

MEMORANDUM

To: Priscilla R. Tyson, Finance Committee Chair, Columbus City Council
From: Joe A. Lombardi, Director, Finance and Management *SAL*
Date: June 09, 2016
Subject: General Fund Financial Impact of OLC/FOP Collective Bargaining Agreement

The 2016-2017 collective bargaining agreement between the City of Columbus and The Fraternal Order of Police Ohio Labor Council will be presented for City Council's acceptance. The agreement represents approximately 38 employees paid out of the general fund. The current collective bargaining contract expired on April 01, 2016 and the successor collective bargaining agreement will be effective through June 15, 2017

The stipulations of the agreement will have a fiscal impact on the general fund of approximately \$297,000 over the next 14 months. The agreement includes an increase in wages, shift differential pay, tuition reimbursement, the addition of two additional steps for pay ranges S8 through S10, an increase in employee insurance premium contributions, a reduction in the City's obligation related to the employee share of pension contributions, and the removal of the retention bonus for Forensic Scientists.

Across the board wage increases of 3.00% effective with the pay period that includes April 1st of 2016, coupled with a \$.10 increase in shift differential pay for second and third shifts, a \$1,500 increase in tuition reimbursement, and the addition of pay range steps represent the costs of the agreement. The savings of the agreement are represented by an increase in employee insurance premium contributions from 12.00% to 13.00% effective April 1, 2017, a reduction in the City's obligation related to the employee share of pension contributions of 1.0% effective with the pay period that includes August 4^h, 2016, and the removal of the retention bonus for Forensic Scientists.

Should there be any questions regarding the financial impact of the agreement, please contact Melissa Meyer at 645-5911 or myself at 645-6290.

- c Members of City Council
 - Andrew J. Ginther, Mayor
 - Greg Davies, Chief of Staff
 - Ken Paul, Deputy Chief of Staff
 - Nichole M. Brandon, Human Resources Director
 - Michael Duco, Labor Relations Manager
 - Aileen Heiser, Budget Management Officer

