

**MEMORANDUM OF UNDERSTANDING (MOU) #2017-02 (Updated 2019)
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, 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 Family and Medical Leave Act (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 the expiration of the current collective bargaining agreement, dated December 9, 2017 through December 8, 2020, and may be extended thereafter by mutual agreement of the parties.

FOR THE CITY:


Nichole M. Brandon Date
Director of Human Resources

FOR THE LODGE:


Keith Ferrell Date
President, FOP Lodge #9


Ned Pettus, Director Date
Department of Public Safety