

**RESOLUTION 2025-042**

**A Resolution Approving the Request for Reimbursement to Franklin Township for Cost Associated with Uniforms and Equipment per CBA**

The Board of Trustee of Franklin Township, Franklin County, Ohio, met in person in a Regular Meeting at 12:00 p.m. on Thursday, March 20, 2025, at 2193 Frank Road, Columbus, Ohio. The trustee marked below made a motion for the adoption of the following resolution:

**Trustee Fleshman**                       **Trustee Leezer**                       **Trustee Blevins**

**BE IT RESOLVED** that the Board of Trustees of Franklin Township, Franklin County, Ohio, approves and requests the reimbursement of two thousand dollars (\$2000.00) for the cost of a ballistic vest and two thousand five hundred dollars (\$2500.00) for police uniforms originally expended to the Township from recently resigned employee Frederick West.

**BE IT FURTHER RESOLVED** that the Board of Trustees reviewed the Collective Bargaining Agreement regarding the FOP, Capital City Lodge No. 9 Section 27.11: *Members Leaving Within One Year of Appointment*. Frederick West's hire date was May 5, 2024, and he resigned on February 28, 2025. (See Attachment)

**BE IT FURTHER RESOLVED** that all formal actions of the Board concerning and relating to this Resolution were passed in an open meeting of the Board, and that all deliberations of this Board and any of its committees that resulted in such formal action were in a meeting open to the public, in compliance with all legal requirements including Section 121.22 of the Ohio Revised Code.


**BE IT FURTHER RESOLVED** that this Resolution be declared an emergency and shall be in full force and effect immediately upon its adoption.

*The following trustee marked below seconded the motion: (check one)*

**Trustee Fleshman**                       **Trustee Leezer**                       **Trustee Blevins**

*Roll was called for the adoption of the resolution, and the vote was as follows:*

**Fleshman:**  YES/  NO                      **Leezer:**  YES/  NO                      **Blevins:**  YES/  NO

  
\_\_\_\_\_  
John Fleshman, Trustee

  
\_\_\_\_\_  
James Leezer, Trustee

  
\_\_\_\_\_  
Mike Blevins, Trustee

*Adopted on March 20<sup>th</sup>, 2025*

## Letter of Resignation

Dear Chief Smith

I am writing to formally notify you of my decision to resign from my position as a Police Officer for Franklin Township. My last day of employment is 03/01/2025

I am incredibly grateful for the opportunities I have had while working for the Franklin Township Police Department.

If anyone would like to speak with me in reference to my departure or if I can provide any assistance during my final weeks, please let me know.

Respectfully,  
Frederick (Fred) West

No. \_\_\_\_\_ Period 8/23/11-3/8 **B**

Name Ness

Regular Hours \_\_\_\_\_ Rate \_\_\_\_\_ Amount \_\_\_\_\_

Overtime Hours \_\_\_\_\_ Rate \_\_\_\_\_ Amount \_\_\_\_\_

Deductions \_\_\_\_\_

**PYRAMID** Actual Pay \_\_\_\_\_  
Pay Date \_\_\_\_\_

**COPY**

DATE	IN	OUT	IN	OUT	IN	OUT	TOTAL
16							
17							
18							
19							
20							
21							
22							
23							
24							
25							
26							
27							
28							
29							
30							
31							

Signature \_\_\_\_\_  
Approval \_\_\_\_\_

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No. \_\_\_\_\_ Period \_\_\_\_\_ **A**

Name \_\_\_\_\_

Regular Hours \_\_\_\_\_ Rate \_\_\_\_\_ Amount \_\_\_\_\_

Overtime Hours \_\_\_\_\_ Rate \_\_\_\_\_ Amount \_\_\_\_\_

Deductions \_\_\_\_\_

**PYRAMID** Actual Pay \_\_\_\_\_  
Pay Date \_\_\_\_\_

DATE	IN	OUT	IN	OUT	IN	OUT	TOTAL
1							
2							
3							
4							
5							
6							
7							
8							
9							
10							
11							
12							
13							
14							
15							

Signature \_\_\_\_\_  
Approval \_\_\_\_\_

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the safety of the officer or the public; provided, however that unless the member otherwise agrees, no member shall receive more than one (1) temporary transfer of ninety (90) days in length in any twelve month period, excluding temporary transfers for either light duty or for the purpose of giving or receiving training at an academy or school (or for the purpose of covering the shift of such members at training). Although the Township will, to the extent feasible, endeavor to base temporary assignments and/or transfers upon reverse seniority, it is specifically understood and agreed that the Chief of Police may, in his sole and absolute discretion, temporarily assign and/or transfer any member regardless of seniority based upon the best interests of the Department, as determined by the Chief of Police. Except as otherwise provided below, schedules are to be based upon permanent shifts, the hours of which are to be determined by the Township, and shift assignments will be selected by the members based upon seniority when there is a vacancy or realignment. Notwithstanding the foregoing, administrative changes in a member's permanent shift assignment may be made by the Chief to ensure the needs, interests, efficient or effective operation of the Department, or to ensure the safety of the officer or the public. These changes may be effected by the Chief notwithstanding the existence or nonexistence of a requested assignment change for that shift. Transfers and assignments may not be used as a form of discipline.

**27.8 Safety and Health Team.** A Safety and Health Team that will be comprised of four (4) persons shall be appointed by the parties, with two (2) persons appointed by the Lodge and two (2) persons appointed by the Board of Trustees. The team shall meet at least once during the first quarter of each calendar year, and at such other times that may be requested by either the Lodge or the Township, to discuss any safety and health issues that are related to the operations of the Police Department or the performance of members' job duties. Members shall have the right to present any safety, health or training related issues, suggestions or concerns, to the Team. The Team shall have the authority to conduct studies and gather information, and to make formal recommendations to the Lodge and/or the Board of Trustees. The Team shall have no authority to bargain for the Lodge and the Township, or to modify, add to, or delete the provisions of this Agreement. To the extent that mutual agreement may be reached by the Team with regard to any safety and health issues, the Team may endeavor to find ways of accomplishing joint objectives that are consistent with the provisions of this Agreement, or, if that is not possible, the Team may recommend to the Lodge and the Township that the Agreement be amended pursuant to a mutual written agreement. It is the parties' intent that the recommendations of the Safety and Health Team be advisory only.

**27.9 Required Training.** If members are required or approved by the Chief of Police to participate in a training program, the Township shall incur all necessary, reasonable, authorized and approved costs of such training.

**27.10 Supervisory Training.** Upon promotion to the rank of sergeant and within the first year of the assignment, the promoted individual may, in addition to any other mandated training, be required to successfully complete a supervisory course as approved by the Chief of Police. However, the successful completion of any such training shall not negate such member's promotional probationary status.

**27.11 Members Leaving Within One Year of Appointment.** All new hires shall sign an agreement indicating that if the member leaves the employment of the Township within one (1) year of his or her appointment date, the member shall reimburse the Township two thousand dollars (\$2000) for the cost of the ballistic vest and two thousand five hundred dollars (\$2,500) for uniform expense, subject to the exceptions provided below.

A. The reimbursement shall not apply if the member's employment is terminated by the Township, the member resigns due to a medical condition that renders the member not fit for duty, or if the member is separated due to a medical condition that renders the member not fit for duty.

B. The member may be subject to funds being withheld from their final paycheck including additional invoicing by Franklin Township to satisfy any unpaid vest and uniform expenses