

MEMORANDUM OF UNDERSTANDING #2021-02
THE CITY OF COLUMBUS
AND
FRATERNAL ORDER OF POLICE, LODGE 9 (FOP)
REGARDING RETIREMENT INCENTIVE PROGRAM

The parties have agreed to a one-time Retirement Incentive Program ("Program"). This Program is for current FOP bargaining unit members actively employed by the City of Columbus Division of Police ("members"). The material terms of the Program include the following:

1. This is an opt-in Program with a limit of 100 or fewer participants.
2. Eligible members include those with twenty-five or more years of continuous service in rank within the Columbus Division of Police as of December 31, 2021 who have no pending administrative investigations (other than for minor misconduct) or criminal investigations as of the election date and through the date of termination. *AS A SWORN MEMBER OF*
3. There will be a minimum of ninety (90) days between the date the final terms of the Program are announced and the election date.
4. All eligible members will indicate their interest in opting-in to the Program on the election date. There will be at least 24 hours available for members to opt-in on the election date.
5. If more than 100 members indicate their interest in opting-in to the Program on the election date, the list of Participants will be established by rank by seniority as defined in the Labor Agreement, with all Commanders who elect to participate being first ranked by seniority and designated as Participants, then moving to Lieutenants by seniority, and throughout the lower ranks by seniority until all 100 Participants have been identified.
6. Participants will be required to remain employed at least three months and up to six months after the list of Participants is established. The City will determine the specific termination date in the three to six-month window for each individual Participant.
7. Upon termination, each Participant must execute a standard waiver and release of claims. Failure to execute the waiver and release of claims will result in no payment to the Participant.
8. Payment of a one-time lump sum payment of \$200,000.00, less applicable withholdings, will be made in the next regularly scheduled pay following the expiration of the revocation period for each Participant (provided the Participant has not revoked his/her agreement to the waiver and release of claims).
9. Participants will not be eligible for rehire or reemployment with the City of Columbus.
10. The Program and its administration shall not be grievable.

FOR THE CITY:

Nichole M. Brandon, Director
Department of Human Resources

Date

Nichole M. Brandon
7/15/21

FOR FOP:

Mark Fester, Grievance Chair
FOP Lodge 9

Date

Mark Fester
7/15/21

Ned Pettus, Jr., Director
Department of Public Safety

Date