

**Attachment to Ordinance #1672-2009
Amending Police Management Compensation Plan #0676-2006**

Section 1. That existing Section 3(B) of Ordinance No. 0676-2006 be amended to read as follows:

(B) Employee's Contribution to Pension Fund.

- (1) ~~That portion of the employee contribution to the Ohio Police and Fire Pension Fund (herein referred to as the "Fund") equal to six and one half percent (6.5%) 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 remaining portion of the employee contribution shall continue to be paid by the employee, using the determined method of pension contribution.~~

~~Effective with the beginning of the first payperiod in July 2006, that portion of the employee's contribution to the Fund, equal to seven percent (7%) 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, t~~That portion of the employee's contribution to the Fund, equal to seven and one-half percent (7.5%) 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. The seven and one-half percent (7.5%) rate stated herein will decrease to six and one-half percent (6.5%) 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 this Section shall apply uniformly to all employees, and no employee shall have the option to elect a wage increase or other benefit in lieu of the payment provided for herein. The City shall, in reporting and making remittances to the Fund, report that each employee's contribution has been made as provided by statute.
- (3) The sum paid hereunder by the City on behalf of the employee, (i.e., 6.5%, ~~7%~~, 7.5%), 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.
- (4) For purposes of this Section 3(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.

However, it shall not include monies paid as and for maintenance allowance as provided in Section 5(D) of this Ordinance.

Section 2. That existing Section 5(G) of Ordinance No. 0676-2006 be amended to read as follows, effective the 2010 vacation year:

(G) Professional Time.

- (1) Each January, each employee shall receive forty (40) hours of professional time. **Beginning January 2010, each employee shall receive fifty (50) hours of professional time.** In the event an individual is promoted to the classification of Police Deputy Chief after January 1 of a given year, said Police Deputy Chief shall be entitled to professional time on the prorated basis of 1.539 hours **(effective January 2010 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 last pay period that ends in the month of December shall be paid to the employee at the employee's hourly rate in effect at that time. Such payment will be made within a reasonable period following said pay period.
- (4) Upon termination for any reason, an employee will be paid, as part of his terminal pay, for all unused professional time hours at the employee's hourly rate of pay in effect at time of termination. In the event of death, payment will be made to the surviving spouse or, secondarily, to the estate if there is no surviving spouse.

Section 3. That existing Section 7(K) of Ordinance No. 0676-2006 be amended to read as follows:

- (K) Premium Contribution. Employees will be charged a monthly premium for participating in the City's insurance program that shall be paid through an automatic payroll deduction. ~~The monthly insurance premium shall continue to be \$27.45 for single contribution and \$71.40 for family contribution.~~ The monthly insurance premium shall be an amount equal to nine percent (9%) of the insurance base ~~beginning with the pay period that includes July 1, 2006 and thereafter.~~ **Effective April 1, 2010 the monthly insurance premium shall be an amount equal to ten percent (10%) of the insurance base.** The insurance base shall be the total actual cost to the City of the claims and administrative fees for medical, dental, vision, and prescription drugs for sworn employees of the Division of Police 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 payperiod not to exceed the total monthly premium.

Section 4. That existing Sections 3(B), 5(G) and 7(K) of Ordinance No. 0676-2006 are hereby repealed.

Section 5. 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.