hourly rates of pay are hereby established as the "General Pay Plan" of this Contract. These pay ranges and hourly rates of pay shall be applied to the several classes of positions as set forth in Appendix A.

3%

Pay Range	STEPS						
	A	0	1	2	3	4	5
5	\$10.41	\$10.73	\$11.36	\$12.01	\$12.66	\$13.31	\$13.91
6	\$11.71	\$12.08	\$12.73	\$13.36	\$14.00	\$14.64	\$15.29
7	\$11.94	\$12.31	\$12.92	\$13.57	\$14.20	\$14.85	\$15.47
8	\$12.15	\$12.52	\$13.16	\$13.77	\$14.45	\$15.07	\$15.70
9	\$12.34	\$12.73	\$13.36	\$14.01	\$14.65	\$15.30	\$15.92
10	\$12.61	\$13.00	\$13.64	\$14.26	\$14.88	\$15.53	\$16.16
11	\$12.82	\$13.23	\$13.87	\$14.52	\$15.16	\$15.83	\$16.43
12	\$13.11	\$13.52	\$14.16	\$14.79	\$15.42	\$16.04	\$16.70
13	\$13.74	\$14.16	\$14.79	\$15.43	\$16.07	\$16.72	\$17.38
14	\$14.04	\$14.47	\$15.10	\$15.75	\$16.38	\$17.03	\$17.58
15	\$14.34	\$14.79	\$15.42	\$16.04	\$16.70	\$17.36	\$17.95
16	\$14.70	\$15.15	\$15.81	\$16.42	\$17.07	\$17.69	\$18.39
17	\$15.05	\$15.52	\$16.13	\$16.78	\$17.43	\$18.06	\$18.65
18	\$16.06	\$16.54	\$17.16	\$17.87	\$18.48	\$19.11	\$19.72
19	\$16.51	\$17.04	\$17.65	\$18.24	\$18.96	\$19.58	\$20.22
20	\$16.91	\$17.44	\$18.07	\$18.69	\$19.29	\$19.93	\$20.57
21	\$17.33	\$17.88	\$18.49	\$19.14	\$19.76	\$20.37	\$21.02
22	\$17.59	\$18.13	\$18.79	\$19.43	\$20.12	\$20.72	\$21.36
23	\$18.04	\$18.60	\$19.24	\$19.87	\$20.51	\$21.16	\$21.82
24	\$18.54	\$19.11	\$19.72	\$20.36	\$21.00	\$21.63	\$22.26
25	\$19.10	\$19.68	\$20.29	\$20.95	\$21.56	\$22.22	\$22.84
26	\$19.64	\$20.25	\$20.86	\$21.51	\$22.16	\$22.77	\$23.37
27	\$20.17	\$20.79	\$21.41	\$22.04	\$22.67	\$23.30	\$23.93
28	\$20.71	\$21.35	\$21.97	\$22.62	\$23.26	\$23.90	\$24.53
29	\$21.25	\$21.91	\$22.55	\$23.20	\$23.82	\$24.45	\$25.09
30	\$21.85 - \$25.12	\$22.53 - \$25.89	\$23.18 - \$26.65	\$23.77 - \$27.35	\$24.42 - \$28.05	\$25.04 - \$28.78	\$25.65 - \$29.47
31	\$24.95 - \$26.16	\$25.73 - \$26.97	\$26.34 - \$27.71	\$26.98 - \$28.40	\$27.63 - \$29.13	\$28.30 - \$29.81	\$28.92 - \$30.53
32	\$26.57 - \$27.91	\$27.38 - \$28.77	\$28.03 - \$29.48	\$28.70 - \$30.22	\$29.37 - \$30.97	\$30.02 - \$31.67	\$30.67 - \$32.33
33	\$27.65 - \$29.04	\$28.50 - \$29.94	\$29.15 - \$30.67	\$29.81 - \$31.44	\$30.51 - \$32.19	\$31.21 - \$32.92	\$31.86 - \$33.62
34	\$28.75 - \$30.16	\$29.63 - \$31.10	\$30.32 - \$31.85	\$30.98 - \$32.62	\$31.67 - \$33.36	\$32.34 - \$34.13	\$33.02 - \$34.83

(B) The pay plan shall be applied in the following manner:

- (1) All employees will be paid at Step 0 during their first year of continuous service. Except as otherwise described in Section 26.3(B), any employee initially hired after June 5, 2005 shall be paid in Step A.
- (2) Upon completion of each year of continuous service all employees will advance one step in their respective pay range until they reach Step 5.
- (3) At no time will an employee be paid higher than the maximum hourly rate of any step.

(C) Each year of continuous service shall be based upon an employee's continuous service as defined in Article 2. Solely for purposes of Section 26.1(A) and 26.1(B) of this Contract, a part-time employee will be deemed to have completed one (1) year of continuous service when he/she has accumulated more than 2,080 hours

in paid status with no separation from City employment.

- (D) Employees shall qualify for the step increases provided for under this Section 26.1 on the first day of the pay period following completion of each required period of continuous service.

Section 26.2. Contributions to the Public Employees Retirement System of Ohio.

- (A) 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.
- (B) For full-time employees, that portion of an employee's contribution made to the Ohio Public Employees Retirement System equal to ten percent (10%) 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 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.
- (C) For part-time employees, that portion of an employee's contribution made to the Ohio Public Employees Retirement System equal to six percent (6%) 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 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.
- (D) 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.
- (E) The City hereby declares that the sum paid hereunder by the City on behalf of an employee, in Paragraphs (B) and (C), 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 Ohio Public Employees Retirement System, 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.
- (F) 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.

Section 26.3. Administration of Pay Plan.

- (A) Pay Rates. All employees in the bargaining unit shall be granted a three percent (3%) pay increase effective at the beginning of the pay period which includes April 1, 2008; a three percent (3%) increase effective at the beginning of the pay period which includes April 1, 2009; and a three percent (3%) increase effective at the beginning of the pay period which includes April 1, 2010. The hourly rate of pay of each employee of the City shall be at the sole pay rate for employees whose classes are assigned to Pay Range 29 or below. Employees whose classes are assigned to Pay Range 30 or above shall be paid as provided herein,

or at an hourly rate authorized for that pay range as provided in Subsection (B), (C), and (D) below. Changes in pay made to any rate in Pay Range 30 and above shall be effective at the beginning of the next pay period following written notice by the Appointing Authority to the Civil Service Commission. Except as set forth in this Article, the City will not unilaterally change an employee's Pay Range.

- (B) New Hiring Rate. The hiring rate for a class shall be at the lowest pay rate in the range except as otherwise provided herein. Wherein a multiple pay range is established for a classification, the Appointing Authority will designate the range at which the employee shall be paid. Any employee in Citywide classifications as indicated in Appendix A shall be paid in Step A at the time of hire. Any employee in Health Department specific classifications as indicated in Appendix A shall be paid in Step 0 at the time of hire.
- (C) Demotion. Whenever an employee is reduced from his/her class to a class which is assigned more than one pay range or more than one pay rate, the Appointing Authority shall have the sole discretion as to which range or rate the employee is entitled to be paid within the new class.
- (D) Local 2191 Merit Increases. The City shall continue a merit pay review system for bargaining unit employees assigned to classifications with variable pay ranges and/or pay ranges 30 and above. Each employee shall be evaluated once every two (2) years (provided the conditions set forth below are met) based on the employee's classification seniority date. If an employee meets or exceeds the requirements of the merit pay review system, the Appointing Authority or designee may approve a merit pay increase for him/her. If an employee has reached the highest step of the highest pay range(s) assigned to his/her classification, and otherwise qualifies for a merit increase, the Appointing Authority or designee may give that employee a merit bonus of one hundred fifty dollars (\$150), less taxes and appropriate deductions. For those employees whose seniority date falls on or after July 1, 2008, the merit bonus increases to two hundred dollars (\$200). If an employee is denied a merit pay increase, the employee shall be provided the reason(s) for such denial in writing. A merit increase will not be denied solely on the basis of a lack of funding.

Any employee hired after June 1, 2003 will be eligible for merit consideration after successful progression through Step 5.

For those employees whose classification seniority date falls on or after July 1, 2008, any applicable merit increase must be given no later than the first day of the first pay period following the ninetieth (90th) day after the employee's classification seniority date. Any merit increase processed after that date will be retroactive to said date.

- (E) Additional Compensation or Benefits. Except as provided in Section 26.7 of this Contract, no employee shall receive, and the City Treasurer shall not draw any checks or any additional compensation in any form, sick and injury leave, vacation, insurance coverage and any and all other benefits and privileges, for any employee who substitutes or acts for another in the position of another, other than the position to which he/she was appointed pursuant to the Ohio Constitution, City Charter provisions, and the rules and regulations of the Civil Service Commission. No Appointing Authority shall appoint any person or submit any personnel action form contrary to said constitution, charter, rules and regulations, and the provisions of this Contract.

- (F) Payroll Deductions. Payroll deductions shall be governed first by the ability of the City Auditor's payroll system to handle them, and secondly, upon a determination by the City of the type of payroll deductions which are to be offered to employees and also based upon which ones will benefit the largest number of employees. Deductions or withholdings, except where demanded or required by law, must be agreed to in writing by the employee with the specific reason stated in writing and filed with the Appointing Authority.

- (G) Board of Health Authorization Required. Neither the Civil Service Commission nor the City Auditor shall approve and/or pay any pay rate based on the assignment of any class to a pay range not specifically authorized by Board of Health, except as provided in Article 26.7.

Section 26.4. Report-In Pay.

When any full-time employee reports for work in his/her regular shift and has not received written notification from the Appointing Authority or his/her designee by the previous workday not to report, he/she shall be assigned at least three (3) hours of work at any available job, or in the event that no work is available, he/she shall be paid three (3) hours straight-time at his/her regular hourly rate and released from duty no more than thirty (30) minutes after the report-in time. All written notices not to report shall be countersigned by the employee affected. Where written notice is provided, the written notice may direct employees not to report to work for multiple work days. This Section 26.4 shall not apply in hazardous weather conditions as set forth in Section 30.11.

Section 26.5. Call-Back Pay.

A call-back is defined as an unscheduled work assignment which does not immediately precede or follow an employee's scheduled work hours (this provision, for example, does not apply to a pre-scheduled early call-in or in cases of overtime authorized as an extension of a regular shift). In any situation where notification of the overtime is given prior to the end of a scheduled shift, call-back pay shall not apply. When any full-time employee is required by the Appointing Authority or his/her designee to report to work after he/she has been relieved of duty upon the completion of the employee's regular schedule and he/she does so report, he/she shall be paid for a minimum of four (4) hours at time and one-half his regular hourly rate, except that if the call-back occurs on the second regular day off and the employee is eligible for double time, he/she shall be paid at the double time rate for a minimum of four (4) hours. If the call-back occurs within two (2) hours of the start of the employee's regular shift, he/she shall be paid a minimum of two (2) hours at time and one-half his/her regular hourly rate. If an employee is called back to work, he/she will be paid from the time he/she leaves his/her home until the time he/she is released from duty, subject to the above stated provisions. This provision does not apply in cases of overtime authorized as an extension of a regular shift.

Section 26.6. Working Out of Classification Pay.

Employees in full-time non-seasonal job classifications who are temporarily assigned to a classification with a higher wage rate, will be paid four percent (4%) above the employee's current rate for each hour worked in the higher class upon completing four (4) consecutive hours in the higher class in a workday. Working out of class assignments are not to be used in lieu of seeking approval for filling a vacant position, nor for the sole purpose of paying an employee at a higher class in circumvention of the requirements set forth by the Civil Service Commission.

Section 26.7. Service Credit.

A service credit payment shall be paid during December of each year to those full-time employees of the City, who are in active service, paid status or authorized leave without pay as of November 30 of each calendar year. The computation of the total years of continuous service as set forth in the following schedule shall be based upon paid status as a full-time employee as of

November 30 of the appropriate calendar year. For the sole purpose of determining service credit in this Section 26.9, the years of continuous service in the schedule below shall include military leave without pay, leave without pay due to a City injury when the employee is receiving payments in lieu of wages from the Ohio Bureau of Workers' Compensation, and other administrative leave without pay as authorized by the Appointing Authority for activities connected with City employee relations. No service credit shall be allowed or paid to any employee for time lost for any other leave without pay or time lost as a result of disciplinary action.

SERVICE CREDIT PAYMENT SCHEDULE

More than 5 years of continuous service	\$550
More than 8 years of continuous service	\$650
More than 14 years of continuous service	\$750
More than 20 years of continuous service	\$850
More than 25 years of continuous service	\$950

Section 26.8. On-Call Pay.

Employees in any classification may need to be placed in an on-call pay status to provide coverage for certain operational needs. Employees placed in on-call status shall not be subject to the provisions of Section 26.4 and 26.5. On-call pay shall be paid as follows:

- (A) For being available for an on-call period at \$1.85 per hour.
- (B) If called out for the performance of duties, the on-call employee shall be paid for on-call availability for that on-call period plus the employee's regular hourly rate for travel and duty time. Employees who work over forty (40) hours per week will be paid in accordance with Article 16 of this Contract.
- (C) If an employee who is on-call duty receives telephone calls directly related to work issues, the employee shall be paid for such time, provided the calls, in aggregate, extend beyond one quarter (1/4) of one (1) hour.
- (D) Employees shall not be eligible for on-call pay unless specifically directed by their supervisor.

Section 26.9. Pay Review Committee.

The City and Union agree to recognize the existing Pay Review Committee, comprised of City and Union members, to review pay range inequities resulting in difficulties in recruiting or retaining employees or resulting from classification action taken by the Civil Service Commission. Other inequities may be considered as determined by a consensus of the Committee members or by the Director of the Department of Human Resources.

Section 26.10. Perfect Attendance.

Each employee who has perfect attendance for a full quarter of a payroll year shall receive one hundred dollars (\$100.00) incentive payment for that quarter less taxes and appropriate deductions. Any vacation leave that must be taken or forfeited in accordance with Section 19.3, will not be considered as leave time off when determining perfect attendance for that quarter. Any vacation leave donated in accordance with the Time Donation Program set forth in Article 33 will not be considered as leave time off when determining perfect attendance for that quarter.