2026-063

A Resolution Amending Resolution 2025-075 Regarding OPERS Pension Contributions for Certain Township Officials

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 Board of Trustees of Franklin Township, Franklin County, Ohio adopted Resolution 2025-075, which included exhibit language indicating that the Police Chief, Police Lieutenant, and Road Superintendent would be responsible for paying fifty percent (50%) of their applicable pension contributions under the Ohio Public Employees Retirement System (OPERS); and (Exhibit A)

WHEREAS, the Township has not received approval or response from OPERS regarding the implementation of such change; and

WHEREAS it is the intent of the Board of Trustees to maintain the existing pension contribution arrangement for these positions; and

WHEREAS, the Township has continuously paid one hundred percent (100%) of the OPERS pension contributions for these positions without interruption;

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

SECTION 1. That Resolution 2025-075 is hereby amended to provide that the Township shall continue to pay one hundred percent (100%) of the OPERS pension contributions for the positions of Police Chief, Police Lieutenant, and Road Superintendent.

SECTION 2. That this amendment shall be applied retroactively to July 1, 2025, the effective date referenced in the exhibit line item #2, in Resolution 2025-075.

SECTION 3. That the positions of Police Chief, Police Lieutenant, and Road Superintendent were not impacted by the changes outlined in Resolution 2025-075, and there has been no break or interruption in the Township's payment of one hundred percent (100%) of their OPERS pension contributions.

SECTION 4. That all other provisions of Resolution 2025-075 not inconsistent with this amendment shall remain in full force and effect.

SECTION 5. 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 6. 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 (abstained) **Fuller:** ☒ YES/ □ NO

Trustee Mike Blevins

Trustee John Fleshman

Trustee Brenda Fuller

Adopted on April 2, 2026

121.22 O.R.C

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 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 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.

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, their 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.