


CHRISTOPHER C. MOSES
Director

MEMORANDUM TO: The Honorable Shannon Hardin, President
The Honorable Rob Dorans, Workforce, Education and Labor
Committee Chair
The Honorable Emmanuel V. Remy, Public Safety Committee Chair

FROM: Christopher C. Moses, Director of Human Resources 

SUBJECT: **Summary of 2023-2026 FOP Capital City Lodge No. 9
Collective Bargaining Agreement**

DATE: April 16, 2024

This summary describes those articles tentatively agreed to by the representatives of the City and the Fraternal Order of Police, Capital City Lodge #9, (FOP Lodge #9) during negotiations, which formally concluded March 28, 2024. The tentative agreement was ratified by the FOP membership on April 4, 2024.

The following summary highlights the significant additions to and deletions from the collective bargaining agreement effective December 9, 2023 to December 8, 2026. This summary does not include all housekeeping changes (i.e., punctuation, grammar, renumbering, and word changes to reflect consistent or current terminology). Some provisions of the successor agreement are retroactive to the expiration date of the previous agreement.

The fiscal impact analysis, prepared by the Department of Finance and Management staff, is attached.

Enclosed with this summary is a strike-through version of the 2023-2026 agreement showing additions (reflected with underline and bold face type) and deletions (reflected with strike-through) from the 2020-2023 agreement. Articles that are not listed below will remain the current contract language reflected in the predecessor agreement.

Article	Title	Change
1	Definitions	Adds the definition of “Lateral Entry Police Officer” to the CBA.



<p>8</p>	<p>Internal Investigation/Department of Inspector General Procedures</p>	<p>Amends title to include reference to Department of Inspector General (DIG).</p> <p>Eliminates the use of polygraph examinations in investigations to reflect current best practice.</p>
<p>10</p>	<p>Corrective/Disciplinary Action and Records</p>	<p>Increases the amount of time the Chief may place a member on unpaid administrative leave, following a hearing, from twenty (20) days to thirty (30) days.</p> <p>Includes the DIG in standard public records request notification.</p>
<p>11</p>	<p>Assignments and Transfers</p>	<p>Allows the Chief discretion in filling one (1) in every four (4) vacancies in select units in order to allow for the selection of the best candidate.</p> <p>Allows the Chief discretion in filling sergeant vacancies in select units when the candidate has previous experience in the unit.</p> <p>Adds Mobile Crisis Response Unit to the list of assignments the Chief of Police can disapprove candidates if a member cannot effectively perform the assignment.</p> <p>Adds Public Information Sergeant to the list of administrative assignments the Chief may fill at their discretion.</p> <p>Clarifies the process for filling Task Force assignments.</p> <p>Establishes a break of fourteen (14) days between temporary assignments.</p> <p>Allows the Chief to place a member in a temporary assignment for up to sixty (60) days, or longer if reasonably extended, following a critical incident. Clarifies the member may not work special duty or overtime assignments that may require responding to calls for service or taking enforcement action during the temporary assignment.</p>



		Clarifies the process for restricted duty assignments.
12	Grievance Procedure	Throughout the four-step grievance process, extends deadlines from five (5) days to ten (10) days. Adjusts the process for when an arbitrator must be chosen and defines timelines for holding an arbitration after a request to arbitrate has been made.
15	Promotions	Allows the Civil Service Commission to administer a three (3) part promotional examination, down from four (4) parts, for the rank of Police Sergeant and Police Lieutenant beginning in January 2025. Limits testing to two (2) parts per day and requires results to be posted.
20	Wages	Effective December 9, 2023 <ul style="list-style-type: none"> • 5.0% Across the Board Increase Effective December 9, 2024 <ul style="list-style-type: none"> • 5.0% Across the Board Increase Effective December 9, 2025 <ul style="list-style-type: none"> • 5.0% Across the Board Increase
21	Pay Plan Administration	Clarifies the applicable Step in the pay progression Lateral Entry Police Officers are placed and how they proceed through the pay progression.
22	Hours of Work and Overtime	Modifies the process through which commanders may receive approval for overtime from the Chief of Police by permitting approval by an Assistant Chief of Police. Adds Pride Festival and Arnold Fitness Expo to the events that allow for deviation and overtime pay in order to properly staff the events. Clarifies that the Chief of Police may approve higher special duty rates than those established in the CBA based on the needs, interests, efficient or effective operations of the City or to ensure the safety of the member or the public.
23	Shift Differential	Increases shift differential from a rate of \$1.25 to \$1.35.



25	Clothing and Equipment Allowance	<p>Adds an inner and exterior carrier to the City issued uniform and equipment.</p> <p>Provides that if a change in uniform occurs, the City will furnish each member any items that have been replaced in the same number that were initially issued.</p>
26	Holidays	<p>Changes Police Officer Memorial Day to National Peace Officer Memorial Day.</p> <p>Changes Columbus Day to Indigenous Peoples' Day.</p>
34	Tuition Reimbursement	<p>Eliminates the repayment requirement for members who leave City employment within a certain timeframe after receiving tuition reimbursement.</p>
35	Insurance	<p>Increases the orthodontic benefit from \$1,850 yearly to \$2,500 yearly.</p> <p>Eliminates the practice of carry-over deductibles for plan savings and ease of administration. Deductibles and out of pocket maximums will reset on January 1st of each year.</p> <p>Increases the life insurance benefit from \$100,000 to \$200,000</p> <p>Adds a High Deductible Healthcare Plan and Health Savings Account option for members.</p>
36	Miscellaneous Economics	<p>Adds a lump sum incentive for field training officers based on the number of phases they coach in order to recruit and retain field training officers.</p>
40	Duration of Contract	<p>December 9, 2023 until December 8, 2026.</p>
Appendix	B	<p><u>MOU 2023-05 Paid Family Leave</u> Provides twelve (12) weeks of paid family leave to FOP members for birth or placement of a child for adoption or foster care as well as caregiving for covered family members who have a serious health condition.</p> <p><u>MOU #2024-01 Regarding Implementation of Revisions to Article 11, Sections 11.1 (J)(2) and (J)(3)</u></p>



		<p>Creates the Gang Enforcement Unit specifying the initial nine (9) of the vacancies are to be filled at the discretion of the Chief of Police.</p> <p>Settles five (5) grievances and provides that the officers, assigned by the Chief of Police, will remain in their current positions.</p>
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It is anticipated that the proposed agreement will be submitted for City Council's acceptance by the April 29, 2024 Council meeting. Thank you for your favorable consideration.

Attachments

- c: The Honorable Members of City Council
The Honorable Andrew J. Ginther, Mayor
The Honorable Megan N. Kilgore, City Auditor
The Honorable Zach Klein, City Attorney
Elon Simms, Chief of Staff
Danus Williams, Deputy Chief of Staff
Kate Pishotti, Public Safety Director
Kathy Owens, Finance and Management Director
Jennifer Edwards, Chief Labor Negotiator
Brooke Carnevale, Deputy Director of Human Resources
City Negotiating Team Members



KATHY OWENS
Director

THE CITY OF
COLUMBUS
ANDREW J. GINTHER, MAYOR

DEPARTMENT OF FINANCE
AND MANAGEMENT

April 5, 2024

MEMORANDUM TO: Councilmember Nick Bankston
Finance Committee Chair

FROM: Kathy Owens
Finance and Management Director 

SUBJECT: General Fund Financial Impact of Tentative FOP Contract (2023-2026)

Negotiations between the City of Columbus and the Fraternal Order of Police (FOP) Capital City Lodge No. 9 have resulted in a tentative agreement for a successor contract. The agreement represents approximately 1,845 uniformed employees paid out of the general fund. The predecessor collective bargaining agreement expired on December 9, 2023, and the successor agreement will be effective through December 8, 2026. The stipulations contained in the agreement will have a fiscal impact on the general fund of approximately \$80.4 million over the three year term consisting of increases in wages, shift differential, and the establishment of the Field Training Officer (FTO) stipend program.

Effective with the pay period that includes December 9, 2023 (retroactively), A-F Step Police Officer wages will receive an across the board increase of 5%. Similarly, an across the board increase of 5% will be effective with the pay period that includes December 9, 2024. Finally, an across the board increase of 5% will be effective with the pay period that includes December 9, 2025. Existing rank differentials for the promoted classifications are maintained throughout the duration of the agreement.

Additional provisions with fiscal implications are contained within the agreement. Among these provisions is a new stipend for those volunteering as Field Training Officers, and an updated Shift Differential rate. For those who participate in the FTO program, lump sum stipends will be paid with completion of each phase of recruit field training, with the intention of increasing officer participation within the program.

Finally, an adjustment to shift differential compensation has been established. This adjustment will have an impact of \$773,793 over the three year term of the agreement.

The attached tables detail the cost implications associated with the proposed collective bargaining agreement. If you have any questions specific to the financial aspects of this contract, please contact Mike Miller (645-5695), Jessica Friedli (645-8071), or myself.

Attachment

C: Andrew J. Ginther, Mayor
Elon Simms, Chief of Staff
Christopher Moses, Human Resources Director
Brooke Carnevale, Deputy Director Human Resources
Jennifer Edwards, Chief Labor Negotiator
Wendy Kane, Labor Relations Manager
Members of City Council



KATHY OWENS
Director

General Fund Impact of FOP Successor Agreement 2024-2026				
Contract Year	Year 1	Year 2	Year 3	Total Contract
Dates	Dec. 9 '23-Dec. 8 '24	Dec. 9 '24- Dec. 8 '25	Dec. 9 '25 - Dec. 8 '26	Dec. 9 '23 - Dec. 8 '26
Wage Increases	5%	5%	5%	79,644,641
	11,521,219	26,148,965	41,974,457	
Shift Differential	257,931	257,931	257,931	773,793
Total General Fund Cost	\$ 11,779,150	\$ 26,406,896	\$ 42,232,388	\$ 80,418,434

