

Resolution 2026-050
A Resolution Approving a Memorandum of Understanding (MOU) Between the Franklin Township Board of Trustees, the Franklin Township Fire Department and the International Association of Firefighters Local 1441

The Board of Trustee of Franklin Township, Franklin County, Ohio, met in person in a Regular Meeting at 6:00 p.m. on Thursday, April 2, 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, the Franklin Township Fire Department, and the International Association of Fire Fighters (IAFF) Local 1441 (parties to a collective bargaining agreement (CBA)); and

WHEREAS, Article 19, Section 1.2 of the CBA states: “The subsequent two years of pay schedule covered under this contract will be noted in Appendix A”; and

WHEREAS Appendix A of the CBA further provides: “After January 1, 2025, Article 19 shall be reopened solely for bargaining with respect to wages for the subsequent two years of the contract,” specifically:

Year 2: March 1, 2025, through February 28, 2026

Year 3: March 1, 2026, through February 28, 2027; and

WHEREAS the parties have engaged in negotiations regarding wages for Year 3 of the contract and have reached agreement as memorialized in a Memorandum of Understanding (MOU); and

WHEREAS the MOU provides for a four percent (4%) increase to the pay scale for Fire Fighter I through Fire Fighter V, effective the first full pay period of April 2026; and

WHEREAS the MOU further provides that the salary for promoted ranks shall be calculated based upon the updated Fire Fighter V (FFV) pay scale; and

WHEREAS IAFF Local 1441 has agreed to waive any retroactive back pay associated with this wage increase for the period of February 28, 2026, through April 4, 2026;

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

Section 1. That the Memorandum of Understanding (MOU) between the Franklin Township Board of Trustees, the Franklin Township Fire Department, and IAFF Local 1441 is hereby approved.

Section 2. That the four percent (4%) wage increase shall be implemented effective the first full pay period of April 2026, in accordance with the terms of the MOU.

Section 3. That compensation for promoted ranks shall be adjusted consistent with the revised Fire Fighter V pay scale.

Section 4. That the waiver of retroactive back pay by IAFF Local 1441 for the period of February 28, 2026, through April 4, 2026, is acknowledged and accepted.

Section 5. That the appropriate officials are authorized to take all actions necessary to implement the terms of this Resolution and the MOU.

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Section 6. That it is found and determined that all formal actions of this Board concerning and relating to the adoption of this Resolution were adopted in an open meeting of this Board, and that all deliberations of this Board and any of its committees that resulted in such formal action were conducted in meetings open to the public, in compliance with all legal requirements.

Section 7 . That this Resolution shall take effect immediately upon its adoption.

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:

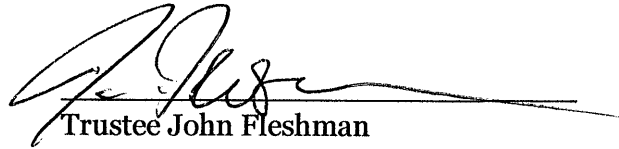
Fleshman: YES/ NO

Blevins: YES/ NO

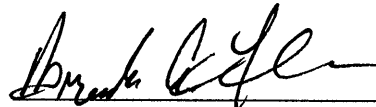
Fuller: YES/ NO



Trustee Mike Blevins



Trustee John Fleshman



Trustee Brenda Fuller



Franklin Township Professional Fire Fighters

Local 1441, International Association of Fire Fighters

4100 Sullivant Ave Columbus, Ohio 43228

3/27/2026

This document is a memorandum of understanding (MOU) between the Franklin Township Board of Trustees, Franklin Township Fire Department (FTFD) and the International Association of Fire Fighters (IAFF) Local 1441. It shall be understood by both parties that the pay scale will increase 4% starting the first full pay period of April 2026. This 4% is applied to FFI through FFV. The promoted ranks salary will be calculated from the new FFV pay scale This is pay period 8 which begins April 5th, 2026 and ends April 18, 2026. It shall also be understood that Local 1441 has waived any back pay associated with this raise that would pay out from February 28th, 2026 to April 4th, 2026. The new Fire Pay Plan will be attached to this MOU.

The collective bargaining agreement (CBA) between the union and Township states in Article 19, Section 1.2, "The subsequent two years of pay schedule covered under this contract will be noted in Appendix A". Appendix A of the CBA states, "After January 1st, 2025 Article 19 shall be reopened solely for bargaining with respect to wages for the subsequent 2 years of the contract. Those dates are listed below. Year 2- March 1st 2025 to February 28th, 2026 Year 3- March 1st, 2026 to February 28th, 2027".

The CBA between the union and Township also states in Article 19, Section 1.1 "The following pay ranges and hourly rates are hereby established as the "Fire Pay Plan" and are to be applied to the several positions as indicated below. All pay increases shall be effective beginning with the first full pay period following the expiration of a previous pay step or plan".

It has been agreed upon by the Board of Trustees, FTFD and IAFF Local 1441 that the Fire Pay Plan will have a 4% increase starting in pay period 8. It is also agreed upon that Local 1441 has waived any back pay prior to pay period 8.

Chartered: July 20, 1962

Affiliated with the Ohio Assoc. of Professional Fire Fighters & the Ohio AFL-CIO, and the Columbus and Franklin Co. AFL-CIO



Franklin Township Professional Fire Fighters

Local 1441, International Association of Fire Fighters

4100 Sullivant Ave Columbus, Ohio 43228

This MOU is understood and agreed upon by the following...

Trustee Mike Blevins *Mike Blevins* Date 4-2-26

Trustee John Fleshman *John Fleshman* Date 4-2-26

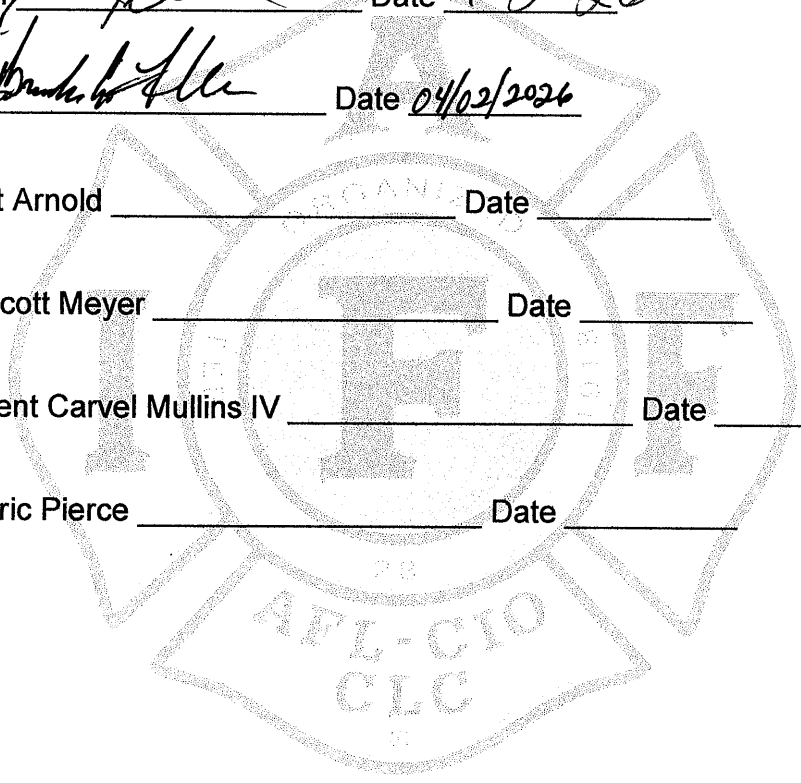
Trustee Brenda Fuller *Brenda Fuller* Date 04/02/2026

FTFD Fire Chief Robert Arnold _____ Date _____

Local 1441 President Scott Meyer _____ Date _____

Local 1441 Vice President Carvel Mullins IV _____ Date _____

Local 1441 Secretary Eric Pierce _____ Date _____



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Pay Range	FFI	FFII	FFIII	FFIV	FFV	LT	CAPT
Annual	\$56,576.36	\$61,873.00	\$67,987.85	\$76,492.92	\$84,968.71	\$95,164.95	\$106,584.75
Hourly - 56	\$19.43	\$21.25	\$23.35	\$26.27	\$29.18	\$32.68	\$36.60
Hourly - 40	\$27.20	\$29.74	\$32.69	\$36.77	\$40.85	\$45.75	\$51.24
Overtime - 56	\$29.14	\$31.88	\$35.03	\$39.41	\$43.77	\$49.02	\$54.90
Overtime - 40	\$40.80	\$44.62	\$49.04	\$55.16	\$61.28	\$68.63	\$76.86
Bi-Weekly	\$2,176.01	\$2,379.73	\$2,614.91	\$2,942.04	\$3,268.02	\$3,660.19	\$4,099.41
*** Bi-Weekly Premium						\$98.04	\$109.80

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