



**TO:** Mayor Thomas R. Kneeland  
Director of Finance  
Members of City Council  
City Attorney  
Clerk of Council

**FROM:** Miranda Vollmer, Director of Human Resources

**DATE:** July 8, 2019

**SUBJECT:** Report to Council

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## **ACTION ITEMS FROM THE DIRECTOR OF HUMAN RESOURCES**

### **ACTION ITEM #1 – Ordinance – FOP contract 2019-2021**

The City of Gahanna and the Fraternal Order of Police (FOP) have come to a tentative agreement on the 2019-2021 contract. The bargaining unit has voted in favor of adopting the successor agreement. We respectfully request authorization for the Mayor to sign the FOP contract. In order for the new contract to be effect, we request this legislation be passed as an emergency and waiver. The request for emergency and waiver will allow contract terms to begin immediately upon passage. In addition, this contract is retroactive to January 1, 2019. This request will allow FOP members to receive back wages in a timely manner. Below is a summary of changes:

- Current language for Articles: 1, 2, 6, 7, 8, 9, 12, 15, 18, 26, 27 and 30
- Updated language with no economic impact for Articles: 3, 4, 10, 11, 13, 15, 16, 25
- Article 14. Promotions
  - Sergeant: 5 years of service to be promoted, 3 out of 5 in Patrol. Detectives currently assigned are grandfathered.
  - Exam Components (Sergeant): written (20%), assessment center (60%), and oral board (20%)
  - Exam Components (Lieutenant): assessment center (70%), and oral board (30%)
  - Certification List is good for one year with possible extension of 6 months
- Article 17. Wages- 3.33% in 2019; 3.33% in 2020; 3.34% in 2021
  - Step 1 increase to \$27.39
  - Service credit increase of \$50 in year 2
  - Shift differential increase of \$0.10 in year 2

- Article 19. Hours of Work and Overtime
  - New overtime procedure was developed
  - Working out of class – member is paid at step 2 rate of higher classification
  - Members on-call are compensated at \$2.00/hour
- Article 20. Vacation Leave
  - Carryover of 720 vacation hours. Any excess are lost at end of year.
  - Cash out up to 80 hours of vacation hours each year, if member has minimum of 180 hours after cash out
  - Annual vacation bidding
  - Chief can designate up to 10 red line days
- Article 21. Equipment and Allowance.
  - Increase in non-uniformed members clothing allowance to \$1000
  - Reimbursement for cell phones damaged on duty
  - New procedure for division-issued hand gun
- Article 22. Holiday Pay and Holiday Bank
  - Holiday pay is moved from compensatory bank to separate holiday bank
  - Carryover max 40 hours of holiday pay, all others paid out
- Article 23. Insurance
  - Annual rate increase capped at 10% annually
  - Increase waiver of coverage benefit to \$1200 for member and \$600 for spouse
- Article 24. Sick Leave
  - Personal Emergency Leave (PEL) – members may convert up to 16 hours of sick leave to PEL with restrictions
- Article 28. Miscellaneous – probationary period is 12 months after Peace Officer Certification
- Article 29. Training – FTO pay increased to \$5.00/hour; Training for Officer-In-Charge employees
- Article 31. Substance Abuse and Drug Testing – new procedure for mandated random drug testing

Requested Legislation and Funding

- Legislation Needed: Ordinance
- Emergency/Waiver: Both
- Name & Address: Fraternal Order of Police, Lodge #9  
6800 Shrock Hill Ct.  
Columbus, OH 43229
- Already Appropriated (Amounts & Accounts Names/Titles): Various Accounts in 2019

**UPDATES**

None.