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July 25, 2025

***Sent Via Email***

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Chris Wyche, Councilmember  
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Re: Council of Governments for Central Ohio Area Agency on Aging

To Whom It May Concern,

On July 16<sup>th</sup>, 2025, the Regional Council of Governments for the Central Ohio Area Agency on Aging (COG or COAAA) was formed. I have been retained by the COG to represent it with respect to various legal matters. On July 25, 2025, the COG executive committee met and approved me to send this correspondence that addresses several issues that have been raised before Columbus City Council.

The COG will offer all current City of Columbus employees in COAAA positions right of first refusal for their same/similar position with the COG based on their current terms of appointment. These individuals will be paid at their current rate of pay effective December 31, 2025. In addition, these employees will be subject to the provisions of the Ohio Public Employees Retirement System.

The COG recognizes the right of employees to engage in collective bargaining under Chapter 4117 of the Ohio Revised Code. The COG will not interfere in that process and will abide by the wishes of the majority of the employees who are in an appropriate bargaining unit in accordance the law.

COG representatives will participate in meetings with the Unions and the City of Columbus to the extent reasonably necessary to help facilitate the transition. The COG will not be involved with decisions that are between the City and the Unions regarding issues that are properly left for the City and Unions to address.



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Finally, the COG will not discriminate or retaliate against employees who are exercising their rights under Chapter 4117.

I am available to answer any questions you may have concerning this matter.

Sincerely,

A handwritten signature in blue ink that reads 'Marc A. Fishel'.

Marc A. Fishel

cc: E. Simms; John Tannous;  
Jessica Clinger; JP Dorval;  
Jessica Caceres; Tigist Zemene;  
Jacob Dilley; Andie McDonald;  
Haley Gerken; Averi Townsend; and  
Chelsea Golterman