

MEMORANDUM OF UNDERSTANDING #2017-08

**BETWEEN THE CITY OF COLUMBUS
AND AFSCME, OHIO COUNCIL 8, LOCAL 1632**

REGARDING REDUCTION OF EMPLOYER PICK-UP

Currently, the City "picks up" 4% of the employee-required contribution to OPERS. The parties negotiated this pick up ~~in lieu of wage increases~~ several bargaining cycles ago. The parties now seek to eliminate the 4% pick up. In lieu of increasing current wages to reflect the 4% reduction in pension pick up, the parties have agreed to a \$5,000 payment to be made as follows. Such amount represents 4% of basic rate of pay averaged over all individuals entitled to receive the payment. Subject to Ohio Revised Code Chapter 145, the parties intend for this amount to constitute "earnable salary" within the meaning of Ohio Revised Code Section 145.01(R).

Effective with the pay period that includes June 17, 2017, all full-time employees hired prior to May 15, 2011, that were receiving benefits pursuant to Section 26.2(B) and employed as of June 22, 2017, will receive a one (1) time payment of two thousand five hundred dollars (\$2,500) less, normal withholdings. Such payment will be one thousand eight hundred seventy-five dollars (\$1,875) for part-time employees employed as of June 22, 2017.

Effective with the pay period that includes April 1, 2018, all full-time employees hired prior to May 15, 2011, that were receiving benefits pursuant to Section 26.2(B) and employed as of April 12, 2018, will receive a one (1) time payment of two thousand five hundred dollars (\$2,500) less, normal withholdings. Such payment will be one thousand eight hundred seventy-five dollars (\$1,875) for part-time employees employed as of April 12, 2018.

FOR THE CITY:

Nichole M. Brandon
Director of Human Resources

Date

FOR AFSCME:

Roberta Skok
Regional Director

Date

Woodrow Moore, III, President
AFSCME, Local 1632

Date