

**A Resolution Amending Resolution 2025-123 for OP&F Pension Pickup Employee Portion at 100% as a Fringe Benefit**

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, of Franklin County, Ohio met at a duly called and authorized regular meeting of the Board on the date set forth above, such meeting being duly called pursuant to a notice stating the time, place and purpose of the meeting received by all Board members, and the following resolution was made, seconded, and adopted by those present at the meeting.

**WHEREAS** the eligible employee Robert Arnold of the Fire Department participates in the Ohio Police & Fire Pension Fund;

**WHEREAS**, the Board has previously adopted a pick-up of 50% of the 12.25% mandatory contributions required to be paid under Section 742.31 of the Ohio Revised Code for participating employees of the Fire Department who are members of the Ohio Police & Fire Pension Fund;

**WHEREAS**, Ohio Police & Fire Pension Fund has adopted new procedures for reporting picked up contributions in order to properly prepare 1099-R forms for its members;

**WHEREAS** the Board wishes to amend its prior resolution 2025-123 in order to continue the pick-up under the new procedures; (Exhibit A)

**NOW, THEREFORE, BE IT RESOLVED**, that effective as of April 19, 2026, the Board has determined to pick up all of the 12.25 % mandatory contributions by the employees who are members of the Ohio Police & Fire Pension Fund as a fringe benefit by paying the contributions on behalf of the employee.

**BE IT FURTHER RESOLVED**, that said picked up contributions paid as a fringe benefit by the employer, even though designated as employee contributions for state law purposes, are being paid by the Board in lieu of said contributions by the employee.

**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.

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

(obstain)

Trustee Mike Blevins

Trustee John Fleshman

Trustee Brenda Fuller

121.22 O.R.R

**RESOLUTION 2025-123**

**A Resolution Declaring the Franklin Township Board of Trustees Desire to Establish a New Pick-Up Plan for the Statutorily Required Contribution to the Ohio Police & Fire Pension Fund (OP&F) for Specified Employee of Franklin Township, Franklin County, Ohio, Pursuant to the Ohio Revised Code (O.R.C.) Section 742.21**

The Board of Trustees of Franklin Township, Franklin County, Ohio, met in person in a Regular Meeting at 12:00 p.m. on Thursday, August 21, 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**

The Board of Trustees of Franklin Township, Franklin County, Ohio met at duly called and authorized meeting of the Board of Trustees on the date set forth above, such meeting being duly called pursuant to a notice stating the time, place, and purpose of the meeting received by all board members, and the following resolution was made, seconded, and adopted by those present at the meeting.

**WHEREAS** Robert Arnold, an eligible employee of the Franklin Township Fire Department, participates in the Ohio Police and Fire Pension Fund.

**WHEREAS** per Resolution 2025-075, the Franklin Township Board of Trustees desires to pick up 50% of the present 12.25% mandatory contributions required to be paid under Section 742.31 of the Ohio Revised Code for participating employees of the Franklin Township Fire Department who are members of the Ohio Police & Fire Pension Fund. (See Exhibit A & B)

**NOW, THEREFORE, BE IT RESOLVED** that effective December 28, 2025, the Franklin Township, Board of Trustees, desire to pick up 50% of the 12.25% mandatory contributions by the specified employee who is a member of the Ohio Police & Fire Pension Fund [through a payroll reduction by paying the contributions on behalf of the employee] No contributions prior to the Board of Trustees' action shall be picked up.

**BE IT FURTHER RESOLVED** that said picked up contributions paid [through a payroll deduction by the employer], even though designated as employee contributions for state law purposes, are being paid by the Franklin Township in lieu of said contributions by the employee.

**BE IT FURTHER RESOLVED** that said picked up contributions will not be included in the gross income of the employees for tax reporting purposes, that is, for federal or state income tax withholding taxes, until distributed from the Ohio Police and Fire Pension Fund.

**BE IT FURTHER RESOLVED** that said picked up contributions will be included in the gross income of the employee, for employment tax purposes, as the contributions are made to the Ohio Police & Fire Pension Fund; and

**BE IT FURTHER RESOLVED** that said employee shall not be entitled to any option choosing to receive the contributed amounts directly instead of having them paid by Franklin Township to the Ohio Police & Fire Pension Fund.

**BE IT FURTHER RESOLVED** that all formal actions of this Board concerning and relating to the adoption of this Resolution were passed in an open meeting of this Board, and that all deliberations of this Board and of any of its committees that resulted in such formal action, were in meetings 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 and effective immediately upon its adoption unless otherwise specified.

**RESOLUTION 2025-123**

**A Resolution Declaring the Franklin Township Board of Trustees Desire to Establish a New Pick-Up Plan for the Statutorily Required Contribution to the Ohio Police & Fire Pension Fund (OP&F) for Specified Employee of Franklin Township, Franklin County, Ohio, Pursuant to the Ohio Revised Code (O.R.C.) Section 742.21**

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*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

**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

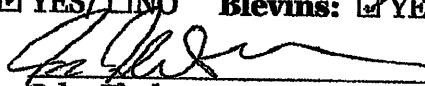
**BE IT FURTHER RESOLVED** that this resolution shall be declared an emergency and be in full force and effective immediately upon its adoption.

*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 December 28, 2025**
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**