

MEMORANDUM OF UNDERSTANDING #2006-03 (formerly 2004-08)

THE CITY OF COLUMBUS
AND
COLUMBUS MUNICIPAL ASSOCIATION OF GOVERNMENT EMPLOYEES/
COMMUNICATIONS WORKERS OF AMERICA
(CMAGE/CWA Local 4502)

Regarding Appendix B

By mutual agreement between the City of Columbus and the Columbus Municipal Association of Government Employees (CMAGE)/CWA Local 4502, Appendix B of the collective bargaining contract, August 24, 2005 – August 23, 2008, is amended to include the following classifications:

<u>Class Code</u>	<u>Class Title</u>	<u>Pay Grade</u>
(D) 0409	Office Assistant III	53
0414	Payroll/Benefits Clerk	52**

**CMAGE/CWA reserves the right to review the pay grade for the Payroll/Benefits Clerk in 2007 in accordance with Section 17.10 of the collective bargaining agreement.

As part of the Clerical Consolidation Project, all employees listed in Attachment A will be reallocated to either the Office Assistant III or Payroll/Benefits Clerk classifications (as indicated) in accordance with the following terms:

- Each employee will retain their employment status and seniority associated with their current job classification.
- Each employee will be reallocated with no change in pay rate.
- In the event an employee's current pay rate is higher than the maximum of their new pay grade, the employee will assume a "Step X" status in accordance with the CMAGE/CWA contract, Section 17.1(B).

Further, as part of the Clerical Consolidation Project, except for those currently allocated to the Secretary classification, all other employees listed in Attachment B, identified as being reallocated to a classification outside of the CMAGE/CWA bargaining unit, will be afforded the opportunity to elect one (1) of the following two (2) reallocation options:

- Option 1
 1. The employee will be reallocated to the proper classification in the AFSCME bargaining unit at the step, range, and rate listed on Attachment B.
 2. Each employee will retain their employment status and seniority associated with their current job classification.
 3. Following the reallocation, the employee will receive a lump sum payment as shown on Attachment B which was calculated as follows: $\{(Current\ pay\ rate \times 1.03) - (New\ pay\ rate)\} \times 1280\ hours$. This calculation represents a 3% raise from the effective date of the CMAGE contract to the next across-the-board increase (ATB) scheduled in the AFSCME contract.

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- **Option 2**

1. The employee will be placed or remain in a CMAGE/CWA job classification as determined appropriate by the Civil Service Commission, will retain their current rate of pay, and will assume a "Step X" status in accordance with the CMAGE/CWA contract, Section 17.1(B), eligible for only lump sum payments for any applicable merit or percentage based increases (PBI) until he/she terminates employment or accepts appointment to another classification via current Civil Service Commission Rules and procedures.
2. Each employee will retain their employment status and seniority associated with their current job classification.
3. A moratorium will be placed on the classification.
4. Any employee choosing this option (Option #2) will remain in this classification until he/she terminates employment or accepts appointment to another classification via current Civil Service Commission Rules and procedures. No additional opportunity to carry status or seniority into one of the classes associated with the Clerical Consolidation Project will be available to employees opting not to reallocate at this time. Once vacant, the position will be reallocated to a classification appropriate for the duties to be performed.

Finally, as part of the Clerical Consolidation Project, for those currently allocated to the Secretary classification, identified as being reallocated to a classification outside of the CMAGE/CWA bargaining unit, will be afforded the opportunity to elect one (1) of the following two (2) reallocation options:

- **Option 1**

1. The employee will be reallocated to the proper classification in the AFSCME bargaining unit at the step, range, and rate listed on Attachment B.
2. Each employee will retain their employment status and seniority associated with their current job classification.
3. Following the reallocation, the employee will receive a lump sum payment as shown on Attachment B which was calculated as follows: $\{(Current\ pay\ rate \times 1.03) - (New\ pay\ rate)\} \times 1280\ hours$. This calculation represents a 3% raise from the effective date of the CMAGE contract to the next across-the-board increase (ATB) scheduled in the AFSCME contract.

- **Option 2**

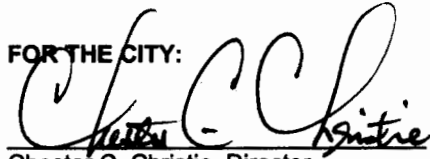
1. The employee will remain allocated to the Secretary job classification, will remain a member of the CMAGE/CWA bargaining unit, will retain their current rate of pay, and will be eligible for all future wage treatments provided for in the CMAGE/CWA contract.
2. Each employee will retain their employment status and seniority associated with their current job classification.
3. A moratorium will be placed on the classification.
4. Any employee choosing this option (Option #2) will remain in this classification until he/she terminates employment or accepts appointment to another classification via current Civil Service Commission Rules and procedures. No additional opportunity to carry status or seniority into one of the classes associated with the Clerical Consolidation Project will be available to employees opting not to reallocate at this time. Once vacant, the position will be reallocated to a classification appropriate for the duties to be performed.

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Attachment C lists those current non-CMAGE/CWA positions that will be reallocated to new CMAGE/CWA classifications associated with the Clerical Consolidation Project upon execution of this MOU and acceptance by City Council.

An ordinance to accept this MOU will be submitted to City Council, and the effective date will be specified therein.

FOR THE CITY:



Chester C. Christie, Director
Department of Human Resources

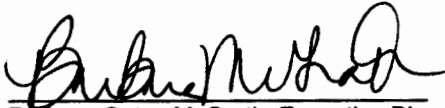
5-26-06
Date

FOR CMAGE/CWA:



John E. Cianelli, President

5-24-2006
Date



Barbara Gates McGrath, Executive Director
Civil Service Commission

5-24-2006
Date

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