

MEMORANDUM OF UNDERSTANDING #2021-03

BETWEEN THE CITY OF COLUMBUS
&
FRATERNAL ORDER OF POLICE, OHIO LABOR COUNCIL, INC. (FOP-OLC, INC.)

REGARDING HERO PAY AND VACCINE INCENTIVE

This Memorandum of Understanding ("MOU") is entered into between the City of Columbus and the FOP-OLC, Inc. Ordinance No. 2072-2021 authorizes the Mayor or designee to extend "Hero Pay" to recognize service to the City and its citizens throughout the COVID-19 pandemic; and to address a monetary incentive for receiving a COVID-19 vaccination.

Whereas, the City and FOP-OLC, Inc. agree to the following:

1. The City shall provide every member of FOP-OLC, Inc., hired on or before January 29, 2021, "Hero Pay" in the amount of \$500.00, less applicable withholdings.
2. The City shall provide every member of FOP-OLC, Inc., \$500.00, less applicable withholdings, for being fully vaccinated against COVID-19 on or before December 1, 2021.
 - a. To receive the vaccine incentive, members must demonstrate the receipt of the vaccine by providing a copy of the original CDC COVID-19 Vaccination Record Card demonstrating receipt of one (1) dose of the Johnson & Johnson/Janssen vaccine or two (2) doses of the Pfizer-BioNTech or Moderna vaccines; and
 - b. The COVID-19 Vaccination Record Card will be kept in the member's medical file (separate from the personnel file); and
 - c. The provision of the copy of the COVID-19 Vaccination Record Card by the member to Human Resources is considered the member's affirmation that the copy is a true representation of the original and that the member did receive the vaccination.

An ordinance will be submitted to City Council requesting its acceptance of this MOU.

FOR THE CITY:


Nichole M. Brandon

Director, Department of Human Resources

9/22/21

Date

FOR THE UNION:


Tracy Rader

Sr. Staff Representative, FOP-OLC, Inc.

9.21.21

Date