

MEMORANDUM OF UNDERSTANDING #2025-03
THE CITY OF COLUMBUS,
DEPARTMENT OF PUBLIC SERVICE AND
AFSCME LOCAL 1632
Certification Incentive Pay Program

The Department of Public Service (DPS) and AFSCME Local 1632 agree to establish an incentive pay program in an effort to prepare employees to advance into related job classifications where specific valid International Municipal Signal Association (IMSA) certification(s) are required by minimum qualification.

Incentive pay for certifications will be provided for each hour worked as follows:

1. Traffic Signal Technician
 - Employees, in this classification as of February 26, 2025, who earn the Traffic Signal Technician I certification and who otherwise meet the eligibility criteria outlined in this MOU, will be paid a lump sum payment, less applicable withholdings, of five hundred dollars (\$500.00). This is a one-time payment offering.
 - \$0.75 per hour for those who earn the Traffic Signal Construction Technician II certification and who otherwise meet the eligibility criteria outlined in this MOU.
2. Electronic Systems Technician
 - \$0.50 per hour for those who earn the Traffic Signal Technician I certification and who otherwise meet the eligibility criteria outlined in this MOU.
 - \$0.75 per hour for those who earn the Traffic Signal Field Technician II certification and who otherwise meet the eligibility criteria outlined in this MOU.

These incentives shall not be stacked. The employee will earn the higher of the incentives for which they may be qualified. Unless specifically amended by this MOU all other wage related items shall be administered in accordance with the Collective Bargaining Agreement.

Certification Preparation and Training

Employees will have the opportunity to prepare for their certification exam by participating in the preparation training offered by the Department. Training approvals, providers, offerings, and scheduling will be determined at the sole direction of management.

Notice to Human Resources

Employees who have earned one of the aforementioned IMSA certificates and who work in one of the eligible classifications, as specified in the "Eligibility Criteria" section of this MOU, shall notify the DPS Human Resources Office by furnishing a copy of their certificate from IMSA. Incentive pay will be effective the first pay period following notice of certification to the DPS Human Resources Office. Incentive pay is not retroactive.

Maintaining Incentive Pay and a Valid Certificate

Employees will maintain eligibility for incentive pay so long as they continue working in an eligible classification, as described in the "Eligibility Criteria" section of this MOU. If/when an employee changes classifications, incentive pay will be revoked effective the pay period of the date they became ineligible.

Employees who claim this incentive shall follow the continuing education and renewal rules established by IMSA to maintain a valid certificate. Certifications will be verified for validity at least once per year by the DPS Human Resources Office, working in conjunction with Management. A "Valid Certificate" means a certificate that is not expired, suspended, revoked or invalid.

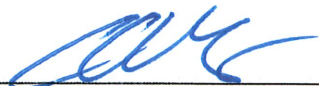
Employees who are receiving an incentive and fail to maintain a valid certification shall notify the DPS Human Resources Office within one (1) working day of loss of such certification.

Employees who fail to notify human resources of the loss of certification will be subject to disciplinary action. Employees who fail to maintain a valid certification will have their hourly incentive revoked, effective the pay period of the date of loss.

DURATION

This MOU remains in full force and effect unless and until terminated by either party with thirty (30) days' written notice.

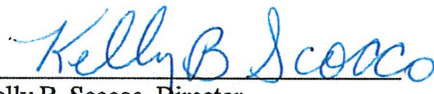
CITY OF COLUMBUS:



Christopher C. Moses, Director
Department of Human Resources

3/28/25

Date




Kelly B. Scooco, Director
Department of Public Service

3/27/25

Date

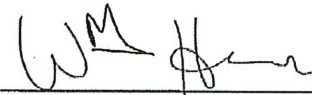
AFSCME LOCAL 1632:



James Gollings, Regional Director
AFSCME, Ohio Council 8

3/26/25

Date



William Harmon, President
AFSCME Local 1632

3/26/2025

Date