

October 8, 2024

MEMORANDUM TO: Councilmember Nick Bankston
Finance Committee Chair

FROM: Kathy Owens
Finance and Management Director

SUBJECT: Financial Impact of Tentative FOP-OLC Contract (2024-2027)

The 2024-2027 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 76 full-time employees paid out of the general fund. The current collective bargaining agreement expired on August 31, 2024, and the succeeding agreement will be retroactive to September 1, 2024 and will be effective through August 31, 2027.

The stipulations contained in the agreement will have an aggregate cost of approximately \$3,243,211 within the general fund. The contract includes an across-the-board wage increase, creation of Step 6 (2% increase over Step 5) for employees currently within the S6 pay grade, and the creation of a new tier in the service credit.

An across-the-board wage increases of 5% will be effective September 1st of each year for 2024 through 2026, the final year of the contract.

The worksheet below illustrates the costs 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 Mike Miller (645-5695) or myself.

Attachment

C: Andrew J. Ginther, Mayor
Elon Simms, Chief of Staff
Christopher Moses, Human Resources Director
Wendy Kane, Labor Relations Manager
Members of City Council

General Fund Impact of FOP-OLC Successor Agreement 2024-2026				
Contract Year	Year 1	Year 2	Year 3	Total Contract
Contract Dates	Sept 1, 2024 - Aug 31, 2025	Sept 1, 2025 - Aug 31, 2026	Sept 1, 2026 - Aug 31, 2027	
ATB Wage Increase	5%	5%	5%	\$ 3,243,211
Wage Increases, including Step 6 for S6	\$ 570,224	\$ 1,016,674	\$ 1,656,313	
Service Credit	\$ 350	\$ 450	\$ 450	\$ 1,250
Net Fiscal Impact	\$ 570,574	\$ 1,017,124	\$ 1,656,763	\$ 3,244,461

