

**Attachment to Ordinance #1162-2026
Amending Police Management Compensation Plan #2715-2013,
as amended**

Enact Section 7(J) to read as follows:

SECTION 7. SALARY ADMINISTRATION.

(J) Mutual Separation.

Upon the mutual agreement of an employee permanently assigned (non-interim) to the classification of Police Chief and the City to sever the employment relationship, the employee shall be paid a one-time, lump-sum payment of five hundred thousand dollars (\$500,000), less applicable withholdings. This payment is subject to the discretion of the Director of Public Safety and the approval of the Director of the Department of Human Resources. In order to be eligible for payment, the employee permanently assigned (non-interim) to the classification of Police Chief must have been employed in the classification for at least one (1) year, must be in good standing at the time of separation, must not be terminated for cause, and must not unilaterally elect to resign or retire.

This section shall expire on June 30, 2031, absent legislative action by City Council to extend the term of this section.

Amend Section 8(G) to read as follows:

SECTION 8. INSURANCE.

(G) Life Insurance.

Beginning June 1, 2026:

The City shall maintain term life insurance in the amount of one and a half times the employee's annual salary in effect at the time of death for all full-time employees less than sixty-five (65) years of age, not to exceed two hundred thousand dollars (\$200,000). **For an employee permanently assigned to the classification of Police Chief, the City shall maintain term life insurance in the amount of the employee's annual salary in effect at the time of death, regardless of the employee's age. With the exception of the Police Chief, f**Full-time employees, sixty-five (65) to seventy (70) years of age shall receive term life insurance in the amount of sixty-five percent (65%) of one and a half times the employee's annual salary in effect at the time of death not to exceed sixty-five thousand dollars

(\$65,000). **With the exception of the Police Chief, f**Full-time employees seventy (70) years of age and over shall receive term life insurance in the amount of thirty-nine percent (39%) of one and a half times the employee's annual salary in effect at the time of death not to exceed thirty-nine thousand dollars (\$39,000). Employees who have health insurance from other sources may elect to purchase life insurance coverage only, and shall pay a monthly premium of five dollars and fifty cents (\$5.50) for such life insurance coverage. Employees are eligible to purchase additional life insurance through a program established by the Department of Human Resources. Upon termination, employees would be eligible to continue life insurance coverage at the market rate at their own expense.

Following July 1, 2031:

The City shall maintain term life insurance in the amount of one and a half times the employee's annual salary in effect at the time of death for all full-time employees less than sixty-five (65) years of age, not to exceed two hundred thousand dollars (\$200,000). Full-time employees, sixty-five (65) to seventy (70) years of age shall receive term life insurance in the amount of sixty-five percent (65%) of one and a half times the employee's annual salary in effect at the time of death not to exceed sixty-five thousand dollars (\$65,000). Full-time employees seventy (70) years of age and over shall receive term life insurance in the amount of thirty-nine percent (39%) of one and a half times the employee's annual salary in effect at the time of death not to exceed thirty-nine thousand dollars (\$39,000). Employees who have health insurance from other sources may elect to purchase life insurance coverage only, and shall pay a monthly premium of five dollars and fifty cents (\$5.50) for such life insurance coverage. Employees are eligible to purchase additional life insurance through a program established by the Department of Human Resources. Upon termination, employees would be eligible to continue life insurance coverage at the market rate at their own expense.

Enact Section 14(C) to read as follows:

SECTION 14. SICK LEAVE WITH PAY.

(A) **Sick Leave Accrual.**

- (1) An employee shall accrue sick leave with pay of 4.616 hours for each completed pay period. No sick leave credit shall accrue for any such pay period in which such employee is off duty and not in paid status more than eight (8) hours of regularly scheduled work. Additionally, if an employee is separated from employment and owes the City sick leave, the employee shall be required to pay back to the City any sick leave taken that has not been earned. No unearned sick leave may be granted to any employee except as provided herein.

- (2) Sick leave pay shall be cumulative. Sick leave may be approved in multiples of one-tenth (1/10) of an hour.
- (3) No sick leave with pay shall accrue except for service as an employee of the City of Columbus, except that an employee who has been employed by the State of Ohio, or any political subdivision thereof, shall be credited with any certified, unused balance of accumulated sick leave earned in such service, provided employment with the City occurs within ten (10) years after leaving the employee's prior position. Such unused sick leave balance shall be subject to all provisions of this Section, with the exception that such unused sick leave shall not be eligible for payment as described in Subsection (C) herein, nor shall it be eligible for conversion as described in Subsection (D) herein.

(B) Use of Sick Leave.

- (1) Sick leave with pay shall be granted only for the following reasons:
 - (a) Sickness of the employee.
 - (b) Injury to the employee which is not subject to the provisions of Section 13, Injury Leave.
 - (c) Medical, dental, or optical consultation or treatment of the employee.
 - (d) Sickness of a member of the immediate family. Employees shall be granted not more than five (5) workdays in any calendar year for sickness in the immediate family. The Public Safety Director shall require a certificate of the attending physician before paying any employee under this Paragraph. In special cases where the Public Safety Director deems that more than five (5) workdays are necessary, the Director shall grant such leave.
 - (e) Quarantine of an employee because of exposure to a contagious disease. The Public Safety Director shall require a certificate of the attending physician before paying any employee under this Paragraph.
 - (f) Any employee scheduled to work on a holiday as designated in Section 9 of this Ordinance who reports sick shall be charged sick leave with pay for the number of hours that comprise the holiday.

- (g) In the event an employee uses all their injury leave time and is still unable to return to active duty, they may, with the approval of the Public Safety Director, use any paid leave to which they are entitled.
 - (h) In the event of death in the immediate family, each employee shall be entitled to up to five (5) workdays for a funeral service and/or interment.
 - (i) The immediate family shall include: spouse, domestic partner provided the terms of Ordinance No. 1077-2010, as amended, are met, son, daughter, brother, sister, parent, grandparent, grandchild, stepfather, stepmother, stepbrother, stepsister, stepson, stepdaughter, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandparent-in-law, half brother, and half sister and persons who stand in loco parentis. [Note: This definition does not apply to the Family and Medical Leave Act.]
- (2) Beginning with the seventh time and each time thereafter an employee is granted sick leave with pay in any calendar year, the first two (2) workdays of each such leave shall be without pay, except as follows:
 - (a) Such absence may, with the approval of the Public Safety Director, be charged to any other paid leave to which the employee is entitled.
 - (b) Intermittent periods of sick leave for the same illness or injury, certified to by the Public Safety Director as necessary, shall be counted as one absence if they occur during a period not to exceed thirty (30) days from the date the employee returns to work.
 - (c) Death in the immediate family.
- (3) The Chief of Police or the Public Safety Director may require evidence as to the adequacy of the reason for any employee's absence during the time for which sick leave is requested.
- (4) Sick leave with pay shall be charged at the rate of one-tenth (1/10) hour for each one-tenth (1/10) hour of regularly scheduled work from which an employee is absent, when sick leave is chargeable to such absence under the provisions of this Section 14.

- (5) Pregnancy-related disabilities shall be treated as any other non-work-related disability.
- (6) Any leave which is granted under this Section 14 for reasons permissible under an FMLA leave as provided in Section 15 shall be charged as an FMLA leave for recordkeeping purposes and shall count toward the twelve (12) week per year limitation for the length of an FMLA leave. The provisions of this Section permit the continuation of permitting an employee to take additional leave in appropriate circumstances to preserve their active employment status with the City.

(C) Police Chief Annual Sick Leave Reciprocity Payment.

- (1) During November of each year, the employee permanently assigned to the classification of Police Chief shall elect one of the following:**
 - (a) To be paid, at the employee's regular straight-time hourly rate in effect on the last day of the last payperiod of the year, for any unused sick leave hours awarded during the preceding payroll year, up to a maximum of ninety-six (96) hours, on a one-for-one basis; or**
 - (b) To carry over all unused sick leave hours to the next year as part of the employee's sick leave bank; or**
 - (c) To split on a 50/50 basis (rounded to the nearest 1/10 of an hour) the remaining annual entitlement with one-half (1/2) going to the employee's sick leave bank and one-half (1/2) being paid out in sick leave reciprocity.**
- (2) Any hours of sick leave taken during the payroll year shall be deducted from the maximum amount of annual sick leave reciprocity (i.e., 96 hours) prior to calculating the annual sick leave reciprocity payment.**
- (3) If the employee uses five (5) days or less of injury leave (regardless of the number of claims) during the year, this leave shall not be considered sick leave taken for computing sick leave reciprocity. If the employee uses more than five (5) days of injury leave, all injury leave used during the year will be considered hours of sick leave taken in computing sick leave reciprocity.**
- (4) An employee who fails to sign the payroll register making an**

election to carry over or receive payment, or split the employee's sick leave as outlined above shall maintain the same option as the employee elected the prior year.

(5) Sick Leave Reciprocity shall apply only to the employee permanently assigned to the classification of Police Chief.

(6) This Section 14(c) shall expire on June 30, 2031, absent legislative action by City Council to extend Section 14(C).

~~(C)~~**(D)** Payment Upon Separation or Death. An employee who is to be separated from the City service through discharge, resignation, retirement, or layoff, may, if they so desire, be paid in a lump sum (less applicable withholding and any amounts owed by the employee to the City) one (1) hour of pay for each six (6) hours of unused sick leave to their credit for total accruals up to and including 1,000 hours; one hour of pay for each three (3) hours of unused sick leave to their credit for all accruals in excess of 1,000 hours up to and including 2,000 hours; and one (1) hour of pay for each hour for all accruals in excess of 2,000 hours. Such payment shall be paid at the employee's hourly rate of pay at time of separation.

No reimbursement shall be made to any employee with less than one hundred ninety-two (192) hours accrued sick leave credit, except that, when an employee dies while in paid status, all unused sick leave to their credit shall be paid in a lump sum (less applicable withholding and any amounts owed by the employee to the City) to the surviving spouse or, secondarily, to the estate of the deceased, at the rates provided in this Subsection (C).

~~(D)~~**(E)** Conversion of Sick Leave. Each employee may during the month of January convert sick time to vacation time subject to the following conditions.

- (1) An employee must convert in eight (8) hour increments.
- (2) Each January an employee may convert no more than fifty-six (56) hours of sick time.
- (3) Sick time shall be converted at a rate of one (1) hour of sick time for one (1) hour of vacation time.
- (4) Once the sick time has been converted to vacation time it shall not be converted back to sick time.

~~(E)~~**(F)** All employees employed for at least one (1) year as of January 1 of each year, shall be entitled to the following sick leave incentive program:

employees who use no more than eight (8) hours of sick leave (other than for death in the immediate family) during the 26 pay periods (27 pay periods in payroll years with 27 pay periods), ending with the last day of the final pay period of the payroll year, shall have sixteen (16) hours of additional vacation leave credited to their vacation leave account in the first pay period starting in the month of February of the following year, subject to the maximum vacation accrual balances set forth in Subsection (D) of Section 12 of this Ordinance.