

TENTATIVE AGREEMENT

BETWEEN

THE CITY OF COLUMBUS & AFSCME LOCAL 1632 & OHIO COUNCIL 8

March 1, 2011

- **Duration (Article 34) – April 1, 2011 – March 31, 2014**
- **Wage and Compensation Plan (Article 26)**

Section 26.1/26.3

- (1) 2% Across-the-Board Increase effective the payperiod that includes April 1, 2011
- (2) 2% Across-the-Board Increase effective the payperiod that includes April 1, 2012
- (3) 2.5% Across-the-Board Increase effective the payperiod that includes April 1, 2013

(4) In accordance with the City's goals to ensure that classifications in the bargaining unit are paid consistent with the market for such jobs, the parties will meet and discuss the City's pay plan review results. Any agreement with respect to the plan would not be implemented unless in writing and signed by both parties.

Section 26.2

The provisions of Section 26.2 shall not apply to any employee hired (first day of employment) by the City on or after April 17, 2011, into a classification in the bargaining unit; and such employee will be responsible for paying the full employee contribution to OPERS. Transfers within the City and employment status changes (without a break in service) are exceptions to this provision.

Effective the pay period which includes April 1, 2011, for full-time employees, that portion of an employee's contribution made to the Ohio Public Employees Retirement System equal to nine percent (9%) of the employee's earned compensation shall be picked up (assumed and paid) on behalf of the employee, and in lieu of payment by the employee, by the City of Columbus.

Effective the pay period which includes April 1, 2012, for full-time employees, that portion of an employee's contribution made to the Ohio Public Employees Retirement System equal to eight percent (8%) of the employee's earned

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compensation shall be picked up (assumed and paid) on behalf of the employee, and in lieu of payment by the employee, by the City of Columbus.

Effective the pay period which includes April 1, 2013, for full-time employees, that portion of an employee's contribution made to the Ohio Public Employees Retirement System equal to seven percent (7%) of the employee's earned compensation shall be picked up (assumed and paid) on behalf of the employee, and in lieu of payment by the employee, by the City of Columbus.

Any remaining portion of the employee contribution shall be paid by the employee.

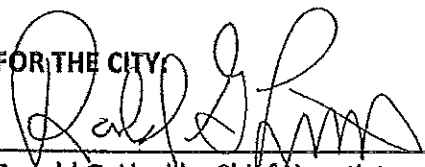
- Insurance (Article 27)

Section 27.5

Effective with the payperiod that includes January 1, 2013, the monthly premium for all full-time employees who participate in the City's insurance programs shall be an amount equal to ten percent (10%) of the negotiated insurance base.

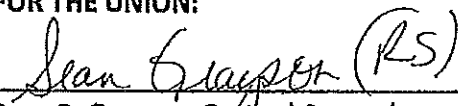
- All previous tentative agreements made by the parties are part of this agreement.
- All other items not tentatively agreed to are current contract unless the parties agree to change by mutual agreement at a later date by a subsequent MOU.
- Subject to approval by the City Attorney and Civil Service Commission, the City shall amend its Civil Service Rules to reflect the Union's proposal in Section 15.6.

FOR THE CITY:

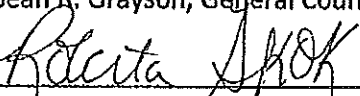


Ronald G. Linville, Chief Negotiator

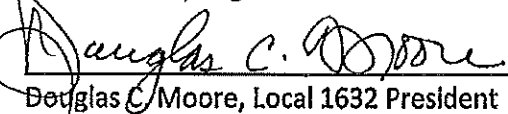
FOR THE UNION:



Sean R. Grayson, General Counsel



Roberta Skok, Regional Director



Douglas C. Moore, Local 1632 President

Date 3/1/11