



City of Columbus
Mayor Michael B. Coleman

Department of Finance and Management

Paul R. Rakosky, Director

September 16, 2010

MEMORANDUM TO: Michael C. Mentel
President, Columbus City Council
Finance Committee Chair

FROM: Paul R. Rakosky *PRR*
Director of the Department of Finance and Management

SUBJECT: **General Fund Financial Impact of FOP MOU #2010-01**

The purpose of this memo is to summarize the fiscal impact of the Memorandum of Understanding (MOU) that has been reached between the City and the Fraternal Order of Police (FOP), Capital City Lodge No. 9 in regards to its Field Officer Training (FTO) program.

The City and the FOP agree to change the Field Training phase structure from 3, five-week phases (5-5-5 format) to 3 four-week phases with an additional 4th three-week evaluation phase (4-4-4-3 format). This change in structure does not, therefore, alter the total duration of the field training period, but does add one (1) additional phase. As it relates to Article 36.1 of the current collective bargaining agreement, an additional eight (8) hours of vacation accrual will be granted to each officer who successfully participates in the program as a coach during the 4th evaluation phase. Though this additional vacation accrual does not have a direct and immediate cost to the city in the same way a wage increase would, for example, it is of value and does add extra liability to the general fund. Assuming the current E step wage rate, along with current benefit rates, the value of eight (8) hours of vacation is approximately \$333.76 per coach. The current value of the additional liability added to the general fund for the new 4th evaluation phase of a hypothetical class of 50 officers is approximately \$16,688.

If you have any questions relative to the financial aspects of this MOU, please contact Aileen Heiser at 645-6107 or me at 645-8045.

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