

RESOLUTION 2026-072
A RESOLUTION ESTABLISHING INJURY LEAVE WITH PAY FOR CERTAIN DEPARTMENT HEAD POSITIONS AND ADOPTING ASSOCIATED TERMS

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 16, 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 seeks to provide defined injury leave benefits for key leadership personnel; and

WHEREAS, such benefits are necessary to ensure continuity of operations and fair treatment of employees injured in the line of duty;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF FRANKLIN TOWNSHIP THAT:

1. This policy shall apply to the following department head positions: *Police Chief, Police Lieutenant, Road Superintendent, and Fire Chief.*
2. Injury leave with pay is hereby established for the above-listed positions and shall be governed by the terms and conditions set forth in *Exhibit A*, attached hereto and incorporated herein by reference.
3. Injury leave may be granted for service-connected injuries, subject to approval by the Board of Trustees and in accordance with Exhibit A.
4. The Franklin Township Designee is authorized to administer this policy, including coordination with the Ohio Bureau of Workers' Compensation and enforcement of all requirements contained in Exhibit A.

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 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. Section 4.

BE IT FURTHER RESOLVED that this Resolution shall be in full force and 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:

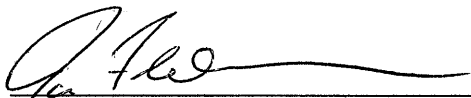
Fleshman: YES/ NO

Blevins: YES/ NO

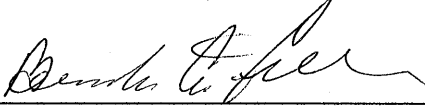
Fuller: YES/ NO



Trustee Mike Blevins



Trustee John Fleshman



Trustee Brenda Fuller

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EXHIBIT A

INJURY LEAVE WITH PAY POLICY

Section 1. Injury Leave with Pay

1. Eligible employees (Police Chief, Police Lieutenant, Road Superintendent, Fire Chief) may be granted injury leave with pay not to exceed six (6) calendar months (1,040 hours) per service-connected injury, provided the injury is reported within three (3) days.
2. A service-connected injury is one arising out of and in the course of employment. Injuries outside scheduled work hours are presumed non-service connected unless duty-related.
3. Approved injury leave includes time for medical examinations and treatment related to the injury.
4. Recurrence of a prior injury may qualify for the remaining balance of the six (6) month maximum, if timely reported.
5. Employees must apply for workers' compensation benefits and submit all documentation. Any wage benefits received for the same period must be endorsed to the Township, and a written agreement may be required.
6. Employees on injury leave shall not work special duty or outside employment, except as permitted under applicable workers' compensation laws.

Section 2. Administration and Reporting

1. A supervisor-signed injury report shall be submitted as soon as practicable following notice of injury.
2. Injury leave requires Board approval. The Board may require medical examinations and documentation. Return to work requires physician clearance, and leave may be denied or terminated if the employee can perform duties.
3. Pending approval, accrued leave may be used and will be restored if injury leave is approved.
4. If workers' compensation wage benefits are denied, approved injury leave shall be charged against accrued leave balances.