

**A Resolution Authorizing a Wage Increase for Designated Positions**

The Board of Trustee of Franklin Township, Franklin County, Ohio, met in person in a Regular Meeting at 6:00 p.m. on Thursday, March 19<sup>th</sup>, 2026, at 2193 Frank Road, Columbus, Ohio. The Trustee marked below made a motion for the adoption of the following resolution:

**Trustee Fleshman**

**Trustee Blevins**

**Trustee Fuller**

**WHEREAS** the Franklin Township Board of Trustees recognizes the importance of maintaining competitive compensation to attract and retain qualified employees; and

**WHEREAS**, the Board has reviewed to addendums within Resolution 2025-075, Addendum item #4; and (Exhibit A)

**WHEREAS**, the Board has reviewed current wage levels and budgetary considerations for township operations; and

**WHEREAS** the Board finds it fiscally responsible and in the best interest of the Township to authorize a modest wage adjustment for certain positions.

**NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of Franklin Township, Franklin County, Ohio:**

**Wage Increase Authorized**

Effective 01/01/2026, a three percent (3%) wage increase is hereby approved for the following township positions:

Fire Chief

Police Chief

Road Superintendent

Police Lieutenant

**Implementation**

The Payroll Specialist is hereby authorized and directed to implement the wage adjustments in accordance with this resolution and to make any necessary payroll updates.

**Budget Compliance**

All wage increases authorized herein are subject to available appropriations and shall be administered in compliance with the Township's approved budget.

**Effective Date**

This resolution shall take effect and be in force immediately upon its adoption

**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 shall be in full force, effective immediately upon its adoption.

**A Resolution Authorizing a Wage Increase for Designated Positions**

*The following trustee marked below seconded the motion:*

**Trustee Fleshman**

**Trustee Blevins**

**Trustee Fuller**

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

**Fleshman:**  YES/  NO

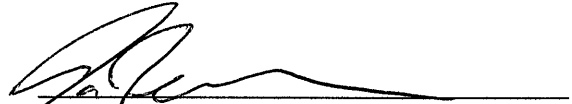
**Blevins:**  YES/  NO

**Fuller:**  YES/  NO



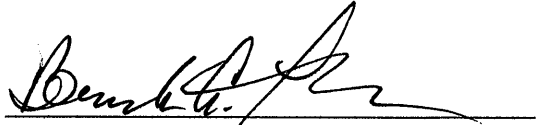
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Trustee Mike Blevins



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Trustee John Fleshman



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Trustee Brenda Fuller

*Adopted on March 19, 2026*

**Resolution 2025-075**  
**A Resolution Authorizing the Rescinding and Revocation of Existing Memorandum of Understandings (MOU) Regarding all Department Heads, Police Lieutenant, and Township Administrator**

The Board of Trustee of Franklin Township, Franklin County, Ohio met in person in a Regular Meeting at 12:00p.m. on Thursday, May 29, 2025 . 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 authorizes to rescind and revoke the existing Memorandum of Understanding (MOU) for each Township the department head, the police lieutenant and the Township Administrator.

**BE IT FURTHER RESOLVED** that the Employee Handbook will be updated to include addendums specific to each department head (police chief, police lieutenant, road superintendent, and fire chief), as well as the Township Administrator position.

**BE IT FURTHER RESOLVED** that the Board of Trustees authorizes that the addendums to the Employee Handbook become effective the first full pay period beginning in July 2025. (*July 13, 2025 – July 26, 2025*)

**BE IT FURTHER RESOLVED** that all formal actions of this Board concerning and relating to this Resolution were passed in an open meeting of the Board, and that all deliberations of the 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

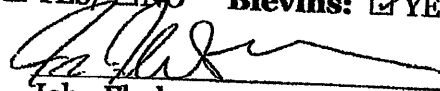
**BE IT FURTHER RESOLVED** that this resolution shall be declared an emergency and be in full force and effective immediately upon its adoption.

*The following trustee marked below seconded the motion:*

**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 May 29, 2025*

**Employee Handbook-Addendum for the Fire Chief**

**Effective: July 1, 2025**

1. **Vacation accrual shall be 9.2 hours per pay.**
2. **Fire Chief shall contribute 50% of the applicable pension beginning January 1, 2026**
3. **Health insurance payment shall be at 8% of the township's premium expense for the year 2025. That percentage may change on a year to year basis adjusting the Fire Chief's percentage of insurance payments.**
4. **Annual salary review shall be conducted by the Board of Trustees in January of each year.**
5. **Vacation accrual maximum is 400 hours while employed with the township.**
6. **Sick leave accrual is unlimited while employed with the township.**
7. **Vacation cash out is limited to 400 hours at a rate of 50% of the employee's hourly pay rate.**
8. **Sick Leave cash out is limited to 1040 hours at a rate of 25% of the employee's hourly pay rate.**
9. **Specifically for 2025: The Fire Chief will be afforded Holiday Pay of approximately \$4,868.00.**
10. **Specifically for 2025: The Fire Chief will be afforded Longevity Pay of approximately \$2,288.00**
11. **Effective January 1, 2026, Longevity pay shall be determined by the Board of Trustees on a yearly basis and shall not exceed \$800.00**

**Employee Handbook-Addendum for the Chief of Police**

**Effective: July 1, 2025**

- 1. Vacation accrual shall be 9.2 hours per pay.**
- 2. Police Chief shall contribute 50% of the applicable pension.**
- 3. Health insurance payment shall be at 8% of the township's premium expense for the year 2025. That percentage may change on a year to year basis adjusting the Police Chief's percentage of insurance payments.**
- 4. Annual salary review shall be conducted by the Board of Trustees in January of each year.**
- 5. Longevity pay shall be determined by the Board of Trustees on a yearly basis and shall not exceed \$800.**
- 6. Vacation accrual maximum is 400 hours while employed with the township.**
- 7. Sick leave accrual is unlimited while employed with the township.**
- 8. Vacation cash out is limited to 400 hours at a rate of 50% of the employee's hourly pay rate.**
- 9. Sick Leave cash out is limited to 1040 hours at a rate of 25% of the employee's hourly pay rate.**

**Employee Handbook-Addendum for the Road Superintendent**

**Effective: July 1, 2025**

- 1. Vacation accrual shall be 9.2 hours per pay.**
- 2. Road Superintendent shall contribute 50% of the applicable pension.**
- 3. Health insurance payment shall be at 8% of the township's premium expense for the year 2025. That percentage may change on a year to year basis adjusting the Road Superintendent's percentage of insurance payments.**
- 4. Annual salary review shall be conducted by the Board of Trustees in January of each year.**
- 5. Vacation accrual maximum is 400 hours while employed with the township.**
- 6. Sick leave accrual is unlimited while employed with the township.**
- 7. Vacation cash out is limited to 400 hours at a rate of 50% of the employee's hourly pay rate.**
- 8. Sick Leave cash out is limited to 1040 hours at a rate of 25% of the employee's hourly pay rate.**
- 9. Road Superintendent shall be afforded Flex Time at a rate of 1 hour per 1 hour after reaching a 45 hour work week. Can accrue a total of 40 flex hours per calendar year. Must use the Flex Time hours in the year accrued. However, there may be circumstances that the Board of Trustees will allow the accumulated Flex Time hours to be used at the discretion of the Road Department Superintendent.**

**Employee Handbook-Addendum for the Police Lieutenant**

**Effective: July 1, 2025**

- 1. Vacation accrual shall be 4.6 hours per pay until the 6<sup>th</sup> year of employment**
- 2. Lieutenant shall contribute 50% of the applicable pension.**
- 3. Health insurance payment shall be at 8% of the township's premium expense for the year 2025. That percentage may change on a year to year basis adjusting the Lieutenant's percentage of insurance payments.**
- 4. Annual salary review shall be conducted by the Board of Trustees in January of each year.**
- 5. Vacation accrual maximum is 400 hours while employed with the township.**
- 6. Sick leave accrual is unlimited while employed with the township.**
- 7. Vacation cash out is limited to 400 hours at a rate of 50% of the employee's hourly pay rate.**
- 8. Sick Leave cash out is limited to 1040 hours at a rate of 25% of the employee's hourly pay rate.**