

A Resolution Authorizing Longevity Pay for Certain Township Positions and Amending Prior Addendums within Resolution 2025-075

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 19th, 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 previously established compensation policies, including longevity pay provisions, through Resolution 2025-075; and (Exhibit A)

WHEREAS the Board of Trustees desires to revise the addendums to Resolution 2025-075 to include additional positions eligible for longevity pay; and

WHEREAS the Board of Trustees recognizes the value of experience, dedication, and continued service in key leadership and supervisory roles within the Township;

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

SECTION 1. Authorization of Longevity Pay

That longevity pay is hereby authorized for the following positions:

Fire Chief

Police Chief

Road Superintendent

Police Lieutenant

SECTION 2. Amount of Longevity Pay

That the longevity pay shall be set at a rate of Eight Hundred Dollars (\$800.00) per eligible employee.

SECTION 3. Payment Terms

That such longevity pay shall be paid in the pay date immediately following the employee's anniversary date in the calendar year 2026.

SECTION 4. Amendment to Prior Resolution

That the addendums to Resolution 2025-075 are hereby revised to include the positions of Road Superintendent and Police Lieutenant as eligible for longevity pay.

SECTION 5. Annual Determination

That the Board of Trustees shall review and determine the longevity pay on a yearly basis, which shall not exceed Eight Hundred Dollars (\$800.00).

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.

2026-047

**A Resolution Authorizing Longevity Pay for Certain Township Positions and
Amending Prior Addendums within Resolution 2025-075**

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:

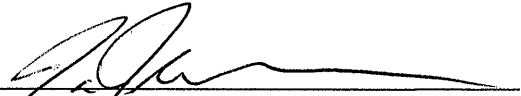
Fleshman: YES/ NO

Blevins: YES/ NO

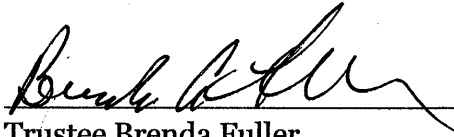
Fuller: YES/ NO



Trustee Mike Blevins



Trustee John Fleshman



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

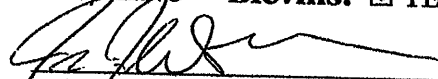
BE IT FURTHER RESOLVED that this resolution shall be declared an emergency and be in full force and effective immediately upon its adoption.

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 6th 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.**