

April 5, 2024

**MEMORANDUM TO:** Councilmember Nick Bankston  
Finance Committee Chair

**FROM:** Kathy Owens  
Finance and Management Director *KAO*

**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



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

