

JOE LOMBARDI  
Director

THE CITY OF  
**COLUMBUS**

ANDREW J. GINTHER, MAYOR

DEPARTMENT OF FINANCE  
AND MANAGEMENT

August 31, 2021

**MEMORANDUM TO:** President Pro Tem Elizabeth Brown  
Finance Committee Chair

**FROM:** Joe A. Lombardi *JAL*  
Finance and Management Director

**SUBJECT:** Financial Impact of Tentative FOP-OLC Contract (2021-2024)

The 2021-2024 collective bargaining agreement between the City of Columbus and the Fraternal Order of Police Ohio Labor Council, Inc. will be presented for City Council's acceptance. The agreement represents 62 full-time employees paid out of the general fund. The current collective bargaining agreement expires on August 31, 2021, and the succeeding agreement will be retroactive to September 1, 2021 and will be effective through August 31, 2024.

The stipulations contained in the agreement will have an aggregate cost of approximately \$986,986 within the general fund. The contract includes an across-the-board wage increase, an increase in the service credit, an increase of tuition reimbursement, an additional eight (8) hours of sick leave, and an additional eight (8) hour personal business day.

An across-the-board wage increase of 2.5%, 3.0%, and 3.5% will be effective September 1<sup>st</sup> of each year for 2021 through the final year of the contract for 2024. The supplements to the contract include: a one-time increase of \$100 in each service credit tier effective for the term of the contract; an increase in the cap of tuition reimbursement to five thousand five hundred dollars (\$5,500.00) of this cap undergraduate studies reimbursement is a maximum of four thousand five hundred dollars \$4,500 and graduate studies is a maximum of five thousand five hundred dollars \$5,500; an increase of eight hours of sick leave from seventy-two (72) hours up to eighty (80) hours annually; and an additional eight (8) hour personal business day for a total of three personal business days.

The attached worksheet illustrates the costs and savings associated with the various stipulations contained within the proposed collective bargaining agreement. If you have any questions specific to the financial aspects of this contract, please contact Raechelle Holmes (645-8639) or myself.

Attachment

C: Andrew J. Ginther, Mayor  
Ken Paul, Chief of Staff  
Kate Pishotti, Deputy Chief of Staff  
Nichole Brandon, Human Resources Director  
Brooke Carnevale, Deputy Director Human Resources  
Wendy Kane, Chief Labor Negotiator  
Christopher Moses, Labor Relations Manager  
Members of City Council



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Contract Year	1	2	3	Cumulative
Contract Dates	September 1, 2021 to August 31, 2022	September 1, 2022 to August 31, 2023	September 1, 2023 to August 31, 2024	
Wage Increase	2.5%	3.0%	3.5%	Net 9%
Total Wages and Associated Benefits	\$ 48,545	\$ 211,775	\$ 563,879	\$ 824,199
Service Credit	\$ 4,100	\$ 4,800	\$ 5,400	\$ 14,300
Sick Leave	\$ 23,980	\$ 24,699	\$ 25,564	\$ 74,243
Personal Business Day	\$ 23,980	\$ 24,699	\$ 25,564	\$ 74,243
Net	\$ 100,605	\$ 265,974	\$ 620,407	\$ 986,986

