

**MEMORANDUM OF UNDERSTANDING (MOU) #2017-01  
BETWEEN**

**THE CITY OF COLUMBUS ("City")  
AND  
THE FRATERNAL ORDER OF POLICE, CAPITAL CITY LODGE #9 ("FOP")  
REGARDING PAID PARENTAL LEAVE**

The City of Columbus ("City") and FOP agree as follows:

Effective August 1, 2017, full-time members who meet the following criteria are eligible for up to six (6) weeks of Paid Parental Leave (PPL). Members must have:

1. Completed one (1) year of continuous full-time City service;
2. Worked for a least one thousand two hundred and fifty (1,250) hours over the twelve (12) month period preceding the leave;
3. Not taken any PPL in the preceding rolling twelve (12) month period measured backward.

PPL qualifying events are the following:

1. Birth of a child, provided the member is the biological parent, or the spouse or domestic partner of the biological parent, or a legal guardian of the child.
2. Permanent placement of an adoptive child, provided the member is the adoptive parent, or the spouse or partner of the adoptive parent, and must reside in the same household as the newly adopted child.

PPL benefits are as follows:

1. The eligible leave period of six (6) weeks begins on the date of the qualifying event (i.e., birth of a child or permanent placement of an adoptive child).
2. Eligible members may receive a total Paid Parental Leave benefit of six (6) weeks; this program shall provide for payment to the member from the fifteenth (15<sup>th</sup>) day of the qualifying event for a maximum of four (4) weeks of PPL benefits at seventy percent (70%) of current salary.
3. During the waiting period only, members may elect to use vacation, compensatory time, unpaid leave, or subject to the provisions of Article 28, section 28.2(A)4, sick leave.
4. During the six (6) weeks of PPL, the member may, if he/she so desires, and subject to the provisions of Article 28, section 28.2(A)4, elect to use all, or part, of his/her accumulated but unused sick leave in order to make up any difference between one hundred percent (100%) of his/her gross wages and the amount which he/she receives under the PPL program. If a member exhausts all sick leave benefits, other approved leave may be granted by the Public Safety Director.

