

MEMORANDUM OF UNDERSTANDING #2025-0002

BETWEEN THE CITY OF COLUMBUS  
&  
THE FRATERNAL ORDER OF POLICE, CAPITAL CITY LODGE #9

**REGARDING LATERAL HIRES & REEMPLOYED POLICE OFFICERS**

Pursuant to Sections 2.4 and 38.4 of the Collective Bargaining Agreement ("CBA") between the City of Columbus and the Fraternal Order of Police, Capital City Lodge #9, the Parties agree to amend the CBA as follows:

**For the purposes of Article 21 only, "prior law enforcement service" means time employed full time as a Police Officer with the Columbus Division of Police or another political subdivision, other than the City of Columbus, as approved by the Director of Public Safety or designee.**

ARTICLE 21 – PAY PLAN ADMINISTRATION

**21.1 The Plan.**

The six steps of "A," "B," "C," "D," "E", and "F" shall be interpreted and applied as set forth in the following paragraphs. For purposes of this Section, continuous service is defined to be the length of service as a police officer uninterrupted by a separation from City employment; provided, however, time in unpaid status, except for FMLA leave, shall be deducted from length of service.

- (A) The "A" Step shall be the minimum rate and shall be the hiring rate for Police Officers, except as specified in subsections (B)- (F).
- (B) A Police Officer becomes eligible and shall be advanced by the Public Safety Director to the "B" Step on the date of his/her anniversary of one (1) year of continuous service. **"B" Step shall be the hiring rate for lateral entry Police Officers with one (1) year of prior law enforcement service. A Police Officer, reemployed, pursuant to Article 21, Section 21.3 (D), shall be hired at "B" Step if the Officer has one (1) year of prior law enforcement service.**
- (C) A Police Officer becomes eligible and shall be advanced by the Public Safety Director to the "C" Step on the date of his/her anniversary of two (2) years of continuous service. **"C" Step shall be the hiring rate for lateral entry Police Officers with two (2) years of prior law enforcement service. A Police Officer, reemployed pursuant to Article 21, Section 21.3 (D), shall be hired at "C" Step if the Officer has two (2) years of prior law enforcement service. A lateral entry Police Officer hired at "B"**

**Step or a Police Officer, reemployed pursuant to Article 21, Section 21.3 (D) at "B" Step, becomes eligible and shall be advanced by the Public Safety Director to "C" Step on the date of their anniversary of one (1) year of continuous service.**

- (D) A Police Officer becomes eligible and shall be advanced by the Public Safety Director to the "D" Step on the date of his/her anniversary of three (3) years of continuous service. "D" Step shall be the hiring rate for lateral entry Police Officers with ~~five (5)~~ **three (3) years of prior law enforcement service.** **A Police Officer, reemployed, pursuant to Article 21, Section 21.3 (D), shall be hired at "D" Step if the Officer has three (3) years of prior law enforcement service.** **A lateral entry Police Officer hired at "C" Step or a Police Officer, reemployed pursuant to Article 21, Section 21.3 (D) at "C" Step, becomes eligible and shall be advanced by the Public Safety Director to "D" Step on the date of their anniversary of one (1) year of continuous service.**
- (E) A Police Officer becomes eligible and shall be advanced by the Public Safety Director to the "E" Step on the date of his/her anniversary of four (4) years of continuous service. **"E" Step shall be the hiring rate for lateral entry Police Officers with at least four (4) years but less than nine (9) years of prior law enforcement service.** **A Police Officer, reemployed pursuant to Article 21, Section 21.3 (D), shall be hired at "E" Step if the Officer has at least four (4) years but less than nine (9) years of prior law enforcement service .** A lateral entry Police Officer hired at "D" Step **or a Police Officer, reemployed pursuant to Article 21, Section 21.3 (D) at "D" Step,** becomes eligible and shall be advanced by the Public Safety Director to "E" Step on the date of their anniversary of one (1) year of continuous service.
- (F) A Police Officer becomes eligible and shall be advanced by the Public Safety Director to the "F" Step on the date of his/her anniversary of nine (9) years or more of continuous service. **"F" Step shall be the hiring rate for lateral entry Police Officers with nine (9) years or more of prior law enforcement service.** **A Police Officer, reemployed pursuant to Article 21, Section 21.3 (D), shall be hired at "F" Step if the Officer has nine (9) years or more of prior law enforcement service.** A lateral entry Police Officer hired at "E" ~~"D"~~ Step **or a Police Officer, reemployed pursuant to Article 21, Section 21.3 (D) at "E" Step** becomes eligible and shall be advanced by the Public Safety Director to "F" Step on the date of their anniversary of ~~six (6)~~ **five (5) years** of continuous service **with the Division or a combination of their prior law enforcement**

**service and their continuous service with the Division equaling at least nine (9) years of total law enforcement service.**

- (G) A Sergeant shall be paid at the rate established for Sergeant.
- (H) A Lieutenant shall be paid at the applicable rate established for Lieutenant.
- (I) A Commander shall be paid at the applicable rate established for Commander.

**21.3 Specific Personnel Actions**

The rate of pay for members affected by the personnel actions listed below shall be as follows:

(D) Reemployment. When a member is reemployed, the member's rate of pay shall be the Step in the rank **as outlined in Section 21.1**, ~~immediately below the Step at which the member was paid at the time of separation (or at the Step at which the member was paid at the time of separation in the case of Sergeant and above)~~ provided that the reemployment is not the result of an order from the Ohio Police and Fire Pension Fund. In such case, the member's rate of pay shall be as required by the reinstatement provisions of the Police and Fire Pension Fund. ~~The member must meet the continuous service requirements for that Step before being advanced to the next Step in his/her rank; prior service in that Step will not be credited for this purpose.~~

All Lateral Entry Police Officers and Officers who were reemployed pursuant to Article 21, Section 21.3 (D) employed by the Division as of the effective date of this MOU shall be placed in the pay plan according to this MOU without any right to back pay or any other benefit not specifically covered within this revised Article. These Officers will be advanced to the next step on the date of their anniversary of continuous service.

An ordinance will be submitted to City Council requesting its acceptance of this MOU and this MOU shall be effective upon passage by City Council.

**FOR THE CITY:**

*Christopher C. Moses*  
Christopher C. Moses  
Director of Human Resources

**FOR FOP LODGE #9:**

*B. Steel*  
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Brian Steel  
President, FOP, Lodge #9

04/10/2025

Date



Kate Pishotti  
Director of Public Safety

4/10/2025

Date

4/10/25

Date