

RESOLUTION NO. 5032

RELATIVE TO THE ADOPTION OF THE 2010 BUDGET AND APPROPRIATION OF FUNDS FOR 2010

WHEREAS, The Board of Park Commissioners of the Columbus and Franklin County Metropolitan Park District has reviewed the estimated receipts and projected expenditures of the Park District for the period January 1, 2010 through December 31, 2010; and

WHEREAS, It is necessary that this Park Board adopt a budget and appropriate funds before funds can be disbursed in 2010; Now, Therefore,

BE IT RESOLVED, That this Board hereby adopts the following budget for 2010 for Funds 27, 29, and 30 and appropriates the amounts listed below to the various funds, and that the amounts are maximum allowable expenditures during 2010 and may be expended only as cash receipts are available;


Personnel	\$10,983,500
Non-Personnel	\$5,050,000
Inter Fund Transfer to Fund 29	\$10,000,000
FUND 270000 Appropriation	\$26,033,500
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FUND 290000 Appropriation	\$24,390,000
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Personnel	\$824,900
Non-Personnel	\$337,550
FUND 300000 Appropriation	\$1,162,450

Now, Therefore,

BE IT FURTHER RESOLVED, That this Board acknowledges that the Metro Parks staff will determine the amount of 2009 encumbrances to be carried forward as of December 31, 2009, and that the appropriation for these will be established automatically by law, thus are not included in this resolution.

Adopted this 2nd day of December 2009.

BOARD OF PARK COMMISSIONERS
Columbus and Franklin County
Metropolitan Park District


Chair

Attest:





Executive Director

RESOLUTION NO. 5033

HONORING CAROL W. BURCHFIELD

WHEREAS, Carol W. Burchfield was hired by the Columbus and Franklin County Metropolitan Park District on May 24, 1991 as Assistant Director of Human Resources, a position that was later renamed Human Resources Director; and

WHEREAS, Carol W. Burchfield has chosen to retire on December 31, 2009, after eighteen years of dedicated service and commitment to Metro Parks; and

WHEREAS, Ms. Burchfield's energy and talents as a Human Resources Director have contributed significantly to the development and maintenance of Metro Parks and have left a legacy for the enjoyment of countless park visitors; and

WHEREAS, Ms. Burchfield has been involved in hiring most of the current employees of Metro Parks and Metro Parks has an outstanding work force that is a testament to Ms. Burchfield's excellent skills at selecting candidates; and

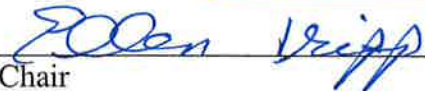
WHEREAS, Ms. Burchfield has significantly improved the human resources policies and procedures for Metro Parks and provided countless hours guiding and mentoring employees; and

WHEREAS, Ms. Burchfield contributed significantly to Metro Parks reputation and success as leader in the fields of parks and conservation through her diligence and dedication to the mission; Now, Therefore,

BE IT RESOLVED, that this Board of Park Commissioners does hereby recognize the work and contributions of Carol W. Burchfield, and seeks to honor and pay tribute to her distinguished service to the Columbus and Franklin County Metro Parks and to the citizens of Central Ohio.

Adopted this 2nd day of December 2009.

Board of Park Commissioners
Columbus and Franklin County
Metropolitan Park District


Chair

Attest:


Executive Director



RESOLUTION NO. 5034

ESTABLISHING JOB CLASSIFICATIONS AND THE GENERAL PAY PLAN AND BENEFITS

WHEREAS, It is the intent of the Board of Park Commissioners of the Columbus and Franklin County Metropolitan Park District to establish wages for its employees consistent with the services required, and comparable to those paid in other public agencies, private industry, and professions where similar ability and knowledge are demanded; and

WHEREAS, It is believed that a position classification plan and general pay plan can best accomplish the desired result; Now, Therefore,

BE IT RESOLVED, That Metro Parks Job Classifications and General Pay Plan and Benefits are updated as follows:

SECTION I. POSITION TITLES: The following position titles are hereby established and defined by specifications, copies of which shall be part of the position classification plan:

Range No. Hourly Positions

- 1 Part-time Golf Course/Maintenance Laborer, Part-time Starter
- 2 Part-time Nature Center Attendant, Part-time Pro Shop Assistant
- 3 Accounting Clerk, Customer Service Representative, Part-time Education Counselor, Park Technician 1, Part-time Gardener, Part-time Ranger, Part-time Secretary, Part-time Youth Camp/Head Counselor, Planning Assistant, Printer, Receptionist
- 4 Accounting Specialist, Interpretive Aide, Park Ranger, Park Technician 2, Part-time Land Management Coordinator, Pro Shop Coordinator/PGA Apprentice Trade Technician, Volunteer Coordinator
- 5 Desktop Publishing Specialist, Information Systems Technician

Range No. Salaried Positions

- 5 Aquatic Ecologist, Arborist, Assistant Golf Course Superintendent, Assistant Resource Manager, Education Administrator, Executive Assistant, Historical Farmer, Horticulturist, Hub Naturalist, Naturalist/Environmental Educator, Ranger/Operations Specialist, Safety, Environmental and Operational Specialist
- 6 Camp and Community Event Coordinator, Historical Farm Program Manager, Park Planner, Senior Naturalist/Senior Environmental Educator
- 7 Assistant Park Manager, Golf Course Superintendent, Landscape Architect, Manager - Education and Outreach Programs, Project Manager – Policy & Partnership Development
- 8 Accounting Manager, Chief Landscape Architect; Golf Course Manager/Professional, Information Systems Manager, Park Manager, Public Gardens Manager, Public Information Manager, Resource Manager, Roving Crew Supervisor
- 9 Manager Park Operations, Manager Strategic Planning & Land Acquisition

SECTION II. PAY RANGES: The following pay ranges are hereby established as the "General Pay Plan" and are to be applied to the several classes of positions. The Executive Director, the Deputy Director, the Finance Director and the Human Resources Director serve at the discretion of the Board. The hourly rate for Urban Conservation High School Interns is \$8.50 and the hourly rate for Camp, Design & Visitor Services, Interpretive, Landscape Architect, Maintenance, Resource Management and Urban Conservation Coordinating Interns is \$10.00.

HOURLY POSITIONS

RANGE NO.	PERIOD	MINIMUM	MIDPOINT	MAXIMUM
1	HOURLY	\$8.39	\$10.50	\$12.61
2	HOURLY	\$10.47	\$13.08	\$15.70
3	HOURLY	\$12.73	\$15.92	\$19.11
4	HOURLY	\$16.18	\$20.23	\$24.30
5	HOURLY	\$16.83	\$21.03	\$25.25

SALARIED POSITIONS

RANGE NO.	PERIOD	MINIMUM	MIDPOINT	MAXIMUM
5	ANNUALIZED	\$35,006	\$43,742	\$52,520
6	ANNUALIZED	\$38,210	\$47,778	\$57,325
7	ANNUALIZED	\$43,659	\$54,579	\$65,541
8	ANNUALIZED	\$49,088	\$61,422	\$73,694
9	ANNUALIZED	\$57,450	\$71,822	\$86,174

SECTION III. COMPENSATION SCHEDULE FOR THE YEAR 2010

The aggregate pay increase for current employees is 2.7%. Merit increases, ranging from 1.5% - 3.5% are approved for eligible full-time employees based on performance up to the maximum rates established for their range. Eligible full-time employees who receive an outstanding appraisal evaluation will receive a \$1,000 bonus.

Full-time employees will receive any merit increases they may be eligible for up to the maximum rate established for their position in the first full pay period of March 2010. Merit increases for full-time employees hired after March 1, 2009 will be pro-rated. A one-time lump sum of \$500 for an achieves expectations rating and \$1,000 for an outstanding rating on performance evaluations is approved for a limited number of full-time employees who are at the top of their range. This lump sum is approved to recognize performance of these individuals and to offset reductions in their take home pay level, in light of the increase in employee health care contributions.

A 2.5% general increase is approved for eligible part-time employees. Eligible part-time employees will receive any increases in the first full pay period of March 2010 in accordance with the following schedule until the maximum rate established for the position is reached:

- Part-time employees who started prior to September 1, 2009 will receive their increase in the first full pay period of March 2010.
- Part-time employees who started after August 31, 2009 will not receive a general increase during their first year of employment.

SECTION IV. ELIGIBILITY FOR SICK LEAVE, FAMILY AND MEDICAL LEAVE AND BEREAVEMENT

Metro Parks participates in the Franklin County Cooperative Health Benefits Program and purchases health and life benefits for covered employees. The Franklin County Cooperative Health Benefits Program will change the eligibility rules and extend health and life benefits to domestic partners of covered employees and their dependent child(ren) effective January 1, 2010.


The Franklin County Cooperative Health Benefits Program applies the same eligibility rules to all agencies that participate in the Cooperative. Employees of those agencies, including Metro Parks, who are eligible for benefits may enroll their domestic partner and their dependents effective January 1, 2010.

The same health and life benefits currently offered to spouses and dependent child(ren) of County and Metro Parks' employees will be offered to domestic partners and their dependent child(ren). This includes medical, prescription drug, behavioral health, dental, vision and life insurance.

Metro Parks' will add domestic partner to the sick leave, family and medical leave, and bereavement leave policies effective January 1, 2010. The same criteria outlined under the health plan and the affidavit affirming these criteria will be used to determine eligibility.

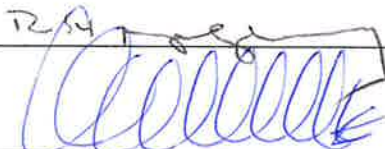
Adopted this 2nd day of December 2009.

BOARD OF PARK COMMISSIONERS
Columbus and Franklin County
Metropolitan Park District


Chair

Attest:


Executive Director



RESOLUTION NO. 5035

ESTABLISHING SALARIES OF DIRECTORS


WHEREAS, It is the policy of the Board of Park Commissioners to compensate its employees at wage scales comparable to those paid for similar service by other governmental agencies; Now, Therefore

BE IT RESOLVED, That this Board of Park Commissioners herewith sets the annualized salaries for the Directors, effective the first full pay period of March 2010, as follows:

Deputy Director	\$ <u>108,000</u>
Finance Director	\$ <u>89,500</u>
Human Resources Director	\$ <u>81,000</u>

Adopted this 2nd day of December 2009.

BOARD OF PARK COMMISSIONERS
Columbus and Franklin County
Metropolitan Park District

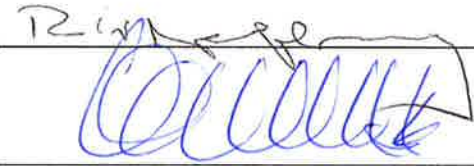


Chair

Attest:



Executive Director



RESOLUTION NO. 5036

ESTABLISHING SALARY OF EXECUTIVE DIRECTOR

WHEREAS, It is the policy of the Board of Park Commissioners to compensate its employees at wage scales comparable to those paid for similar service by other governmental agencies; And

WHEREAS, The Executive Director serves as Secretary to the Board of Park Commissioners; Now, Therefore,

BE IT RESOLVED, That this Board of Park Commissioners herewith sets the annualized salary effective the first full pay period of March 2010 for the Executive Director at \$ 151,100.

Approved this 2nd day of December 2009. BOARD OF PARK COMMISSIONERS
Columbus and Franklin County
Metropolitan Park District


Chair

Attest:



Chris Franzmann, Esq.

