



## Legislation Details (With Text)

**File #:** 0821-2023      **Version:** 1

**Type:** Ordinance      **Status:** Passed

**File created:** 3/9/2023      **In control:** Administration Committee

**On agenda:** 3/20/2023      **Final action:** 3/22/2023

**Title:** To approve Memorandum of Understanding (MOU) #2023-01, executed between representatives of the City of Columbus and the American Federation of State, County, and Municipal Employees, Local 1632 to enact an incentive pay program for eligible employees in the Department of Public Service, Department of Recreation and Parks and Department of Finance which permits eligible employees to serve as CDL trainers and equipment trainers and to receive additional compensation as outlined in MOU 2023-01; and to declare an emergency.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. MOU 2023-01\_CD and Equipment Trainers\_Signed.pdf

Date	Ver.	Action By	Action	Result
3/22/2023	1	CITY CLERK	Attest	
3/21/2023	1	MAYOR	Signed	
3/20/2023	1	COUNCIL PRESIDENT	Signed	
3/20/2023	1	Columbus City Council	Approved	Pass

Section 32.3 of the Collective Bargaining Agreement (CBA) with the American Federation of State, County, and Municipal Employees (AFSCME) Local 1632 and the City of Columbus, April 1, 2021 through March 31, 2024, requires that any modifications to the CBA be agreed to by the parties. Memorandum of Understanding (MOU) #2023-01 has been executed by the parties to enact an incentive pay program for eligible employees in the Department of Public Service (DPS), Department of Recreation and Parks and Department of Finance which permits eligible employees in DPS, divisions of Refuse Collection, Traffic Management and Infrastructure Management; the Department of Recreation and Parks, sections of Forestry, Parks and Building Maintenance; and the Department of Finance, division of Fleet Management to serve as Commercial Driver's License (CDL) trainers and equipment instructors and to receive additional compensation for acting as an Instructor or Trainer as follows:

**CDL Instructor:** a CDL Instructor, assigned by a Supervisor to perform CDL training for an employee for a minimum of four (4) hours will be eligible for premium pay of one dollar and twenty-five cents (\$1.25) above their current rate of pay for the hours spent performing the assigned training.

**Equipment Instructor:** an Equipment Instructor, assigned by a Supervisor to perform training for an employee will be eligible for premium pay of seventy-five cents (\$.75) above their current rate of pay for hours worked performing the training.

**Trainer:** a Trainer, assigned by a Supervisor to perform training for an employee for a minimum of four (4) hours will be eligible for premium pay of fifty cents (\$.50) above their current rate of pay for hours worked performing the training.

Emergency action is recommended in order to allow for expedient implementation and in accordance with the agreement of the parties.

To approve Memorandum of Understanding (MOU) #2023-01, executed between representatives of the City of Columbus and the American Federation of State, County, and Municipal Employees, Local 1632 to enact an incentive pay program for eligible employees in the Department of Public Service, Department of Recreation and Parks and Department of Finance which permits eligible employees to serve as CDL trainers and equipment trainers and to receive additional compensation as outlined in MOU 2023-01; and to declare an emergency.

**WHEREAS**, representatives of the City of Columbus and the American Federation of State, County, and Municipal Employees (AFSCME), Local 1632 entered into Memorandum of Understanding #2023-01, a copy of which is attached hereto, to enact an incentive pay program for eligible employees in the Department of Public Service (DPS), Department of Recreation and Parks and Department of Finance which permits eligible employees to serve as CDL trainers and equipment trainers and to receive additional compensation as outlined in Memorandum of Understanding (MOU) #2023-01; and

**WHEREAS**, emergency action is recommended in order to implement the terms of the MOU in a timely manner; and

**WHEREAS**, an emergency exists in the usual daily operation of the DPS, Department of Recreation and Parks and Department of Finance in that is immediately necessary to amend the Collective Bargaining Agreement between the City of Columbus and AFSCME Local 1632, dated April 1, 2021 through March 31, 2024, by approving MOU #2023-01 in accordance with the agreement of the parties; thereby preserving the public peace, property, health, safety, and welfare, **NOW, THEREFORE,**

**BE IT ORDAINED BY THE COUNCIL OF THE CITY OF COLUMBUS:**

**Section 1.** That MOU #2023-01 amends Appendix A of the Collective Bargaining Agreement between AFSCME Local 1632 and the City of Columbus dated April 1, 2021 through March 31, 2024.

**Section 2.** That City Council, in the best interests of the City, hereby recognizes and approves MOU #2023-01, a copy of which is attached hereto, executed between the representatives of the City of Columbus and AFSCME Local 1632.

**Section 3.** That for the reasons stated in the preamble hereto, which is hereby made a part of hereof, this ordinance is hereby declared to be an emergency measure, and shall take effect and be in force from and after its passage and approval by the Mayor, or ten (10) days after passage if the Mayor neither approves nor vetoes the same.