



## Legislation Text

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City Council has authorized an extension of military leave benefits for employees who are called to active military duty in connection with ongoing Homeland Security efforts since 2001. This legislation continues that benefit for a period of one (1) year.

To authorize and extend a continuation of military leave with pay to City employees who have and/or will be called to active military duty in connection with ongoing Homeland Security efforts for up to one (1) year; and for City employees for the time they are called to active service with the National Guard and Reserve Forces of the U.S. Military in connection with international and domestic response events; to allow for the continuation of City-provided group health and life insurance, under the same terms and conditions currently in effect for City employees and their beneficiaries; and to declare an emergency.

**WHEREAS**, City Council passed Ordinance 2172-2013 on September 9, 2013 to continue military leave with pay for City employees who have been, or may be called to active military service pursuant to an order by the President of the United States in connection with Homeland Security; and

**WHEREAS**, City Council desires to extend that benefit through this ordinance for up to a period of one (1) year; and

**WHEREAS**, City Council desires to maintain health and life insurance benefits for affected employees and their beneficiaries for up to a period of one (1) year; and

**WHEREAS**, the City is desirous of supporting and assisting those City employees and their families who have been or will be financially burdened by the employee being called to active military duty by continuing affected employees in military leave with pay status; and

**WHEREAS**, an emergency exists in the usual daily operation of the City of Columbus in that it is immediately necessary to continue such financial assistance to affected employees and beneficiaries to avoid a lapse in benefits, thereby preserving the public health, peace, property, safety and welfare; Now, therefore

**BE IT ORDAINED BY THE COUNCIL OF THE CITY OF COLUMBUS:**

**Section 1.** That salaries and wages be paid to affected employees in accordance with federal law, management compensation plans, and/or the respective collective bargaining agreements in order to keep employees in paid status beyond the initial period of military leave with pay up to an additional one (1) year period for the duration of the employee's service in the active military in connection with international and domestic response events including, but not limited to, Homeland Security events, less whatever amount such employee may receive as military base pay.

**Section 2.** That the health and life insurance provided to all City employees, pursuant to federal law, the various management compensation plans, and/or collective bargaining agreements between the City of Columbus and the Fraternal Order of Police, Capital City Lodge No. 9; International Association of Fire Fighters, Local 67; American Federation of State, County and Municipal Employees Local 1632; Communications Workers of America Local 4502; the Fraternal Order of Police/Ohio Labor Council, Inc. be continued in full force and effect subject to the same definitions, limitations, and exclusions as are found in the above-referenced federal law, collective bargaining agreements, and/or management compensation plans as well as those contracts and agreements between the Department of Human Resources and the various insurance providers, for those city employees who have been or may be called to active military duty for up to an additional period of one (1) year.

**Section 3.** That employees remain liable for their regular monthly premium payments, which can be paid as due or held in abeyance and paid in total upon return to City service. If such funds are not paid as herein provided, the amount of unpaid monthly premium payments may be withheld from an employee's final pay check.

**Section 4.** That for the reasons stated in the preamble hereto, which is incorporated herein, 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 passage if the Mayor neither approves nor vetoes the same.