

**ATTACHMENT TO ORDINANCE NO. 1115-2009
AMENDING
FIRE MANAGEMENT COMPENSATION PLAN ORDINANCE NO. 0664-2006**

Section 1. To amend Ordinance. No. 0664-2006 by amending Section 3 as follows:

- (A) The following compensation structure is hereby established as the "Executive Fire Pay Plan" and is to be applied to the positions indicated below; ~~said structure shall be effective May 25, 2003:~~

<u>Class Title</u>	<u>Payperiod</u>	<u>Range</u>	<u>Minimum</u>	<u>Mid-Point</u>	<u>Maximum</u>
Fire Asst. Chief	Hourly (40) Annually	5F	<u>\$47.41</u> <u>\$98,612.80</u>	<u>\$59.26</u> <u>\$123,260.80</u>	<u>\$71.11</u> <u>\$147,908.80</u>
Fire Chief	Hourly (40) Annually	6F	<u>\$53.87</u> <u>\$112,049.60</u>	<u>\$67.34</u> <u>\$140,067.20</u>	<u>\$80.80</u> <u>\$168,064.00</u>

The hourly rates set forth under this Section, for employment based on a forty (40) hour workweek, shall be used for the payment of salaries for the hours actually worked.

The City Auditor is authorized and directed to make retroactive payment of wages for the positions of Fire Chief and Fire Assistant Chief (Executive Officer) as determined by the Director of Public Safety. The pay rate and effective date must be certified by the Director of Public Safety to the City Auditor and Civil Service Commission Executive Director.

- (B) Employee's Contribution to Pension Fund.

(1) ~~That portion of the employee contribution to the Ohio Police and Fire Pension Fund (Fund) equal to eight and one half percent (8.5%) 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. Any remaining portion of the employee contribution which might exist shall continue to be paid by the employee.~~

~~Effective with the first payperiod beginning in July 2006, that portion of the employee's contribution to the Fund, equal to nine percent (9%) 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.~~

~~Effective with the first payperiod of 2007, that portion of the employee's contribution to the Fund, equal to nine and one half percent (9.5%) 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. Any remaining portion of the employee's contribution shall continue to be paid by the employee, using the determined method of pension contribution.~~

~~Effective with the first payperiod of 2008, that portion of the employee's contribution to the Fund, equal to ten percent (10%) 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 ten percent (10%) rate stated herein will decrease to nine percent (9%) effective the payperiod that includes April 1, 2010 (March 21, 2010). The remaining portion of the employee contribution shall be paid by the employee.

- (2) The provisions of Paragraph (1) of this Subsection (B) shall apply uniformly to the employees covered by this Ordinance, and no employee shall have the option to elect a wage increase or other benefit in lieu of the payment provided for therein. The City shall, in reporting and making remittance to the Fund, report that each employee's contribution has been made as provided by Statute.

The sum paid hereunder by the City on behalf of the employee, i.e., ~~8.5%~~ 9%, ~~9.5%~~, 10%, of the employee's earned compensation, is not to be considered additional salary or wages and shall not be treated as increased compensation. For purposes of computing the employee's earnings, or basis of his contribution to the Fund the amount paid by the City on behalf of the employee as a portion of his statutory obligation, is intended to be and shall be considered as having been paid by the employee in fulfillment of his statutory obligation.

- (3) For purposes of this Subsection (B), the term "earned compensation" shall mean any and all monies paid to an employee by the City of Columbus, for which there is a pension contribution, under or pursuant to any provision of this Ordinance and without regard to the date, time, or payperiod in which the original obligation for such payment may have occurred. However, it shall not include monies paid as and for uniform allowance as provided in Subsection 6(A) and (B) of this Ordinance.

Section 2. To amend Ordinance No. 0664-2006 by amending Section 5, effective with the implementation of the CHRIS system, as follows:

SECTION 5. TITLES USED AND PAY RANGES APPLIED TO CLASSES.

The meanings of the position titles used herein shall be defined by specifications contained in the Position Classification Plan, of which an official copy shall be maintained in the offices of the Civil Service Commission. The following is a list of executive Fire uniformed classifications:

<u>Ordinance Section</u>	<u>Class Code</u>	<u>Class Title</u>	<u>Range No.</u>
F027	3086	Fire Assistant Chief	<u>6F</u>
F045	3089	Fire Chief	<u>7F</u>

Section 3. To amend Ordinance No. 0664-2006 by amending Section 6(A), effective as follows:

(A) Uniform Maintenance Allowance.

Employees who customarily wear a uniform shall be paid a uniform maintenance allowance of ~~\$600.00~~ \$1,000 each calendar year to be paid in January of each year. Effective with the January ~~2006~~ 2008 payment, the uniform maintenance allowance will increase to ~~\$800; and effective with the January 2007 payment, the uniform maintenance allowance will increase to \$1,000~~ 1,025. A voucher system shall be established by the Division to replace required clothing that is worn or damaged.

The City Auditor is authorized and directed to make a retroactive adjustment of the uniform allowance paid in January ~~2006~~ 2008 and 2009.

Section 4. To amend Ordinance No. 0664-2006 by amending Section 6(C), effective as follows:

(C) Service Credit.

- (1) The Service Credit year shall commence with the beginning date of the 26th payperiod of each payroll year and shall end as of the last day of the 25th payperiod of the following year.
- (2) Payment is based upon total years of City service computed as of the closing date of the 25th payperiod of each payroll year.
- (3) Payment for service credit shall be made prior to December 31 of each calendar year.
- (4) Upon termination for any reason, employees who are eligible for service credit pay will be paid as part of their terminal pay, the final partial-year service credit on a pro-rated basis. In the event of death, payment will be made to the surviving spouse or estate if there is no surviving spouse.
- (5) Service Credit payments shall be paid as outlined below:

Fire Assistant Chief

Over 8 years of service	\$1,225 - \$47.12 per completed payperiod.
Over 14 years of service	\$1,375 - \$52.88 per completed payperiod.
Over 20 years of service	\$1,675 - \$64.42 per completed payperiod.

Fire Chief

Over 8 years of service	\$1,400 - \$53.85 per completed payperiod.
Over 14 years of service	\$1,600 - \$61.54 per completed payperiod.
Over 20 years of service	\$1,900 - \$73.08 per completed payperiod.

Effective with the 2009 Service Credit payment, the following rates will apply:

Fire Assistant Chief

<u>Over 8 years of service</u>	<u>\$1,400 - \$53.85 per completed payperiod.</u>
<u>Over 14 years of service</u>	<u>\$1,600 - \$61.54 per completed payperiod.</u>
<u>Over 20 years of service</u>	<u>\$1,900 - \$73.08 per completed payperiod.</u>

Fire Chief

<u>Over 8 years of service</u>	<u>\$1,625 - \$62.50 per completed payperiod.</u>
<u>Over 14 years of service</u>	<u>\$1,875 - \$72.12 per completed payperiod.</u>
<u>Over 20 years of service</u>	<u>\$2,175 - \$83.65 per completed payperiod.</u>

Section 5. To amend Ordinance No. 0664-2006 by amending Section 6(E), effective as follows:

(E) Professional Time.

- (1) Each January each employee shall receive forty (40) hours of professional time. **Beginning January 2009, each employee shall receive fifty (50) hours of professional time. The City Auditor is hereby authorized to make such change on a retroactive basis, if necessary.** In the event an individual is promoted to the classification of Fire Assistant Chief after January 1 of a given year, said Fire Assistant Chief shall be entitled to professional time on the prorated basis of 1.539 hours (**effective January 2009 1.923 hours**) based on completed pay periods remaining in the year of appointment.
- (2) Professional time may be taken in increments of one (1) hour or more and must be approved by the Director of Public Safety.
- (3) Any unused professional time to an employee's credit at the close of business on the last day of the first payperiod that ends in the month of January shall be paid to the employee at the employee's forty (40) hour hourly rate in effect at that time. The City Auditor shall make such payment within a reasonable period following said payperiod.
- (4) Upon termination for any reason, employees will be paid as part of their terminal pay for all unused professional time hours at the employee's forty (40) hour hourly rate in effect at the time of separation. In the event of death, payment will be made to the surviving spouse or estate if there is no surviving spouse.

Section 6. To amend Ordinance No. 0664-2006 by amending Section 8(D) as follows:

(D) Cost Containment. The term "employee" as it pertains to this section shall mean the employee and all of his/her eligible dependents.

- (1) A \$200 annual deductible with an 80/20 percent coinsurance of the next \$1,500.00 in reasonable charges or \$300.00, for a total out-of-pocket maximum of \$500.00 per single contract per year. Covered charges above \$1,700.00 will be paid 100% by the Plan under the reasonable standard, subject to Plan limitations.

(2) A \$400.00 annual family deductible with an 80/20 percent coinsurance of the next \$2,000.00 of reasonable charges or \$400.00, for a total out-of-pocket maximum of \$800.00 per family contract. Covered charges above \$2,400.00 will be paid 100% by the Plan under the reasonable standard, subject to Plan limitations.

(3) Effective January 1, 2010, well baby care from birth to age one (1) birthday including exams, and routine diagnostic services are payable under the program up to a \$750 maximum payment, subject to the policy's limits.

Effective January 1, 2010, well child care from age one (1) day following birthday up to age eighteen (18) including exams and routine diagnostic services are payable under the program up to a \$500 annual maximum payment, subject to the policy's limits.

Effective January 1, 2010, for eligible employees, the City will provide a health and physical examination in accordance with Section 20 of this Ordinance. For eligible employees under age 40, physical exams will continue to be covered every other year at ninety percent (90%) of \$500 in reasonable charges in the City's insurance programs in accordance with Section 20 of this Ordinance. For dependents over 18, the City will pay eighty percent (80%) of \$200 in reasonable charges for routine physicals. A stress test will not be payable under the physical examination benefit unless deemed medically necessary. If a stress test is deemed medically necessary, the City will pay eighty (80%) of \$250 in reasonable charges for the stress test and stress test interpretation.

The above dependent physical examination benefits are not subject to the deductible and co-insurance provisions under Section 8(D)(1) and (2) of this Ordinance.

(4) ~~To comply with HR3101, effective January 1, 1998, the plan will be modified.~~

For new hires and eligible dependents, a pre-existing condition clause will apply. In the event medical care or consultation is sought or received within six (6) months prior to the employee's date of hire, the medical condition will not be payable for twelve (12) months from the effective date of coverage with the City. The employee can reduce their twelve (12) months of pre-existing condition requirements by submitting a certificate of creditable coverage from a prior employers' health insurer.

(5) Provide coverage for routine mammogram up to a maximum of ~~\$85.00~~ **125.00, subject to the deductible, coinsurance and out-of-pocket maximums according to the following frequency.**

- one baseline exam for women
35-39 years old;

- one exam every year for women age 40
and over.

(6) Prescription drug deductible charges are not payable under this medical contract.

(7) Subject the outpatient surgery payments to the deductible, co-payments and out-of-pocket maximums.

- (8) Remove exclusion of blood and blood plasma coverage.

Section 7. To amend Ordinance No. 0664-2006 by amending Section 8(R) as follows:

(R) Prescription Drugs.

- (1) ~~Effective with prescriptions dispensed on or after July 1, 2005, u~~Under the Prescription Drug ID Card Program and Direct Reimbursement Program, the employee shall be responsible for a ~~four~~ five dollar (~~\$4.00~~ \$5.00) co-pay for a generic drug for a thirty (30) day supply. If there is no generic drug equivalent for the prescribed drug, the co-pay is ~~eight~~ ten dollars (~~\$8.00~~ \$10.00). If the prescription is for a brand-name drug, or the prescription is written, "dispense as written", and a generic equivalent exists, the co-pay is ~~twelve~~ twenty-five dollars (~~\$12.00~~ \$25.00). The ~~four~~ five dollar (~~\$4.00~~ \$5.00) co-pay applies to allergy serums under the direct reimbursement program.
- (2) ~~Effective with prescriptions dispensed on or after July 1, 2005, m~~Mail order prescription drugs will be limited to a thirty (30) day minimum and a ninety (90) day maximum supply. Under the mail order program, the employee shall be responsible for a ~~five~~ ten dollar (~~\$5.00~~ \$10.00) co-pay for a generic drug. If there is no generic drug equivalent for the prescribed drug, the co-pay is ~~ten~~ twenty dollars (~~\$10.00~~ \$20.00). If the prescription is for a brand-name drug, or the prescription is written, "dispense as written", and a generic equivalent exists, the co-pay is ~~twenty~~ forty dollars (~~\$20.00~~ \$40.00).
- (3) Maintenance drugs will be required to be obtained through the mail order program. The original prescription with one refill may be purchased locally but subsequent refills must use the mail order program.
- (4) Additional services to be covered include: birth control pills as prescribed by a physician, pre-natal vitamins as prescribed by a physician, and Habitrol (eligible if used in conjunction with behavior modification class).
- (5) Misuse of Prescription Drug Program. Misuse or abuse of the prescription drug program, verified by the appropriate law enforcement agency, may result in suspension of the employee's prescription drug card for a period of twelve (12) months. As used herein, verification of misuse or abuse of the prescription drug program occurs when the appropriate law enforcement agency files criminal charges against the employee or dependent, or refers (diverts) the employee or dependent to a counseling and rehabilitation program in lieu of criminal charges. If the employee/dependent is found not guilty, the prescription drug card shall be reinstated.
- ~~(5) ~~Effective with prescriptions dispensed on or after January 1, 2007, under the Prescription Drug ID Card Program and Direct Reimbursement Program, the employee shall be responsible for a five dollar (\$5.00) co-pay for a generic drug for a thirty (30) day supply. If there is no generic drug equivalent for the prescribed drug, the co-pay is ten dollars (\$10.00). If the prescription is for a brand name drug, or the prescription is written, "dispense as written", and a generic equivalent exists, the co-pay is twenty five dollars (\$25.00). The five dollar (\$5.00) co-pay applies to allergy serums under the direct reimbursement program.~~~~

- ~~(6) Effective with prescriptions dispensed on or after January 1, 2007, mail order prescription drugs will be limited to a thirty (30) day minimum and a ninety (90) day maximum supply. Under the mail order program, the employee shall be responsible for a ten dollar (\$10.00) co-pay for a generic drug. If there is no generic drug equivalent for the prescribed drug, the co-pay is twenty dollars (\$20.00). If the prescription is for a brand name drug, or the prescription is written, "dispense as written", and a generic equivalent exists, the co-pay is forty dollars (\$40.00).~~
- ~~(7) Maintenance drugs will be required to be obtained through the mail order program. The original prescription with one refill may be purchased locally but subsequent refills must use the mail order program.~~
- ~~(8) Additional services to be covered include: birth control pills as prescribed by a physician, pro-natal vitamins as prescribed by a physician, and Habitrol (eligible if used in conjunction with behavior modification class).~~
- ~~(9) Misuse of Prescription Drug Program. Misuse or abuse of the prescription drug program, verified by the appropriate law enforcement agency, may result in suspension of the employee's prescription drug card for a period of twelve (12) months. As used herein, verification of misuse or abuse of the prescription drug program occurs when the appropriate law enforcement agency files criminal charges against the employee or dependent, or refers (diverts) the employee or dependent to a counseling and rehabilitation program in lieu of criminal charges. If the employee/dependent is found not guilty, the prescription drug card shall be reinstated.~~

Section 8. To amend Ordinance No. 0664-2006 by deleting Section 8(S) as this benefit will be covered by Section 8(D)(3).

Section 9. To amend Ordinance No. 0664-2006 by amending Section 8(T) as follows:

~~(T) Dental. The City will provide the following dental coverage for all eligible employees:~~

- ~~(1) The City will cover one hundred percent (100%) of reasonable charges for preventative and diagnostic treatments.~~
- ~~(2) The City will cover seventy five percent (75%) of reasonable charges for restorative and orthodontic treatments.~~
- ~~(3) The City will provide maximum dental care of one thousand five hundred dollars (\$1,500.00) per person, per calendar year, and a lifetime maximum orthodontic benefit of one thousand eight hundred fifty dollars (\$1,850.00) for covered children under age 19.~~

~~In addition, a voluntary dental PPO shall be available to employees that allows voluntary selection of a participating provider that will result in no balance billing over reasonable charges. All existing co-insurance levels and exclusions continue to apply.~~

(T) Dental. The City will provide the following dental coverage for all eligible employees:

- (1) The City will cover one hundred percent (100%) of reasonable charges for preventative and diagnostic treatments.**
- (2) The City will cover seventy-five percent (75%) of reasonable charges for restorative and orthodontic treatments.**
- (3) The City will provide maximum dental care of one thousand five hundred dollars (\$1,500.00) per person, per calendar year, and a lifetime maximum orthodontic benefit of one thousand eight hundred fifty dollars (\$1,850.00) for covered children under age 19.**

In addition, a voluntary dental PPO shall be available to employees that allows voluntary selection of a participating provider that will result in no balance billing over reasonable charges. All existing co-insurance levels and exclusions continue to apply.

Section 10. To amend Ordinance No. 0664-2006 by amending Section 8(W) as follows:

(W) Premium Contributions. Employees will be charged a monthly premium for participating in the City's insurance programs that shall be paid through an automatic payroll deduction.

The monthly insurance premium shall be an amount equal to ~~ten percent (10%) of the insurance base, but no more than twenty-five dollars (\$25.00) for single contribution and fifty dollars (\$50.00) for family contribution beginning January 1, 2006. Beginning July 1, 2006, an amount equal to~~ nine percent (9%) of the insurance base will be paid for single and family coverage. **Effective April 1, 2010 the monthly insurance premium shall be an amount equal to ten percent (10%) of the insurance base.** The rates will be determined by using the insurance base which is the total actual cost to the City of the claims and administrative fees for medical, dental, vision and prescription drugs for Division of Fire employees for the preceding benefit year of February 1 through January 31. The premium will be established as single and family rates. Half of the monthly premium will be deducted each pay period not to exceed the total monthly premium.

Section 11. To amend Ordinance No. 0664-2006 by amending Section 12(A) as follows:

(A) Military Leave. City employees who are members of the Ohio National Guard, U.S. Air Force Reserve, U.S. Army Reserve, U.S. Marine Corps Reserve, U.S. Coast Guard Reserve, or the U.S. Naval Reserve shall be granted military leave of absence with pay, in addition to vacation leave, when ordered to temporary active duty, **multiple unit training assemblies,** or when ordered to military training exercises conducted in the field for a period of not more than twenty-two (22) days during each calendar year. Excepting and providing that when the Governor of the State of Ohio or the President of the United States declares that a state of emergency exists then, in that event, the employee is ordered to active duty for purposes of that emergency, shall be paid pursuant to this Article for a period, or periods, whether or not consecutive, not to exceed twenty-two (22) days during each calendar year.

Section 12. To amend Ordinance No. 0664-2006 by amending Section 13(B) as follows:

(B) Conditions for Accrual of Vacation Leave.

- (1) Each employee shall accrue vacation leave by payperiod based on years of continuous service as established in the schedules below. To determine the appropriate accrual rate, the higher rate of accrual will begin on the first day of the payperiod in which a year of continuous service is completed as follows:

<u>Length of Continuous Service</u>	<u>Vacation Hours Per Payperiod</u>
Less than 3 years	4.615
3 years but less than 6	6.154
6 years but less than 14	8.307
14 years but less than 20	9.230
20 or more years	10.154

Effective with the beginning of the first payperiod in January 2010, the vacation accrual rate per payperiod for an employee with 20 or more years of continuous service will be 11.231 hours.

- (2) Maximum Accrual of Vacation. Any vacation balance in excess of the maximum number of hours established in this paragraph shall become void as of the last day of the vacation year for employees governed by the provisions of this section, except as provided in Subsection (C)(1) of this Section 13. The maximum number of vacation hours that may be accrued based on years of continuous service as of the end of a vacation year are as follows:

<u>Length of Continuous Service</u>	<u>Maximum Accrual Of Vacation Hours</u>
Less than 3 years	360 hours
3 years but less than 6	504 hours
6 years but less than 14	672 hours
14 years but less than 20	744 hours
20 or more years	816 hours

Effective with the beginning of the first payperiod in January 2010, the maximum vacation accrual rate per payperiod for an employee with 20 or more years of continuous service will be 876 hours.

Section 13. To repeal existing Sections 3, 5, 6(A), 6(C), 6(E), 8(D), 8(R), 8(S), 8(T), 8(W), 12(A), and 13(B) of Ordinance No. 0664-2006 as required.

Section 14. That for reasons stated in the preamble hereto, which is hereby made a part hereof, this Ordinance is 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 its passage if the Mayor neither approves or vetoes the same.