

**Attachment to Ordinance #0170-2022  
Amending Fire Management Compensation Plan (MCP) #2714-2013,  
as amended**

**Section 1.** To amend Ordinance No. 2714-2013, as amended, by amending Section 3 to read as follows:

**COBRA (Consolidated Omnibus Budget Recovery Act) – Requires group health continuation coverage to be offered to qualifying covered employees, their spouses, former spouses, and dependent children when group health coverage would otherwise be lost due to certain specific qualifying events as defined under COBRA. The premium and allowable administrative costs of COBRA continuation of group health coverage is at the expense of the employee or family member who elects such coverage.**

**Section 2.** To amend Ordinance No. 2714-2013, as amended, by amending Section 4(B)(1) to read as follows:

(B) Employee's Contribution to Pension Fund.

(1) ~~That portion of the employee's contribution to the Fund, 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. Any remaining portion of the employee's contribution shall continue to be paid by the employee, using the determined method of pension contribution.~~

~~The six percent (6%) rate stated herein will decrease to five percent (5%) effective the payperiod that includes May 15, 2014. The five percent (5%) rate stated herein will decrease to four percent (4%) effective the payperiod that includes May 15, 2015. The four percent (4%) rate stated herein will decrease to three percent (3%) effective the payperiod that includes May 15, 2016. The three percent (3%) rate stated herein will decrease to two percent (2%) effective the payperiod that includes May 15, 2017.~~

~~The two percent (2%) rate stated herein will decrease to one percent (1%) effective the payperiod that includes May 15, 2018. The one percent (1%) rate stated herein will decrease to zero percent (0%) effective the payperiod that includes May 15, 2019. Any remaining portion of the **The entire** employee contribution shall be paid by the employee.~~

**Section 3.** To amend Ordinance No. 2714-2013, as amended, by amending Section 7(A) to read as follows:

- (A) Clothing Maintenance Allowance.  
Employees shall be paid a clothing maintenance allowance of \$1,~~1750~~25 each calendar year to be paid in January of each year. A voucher system shall be established by the Division to replace required clothing that is worn or damaged.

**Section 4.** To amend Ordinance No. 2714-2013, as amended, by amending Section 13(E) to read as follows:

- (E) Paid Parental Leave (PPL). ~~Effective August 1, 2017,~~ Ffull-time City employees in classifications listed in Section 6 of this Ordinance, who meet the following criteria, are eligible for up to six (6) weeks of PPL.

**Section 5.** To amend Ordinance No. 2714-2013, as amended, by amending Section 13(F) to read as follows:

- (F) Paid Caregiver Leave (PCL). ~~Effective August 1, 2017 through August 1, 2019,~~ Ffull-time City employees in classifications listed in Section 6 of this Ordinance, who meet the following criteria, are eligible for up to four (4) weeks of PCL.

**Section 6.** To amend Ordinance No. 2714-2013, as amended, by amending Section 14(C)(5) to read as follows:

- (C) Other Vacation Leave Provisions.
  - (1) At the end of each vacation year, employees shall be paid for any vacation balances in excess of the maximums fixed by this section accruing after January 1, 1964, upon certification by the Director of Public Safety to the City Auditor and the Director of Human Resources that due to emergency work requirements, it is not in the best interests of the City to permit an employee to take vacation leave which would otherwise be forfeited as provided in Section 14(B)(2).
  - (2) An employee who experiences a break in continuous service as a result of discharge, resignation, retirement, or layoff and who has unused vacation leave to his/her credit, shall be paid in a lump sum for such unused vacation leave in lieu of granting such employee a vacation leave after his/her last day of service with the City. Such payment shall be paid at the employee's hourly rate of pay at time of separation. Such payment shall not exceed the maximum accrual of vacation hours set forth in Section 14(B)(2).

- (3) When an employee dies while in paid status, any unused vacation leave to his/her credit shall be paid in a lump sum to the surviving spouse, or to the estate of the deceased, if there is no surviving spouse. Such payment shall be paid at the employee's hourly rate of pay at time of death.
- (4) Vacation leave may be taken in increments of one (1) hour at the request of the employee with the approval of the Director of Public Safety.
- (5) No vacation accrual shall be allowed for any employee receiving injury leave benefits under Section 15 of this Ordinance.**

**Section 7.** To amend Ordinance No. 2714-2013, as amended, by amending Section 16(B) to read as follows:

- (B) Cumulation and Payment of Sick Leave. Sick leave with pay shall be cumulative and any employee having unused sick leave prior to the effective date of this Ordinance shall be credited with such unused sick leave for the purpose of this Ordinance.
  - (1) Reciprocity payment. Each January of each year, employees shall be paid for unused sick leave earned during the immediately preceding calendar year in accordance with the following schedule:
    - (a) Amount of Payment.
      - (1) Less than 500 hour bank: Any employee who, as of January 1, of each year, has a sick leave account of less than five hundred (500) hours shall not be paid for any unused sick leave earned during the immediately preceding calendar year and any such unused sick leave shall be added to his/her sick leave account.
      - (2) 500-750 hour bank: Any employee who, as of January 1 of each year, has a sick leave account of five hundred (500) to seven hundred fifty (750) hours shall first have any sick leave used in the immediately preceding calendar year deducted from the sick leave which he/she earned during that year and, as to any remaining unused sick leave from that year, he/she may elect to be paid for seventy-two (72) of those hours. Any unused sick

leave hours still remaining from that year shall be added to his/her sick leave account.

- (3) More than 750 hour bank: Any employee who, as of January 1 of each year, has a sick leave account of more than seven hundred fifty (750) hours shall first have any sick leave used in the immediately preceding calendar year deducted from the sick leave which he/she earned during that year and, as to any remaining unused sick leave from that year, he/she may elect to be paid for **up to one hundred sixty eight (168)** ~~one hundred twenty (120)~~ of those hours. Any unused sick leave hours still remaining from that year shall be added to his/her sick leave account.

- (4) HSA Contributions: An employee eligible for a reciprocity payment pursuant to subsections (2) and (3) above and who is eligible to make deductible contributions to a health savings account for the year may direct the City to contribute any portion of the reciprocity payment up to the limit for deductible contributions for the year to the employee's health savings account established pursuant to Section 9 of this Ordinance. The City shall establish reasonable written procedures to be used by employees who desire to direct reciprocity payments into their HSAs. The City shall deposit the employee's selected contribution into the employee's health savings account within the first quarter of each calendar year.**

- (b) Calculation of Payment. Any amounts to be paid under this Subsection (B) shall be paid at the rate of one hour pay (based on the 40 hour rate) for each hour of unused sick leave, in accordance with the pay schedules established in Section 3.

**Section 8.** To amend Ordinance No. 2714-2013, as amended, by amending Section 16(B)(4) and Section 16(B)(6) to read as follows:

- (B) Each employee shall be eligible for a reimbursement of all instructional and laboratory fees. The tuition reimbursement program shall be subject to the following conditions:
- (4) The Ohio Fire Academy **and/or the National Fire Academy**, and institutions offering approved correspondence courses are acceptable for purposes of this Section. Courses must be taken at accredited colleges, universities, technical and business institutes in the State of Ohio or at their established extension centers in the State of Ohio. Approval of institutions and courses shall be obtained from the Labor Relations Manager or designee no more than thirty (30) days or less than ten (10) days prior to the first day of the scheduled course(s). Seminars and conferences shall be ineligible for tuition reimbursement.
  - (6) Reimbursement for tuition will be made after an employee satisfactorily completes a course and presents an official certificate, or his/her grade report or its equivalent, a fee statement, and a receipt of payment or copy of the unpaid bill from the institution. **The employee must submit this documentation within four (4) weeks of the course completion, unless unable to do so through no fault of their own.**

**Section 9.** To amend Ordinance No. 2714-2013, as amended, by amending Section 19 to read as follows:

**SECTION 19. EMPLOYEE ALCOHOL AND DRUG TESTING.**

Employees will be required to comply with ~~annual~~ drug and alcohol ~~random~~ testing **as established** by the Director of Human Resources.

**Section 10.** To amend Ordinance No. 2714-2013, as amended, by amending Section 20 to read as follows:

**SECTION 20. PHYSICAL HEALTH AND FITNESS.**

Employees covered under this Ordinance will be required to comply with the standards set forth in the Physical Health and Fitness Policy implemented by the Department of Public Safety. Employees who obtain specified levels of physical health and fitness will be eligible for incentive pay, which is explained below as well as in the Physical Health and Fitness Policy. Employees who pass the Cardio Respiratory Endurance phase of the Physical Fitness Test (PFT), are rated as Level II or Level III in all other phases of the Physical Fitness Test (PFT), and are not in the Body Composition Program, will receive Incentive Pay as follows:

- 1) Employees rated at least Level II in each phase of the PFT will receive incentive pay of \$~~250~~50.00 per month.
- 2) Employees rated at least Level III in each phase of the PFT will receive incentive pay of \$~~50~~75.00 per month.
- 3) Employees are eligible to receive only the incentive pay set forth in either (1) or (2) above but not both.
- 4) **Employees may elect on an annual basis, on or before November 30 of each year, to deposit their incentive pay as a lump sum into their HSA/HDHP account, for the following year. An employee eligible for the incentive pay pursuant to subsections (1) or (2) above and who is eligible to make deductible contributions to a health savings account for the year may direct the City to contribute the lump sum incentive of \$600.00 for Level II or \$900.00 for Level III to the employee's health savings account established pursuant to Section 9. The City shall establish reasonable written procedures to be used by employees who desire to direct incentive payments into their HSAs. The City shall deposit the employee's selected contribution into the employee's health savings account within the first quarter of each calendar year.**

**Section 11.** That existing Sections 3, 4, 7, 13, 14, 16, 19 and 20 of Ordinance No. 2714-2013, as amended, are hereby repealed.

**Section 12.** For reasons stated in the preamble hereto, which is hereby made a part hereof, this ordinance is hereby declared to be an emergency measure and shall take effect and be in force from and after its passage and approval by the Mayor or ten (10) days after passage if the Mayor neither approves nor vetoes the same.