

JOE LOMBARDI  
Director

THE CITY OF  
**COLUMBUS**  
ANDREW J. GINTHER, MAYOR

DEPARTMENT OF FINANCE  
AND MANAGEMENT

July 22, 2021

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

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

**SUBJECT:** General Fund Financial Impact of Tentative FOP Contract (2020-2023)

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 1,910 uniformed employees paid out of the general fund. The predecessor collective bargaining agreement expired on December 9, 2020, and the successor agreement will be effective through December 8, 2023. The stipulations contained in the agreement will have a fiscal impact on the general fund of approximately \$67.5 million over the three year term consisting of increases in wages and longevity pay, partially offset by an elimination of the City's obligation associated with the employee share of pension contributions as outlined below.

Effective with the pay period that includes December 9, 2020 (retroactively), A-C Step Police Officer wages will receive a market adjustment of \$1,350, D-F Step Police Officer Wages will receive a market adjustment of \$2,350, and an across the board increase of 2.5% will be applied. Similarly, market adjustments of \$1,350 and \$1,850, respectively, will be applied to Police Officer wages with the pay period that includes December 9, 2021, along with an across the board increase of 3.0%. Finally, an across the board increase of 3.5% will be effective with the pay period that includes December 9, 2022. Existing rank differentials for the promoted classifications are maintained throughout the duration of the agreement. As soon as possible following implementation in the City's payroll system, the City's obligation associated with the employee share of pension contributions will decrease from 0.75% to 0%.

Additional provisions with fiscal implications are contained within two specific memoranda that accompany the agreement. An updated Memorandum of Agreement Regarding the Use of Cameras and Recordings adds an additional paid holiday (Police Officer Memorial Day) and 16 additional hours of Personal Emergency Leave annually, which together, will have an estimated general fund impact of \$8.3 million over the three year term of this agreement. A Memorandum of Understanding outlining a Retirement Incentive Program provides for one-time payments of \$200,000 for up to 100 tenured Police Officers who elect to participate. At maximum participation, savings generated through these retirements are estimated at \$45.1 million over the first five years following implementation of the program. After accounting for the one-time payments, the Retirement Incentive Program would result in net savings to the city of approximately \$20.5 million, thereby reducing the overall cost of the FOP tentative agreement.

The attached tables detail the cost implications associated with the proposed collective bargaining agreement, the updated Cameras and Recordings MOA, and the savings generated as a result of the Retirement Incentive Program. If you have any questions specific to the financial aspects of this contract, please contact Josh Hopping (645-5695) or myself.

Attachment

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



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General Fund Fiscal Impact of FOP Successor Agreement 2020 - 2023				
Contract Year	Year 1	Year 2	Year 3	TOTAL CONTRACT
Dates	Dec. 9 '20 - Dec. 8 '21	Dec. 9 '21 - Dec. 8 '22	Dec. 9 '22 - Dec. 8 '23	Dec. 9 '20 - Dec. 8 '23
Wage Increases	2.5%	3.0%	3.5%	68,873,578
	11,647,457	24,062,285	33,163,836	
Longevity Pay	676,852	661,164	645,807	1,983,823
Elimination of Pension Pickup	(1,172,228)	(1,108,014)	(1,079,955)	(3,360,197)
General Fund Impact Subtotal				67,497,204
General Fund Fiscal Impact of updated Cameras and Recordings MOA 2020 - 2023				
Contract Year	Year 1	Year 2	Year 3	TOTAL CONTRACT
Dates	Dec. 9 '20 - Dec. 8 '21	Dec. 9 '21 - Dec. 8 '22	Dec. 9 '22 - Dec. 8 '23	Dec. 9 '20 - Dec. 8 '23
Police Officer Memorial Day	881,316	923,302	953,801	2,758,419
16 hours PEL	1,762,632	1,846,603	1,907,602	5,516,837
General Fund Impact Subtotal				8,275,256
Total General Fund Cost	\$ 11,152,081	\$ 23,615,435	\$ 32,729,688	\$ 75,772,460

5-Year Fiscal Impact of Retirement Incentive Program MOU						
	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Incentive Payments	24,590,000	-	-	-	-	24,590,000
Savings Generated	(13,427,279)	(10,920,526)	(8,304,053)	(6,803,838)	(5,626,079)	(45,081,775)
Net Impact	11,162,721	(10,920,526)	(8,304,053)	(6,803,838)	(5,626,079)	(20,491,775)

Note: One-time incentive payout in Year 1 includes estimated fringe benefits.

