

**Attachment to Ordinance #0171-2022  
Amending Police Management Compensation Plan (MCP) #2715-2013,  
as amended**

**Section 1.** To amend Ordinance No. 2715-2013, as amended, by amending Section 3 to read as follows:

**COBRA (Consolidated Omnibus Budget Recovery Act) means requiring 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. 2715-2013, as amended, by amending Section 4(B) to read as follows:

(B) Employee's Contribution to Pension Fund.

- (1) ~~That portion of the employee's contribution to the Fund, equal to five and one-half percent (5.5%) 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 five and one-half percent (5.5%) rate stated herein will decrease to five percent (5%) effective the pay period that includes April 1, 2014. The five percent (5%) rate stated herein will decrease to four percent (4%) effective the pay period that includes April 1, 2015. The four percent (4%) rate stated herein will decrease to three percent (3%) effective the pay period that includes April 1, 2016. The three percent (3%) rate stated herein will decrease to two percent (2%) effective the pay period that includes April 1, 2017. The two percent (2%) rate stated herein will decrease to one percent (1%) effective the pay (period that includes April 1, 2018. The one percent (1%) rate stated herein will decrease to zero percent (0%) effective the pay period that includes April 1, 2019. Any remaining portion of the employee's contribution shall continue to be paid by the employee, using the determined method of pension contribution.~~ **The entire employee contribution shall be paid by the employee.**

**Section 3.** To amend Ordinance No. 2715-2013, as amended, by amending Section 9(A) to read as follows:

(A) Holidays. The following are designated as paid holidays for employees:

New Year's Day, January 1  
Martin Luther King Day, the third Monday in January  
Washington's Birthday, the third Monday in February  
**Peace Officers Memorial Day, May 15**  
Memorial Day, the last Monday in May  
Juneteenth, June 19  
Independence Day, July 4  
Labor Day, the first Monday in September  
Columbus Day, the second Monday in October  
Veteran's Day, November 11  
Thanksgiving Day, the fourth Thursday in November  
Christmas Day, December 25  
Employee's Birthday  
Any special holiday proclaimed by the Mayor

**Section 4.** To amend Ordinance No. 2715-2013, as amended, by amending Section 11(F) to read as follows:

(F) Paid Parental Leave (PPL). ~~Effective August 1, 2017,~~ **F**full-time City employees in classifications listed in Section 5 of this Ordinance, who meet the following criteria, are eligible for up to six (6) weeks of PPL.

**Section 5.** To amend Ordinance No. 2715-2013, as amended, by amending Section 11(G) to read as follows:

(G) Paid Caregiver Leave (PCL). ~~Effective August 1, 2017,~~ **F**full-time City employees in classifications listed in Section 5 of this Ordinance, who meet the following criteria, are eligible for up to four (4) weeks of PCL.

**Section 6.** To amend Ordinance No. 2715-2013, as amended, by amending Section 16(A)(4) to read as follows:

(A) Reimbursement Program. Each employee who has one (1) year of continuous City service shall be eligible for a reimbursement of tuition in courses of instruction voluntarily undertaken by him/her. The tuition reimbursement program shall be subject to the following conditions:

- (4) Reimbursement for tuition will be made when the employee satisfactorily completes a course and presents an official certificate or its equivalent and a receipt of payment or copy of the unpaid bill from the institution confirming completion of the approved course to the Director of Human Resources or designee. **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 7.** That existing Sections 3, 4, 9, 11 and 16 of Ordinance No. 2715-2013, as amended, are hereby repealed.

**Section 8.** 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.