

ADJUSTING THE PAY RATES FOR CERTAIN CITY OF MASON EMPLOYEES

WHEREAS, Section 165.21 of the Mason Codified Ordinances provides that the statutorily required employee contributions of the City of Mason Department Heads to the Ohio Public Employees Retirement System or the Ohio Police & Fire Pension system shall be withheld from the gross pay of such individuals and shall be picked up by the City of Mason in lieu of contributions by these employees; and

WHEREAS, any proposed changes to the Ohio Public Employees Retirement System or the Ohio Police & Fire Pension system which would prohibit the City from making this employee contribution pick up could be detrimental to the City; and

WHEREAS, in order to attract and secure certain Department Head positions, the City implemented the employee pick-up option; and

WHEREAS, Department Heads have foregone merit increases since 2009; and

WHEREAS, it is the desire of City Council to adjust the rates of compensation for certain City of Mason employees in order to offset the potential pick up prohibition; and

WHEREAS, the City would actually save money by maintaining the current pick-up program instead of adjusting base pay rates.

NOW, THEREFORE, BE IT ORDAINED by the Council of the City of Mason, Ohio, seven members elected thereto concurring:

Section 1. That in the event that changes are made in such a way as to prohibit the City of Mason from making the Ohio Public Employees Retirement System or Ohio Police & Fire Pension System employee contribution pick up, the base pay rates for all City of Mason Department Heads and Assistant City Manager shall be increased in a manner as established by the City Manager, with full implementation to be completed within one year from the effective date of any proposed change.

Section 2. It is the intent of Council in making this change that the base compensation of the City of Mason Department Heads and Assistant City Manager, as of the time of the effective date of any proposed changes that would prohibit the City from picking up the employee contribution to the Ohio Public Employees Retirement System or the Ohio Police & Fire Pension System, shall ultimately be increased by an amount as determined by the City Manager to offset the loss of the pick-up program.

Section 3. Council acknowledges that the City of Mason currently picks up the employee contribution to the Ohio Public Employees Retirement System for the City Manager pursuant to an employment agreement. In the event that changes are made in such a way as to prohibit the City of Mason from making the employee contribution to the Ohio Public Employees Retirement System for the City Manager, Council amends said employment

agreement in such a manner so as to increase the compensation of the City Manager in order to offset the loss of the pick-up provisions.

Section 4. The compensation changes outlined in this Ordinance shall be effective only if there is a change that would prohibit the City of Mason from picking up the employee contribution to the Ohio Public Employees Retirement System or the Ohio Police & Fire Pension System.

Section 5. Until such time as any proposed changes become effective, the provisions of Section 165.21 of the Mason Codified Ordinances shall remain in effect.

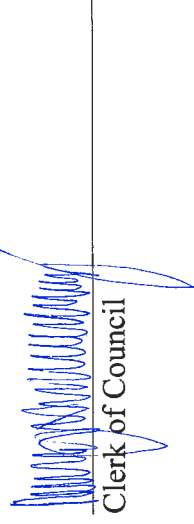
Section 6. That this Ordinance shall take effect and be in force from and after the earliest period allowed by law.

Passed this 14th day of November, 2011.



Mayor

Attest:


Clerk of Council

9/20/11
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