NICHOLE M. BRANI
Director

MEMORANDUM T

FROM:

SUBJECT:

DATE:

This summary desc
FOP/OLC during n
ratified by the mem

The following sum
bargaining agreeme
all housekeeping ch
consistent terminol
Some provisions of t
agreement.

The fiscal analysis, p

Enclosed with this s
additions (reflected
through) from the 20

Article	Ti
13	Miscell

change for phasing out the retention bonus in Appendix C)

hedule adjusted for uniformity and equity

c Safety receives flexibility to hire highly loyees above Step 0 in their assigned Pay irector's "sole discretion" for recruitment orated from MOU 2007-01 in Appendix C).

to OPERS will be decreased from 4% to 3% .

bor Relations Manager from the process of standard workweek with the Chief of Police uthority.

to choose a payout option of one hundred hours for accumulated overtime.

fferential pay for second and third shifts to /hour up from sixty cents $.60/hour.

y training' to Military Leave.

l Business Days from being used on a led workday immediately before or after an day.

reimbursement for undergraduate studies to d five hundred dollars ($3,500.00) up from ars ($2,000.00);

eimbursement for graduate studies to three ndred and fifty dollars ($3,750.00) up from d dollars ($2,200.00);

ing education courses/training to two ($2,000.00) up from one thousand five ,500.00).

rather than must, obtain maintenance through the mail order program.

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(ATB) wage increase of 3% on April 2, 2016

and S10 receive two additional steps (Step 6

		Insurance premium contributions will increase to 13% of the negotiated insurance base on April 1, 2017.
28	**Duration of Contract**	April 2, 2016 – June 15, 2017

* **2016 FOP-OLC Negotiated Pay Structure Adjustment**
After arriving at an initial 3% across-the-board pay increase for members of the FOP-OLC collective bargaining unit, the design of the pay structure was addressed during 2016 contract negotiations. The former pay structure contained inconsistent differentials among pay grades and steps. The 2016 collective-bargaining process was used as an opportunity to address and remedy these inconsistencies.

In addition to the negotiated 3% pay increase, grade and step differentials were balanced in all pay grades. The addition of Step 6 and Step 7 for the S8, S9, and S10 pay grades includes a higher differential than earlier steps in order to recognize the higher level of experience attained by incumbents in those steps.

These adjustments are the result of comprehensive research and consideration by the negotiating team. Factors in the decision-making process included current salary data, the internal value the City of Columbus places on classifications assigned to these pay grades, and widely accepted compensation practices in both the public and private sectors. It is important to note that the financial impact to the General Fund of $297,000 included the adjustments to the base rates retroactive to April 2, 2016.

It is anticipated that the proposed agreement will be submitted for City Council's acceptance by the June 20, 2016 Council meeting. Thank you for your favorable consideration.

Attachment

c: The Honorable Members of City Council
The Honorable Andrew J. Ginther
The Honorable Hugh J. Dorrian, City Auditor
The Honorable Richard Pfeiffer, City Attorney
Greg Davies, Chief of Staff
Joe Lombardi, Finance and Management Director
George Speaks, Public Safety Director
Michael P. Duco, City's Chief Negotiator
City Negotiating Team Members