

MEMORANDUM OF UNDERSTANDING #2025-05
THE CITY OF COLUMBUS,
DEPARTMENT OF RECREATION AND PARKS AND
AFSCME LOCAL 1632
Separation of COAAA Employees

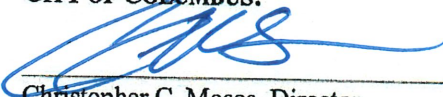
The Department of Recreation and Parks and AFSCME Local 1632 agree to the following relating to the separation of all Central Ohio Area Agency on Aging ("COAAA") employees from City employment effective December 31, 2025.

1. **Terminal Pay:** Employees' terminal pay will be calculated according to the Collective Bargaining Agreement between the City of Columbus and AFSCME Local 1632 dated April 1, 2024 and March 31, 2027 ("CBA"), including but not limited to, as applicable, Article 16, Article 18, Article 19, and Article 20.
2. **One-Time Lump Sum Payment:** In addition to any amount AFSCME 1632 members may be entitled to under the CBA, each affected COAAA employee who remains employed as of December 31, 2025, will receive a one (1) time payment in the applicable gross amount listed below, less applicable withholdings:

- | | |
|----------------------------------|------------|
| a. Less than 5 years of service: | \$1,500.00 |
| b. 5 to 9.9 years of service: | \$2,000.00 |
| c. 10 to 19.9 years of service: | \$2,500.00 |
| d. 20 to 20.9 years of service: | \$3,000.00 |
| e. 30 or more years of service: | \$4,000.00 |

By entering into this agreement, the City does not admit to any violation of the CBA or any wrongdoing whatsoever. The Union additionally agrees to waive any and all rights it may currently or subsequently possess to receive any reparation, restitution, or redress, or equitable remedy for the separation of COAAA employees from City employment, including the right to resort to administrative appeal or through the institution of legal action. The Union specifically affirms it has not filed currently pending actions related to the separation of COAAA employees from City employment. The Union acknowledges reading this MOU and is making a knowing and voluntary waiver of rights as set forth above.

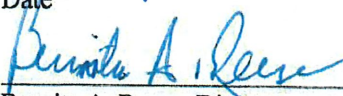
CITY OF COLUMBUS:



Christopher C. Moses, Director
Department of Human Resources

10/20/25

Date

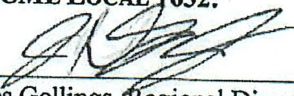


Bernita A. Reese, Director
Department of Recreation and Parks

10/20/2025

Date

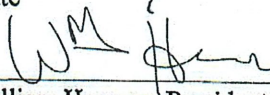
AFSCME LOCAL 1632:



James Gollings, Regional Director
AFSCME, Ohio Council 8

10/20/25

Date



William Harmon, President
AFSCME Local 1632

10/20/2025

Date