## MEMORANDUM OF UNDERSTANDING (MOU) #2017-02 BETWEEN

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

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

Effective August 1, 2017 through August 1, 2019, full-time members who meet the following criteria are eligible for up to four (4) weeks of Paid Caregiver Leave (PCL). 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 PCL in the preceding rolling twelve (12) month period measured backward.

PCL may be taken when the member's covered family member has a serious medical condition as defined by the <u>Family and Medical Leave Act</u> (FMLA) requiring the member's care.

Covered family members under the FMLA are the member's spouse, son, daughter or parent as defined in the FMLA Regulations.

## PCL benefits are as follows:

- 1. The eligible leave period of four (4) weeks begins on the date the member requests leave to care for an eligible family member with a serious health condition.
- 2. Eligible members may receive a total Paid Caregiver Leave benefit of four (4) weeks; this program shall provide for payment to the member from the fifteenth (15th) day of the qualifying event for a maximum of two (2) weeks of PCL benefits at seventy percent (70%) of current salary.
- 3. During the waiting period only, members may elect to use vacation, unpaid leave, compensatory time, or subject to the provisions of Article 28, section 28.2(A)4, sick leave.
- 4. During the four (4) weeks of PCL, 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 PCL program. If a member exhausts all sick leave benefits, other approved leave may be granted by the Public Safety Director.

- 5. PCL must be taken as one continuous block of leave and may not be taken intermittently.
- 6. Any PCL which is granted for reasons permissible under FMLA leave shall count toward the twelve (12) week per year limitation.

## **DURATION**

This MOU remains in full force and effect until August 1, 2019 and may be extended thereafter by mutual agreement of the parties.

FOR THE CITY:

FOR THE LODGE:

Nichole M. Brandon

Director of Human Resources

Jason Pappas

President

Ned Pettus, Director

Date

Department of Public Safety