

**MEMORANDUM OF UNDERSTANDING #2022-03**

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

**REGARDING HERO PAY**

This Memorandum of Understanding ("MOU") is established pursuant to Section 32.3 of the Collective Bargaining Agreement between the City of Columbus and the American Federation of State, County, and Municipal Employees, Ohio Council 8, Local 1632. Pursuant to Section 3 of Ordinance No. 2072-2021, the Mayor or designee is authorized to extend "Hero Pay" to recognize service to the City and its citizens throughout the COVID-19 pandemic.

Whereas, the City and Local 1632 agree the City shall provide every employee in the Local meeting the definition of "frontline worker" under Section 1 of Ordinance No. 2072-2021, who was hired on or before January 29, 2021, "Hero Pay" in the amount of \$1,000.00, less applicable withholdings.

For those employees not meeting the definition of "frontline worker" under Section 1 of Ordinance No. 2072-2021, but who teleworked or worked remotely, the City shall provide employees hired on or before January 29, 2021, \$500.00, less applicable withholdings.

Pursuant to Section 2 of Ordinance No. 2072-2021, the City shall determine the employees meeting the definition of "frontline worker" and those who teleworked or worked remotely.

An ordinance will be submitted to City Council requesting its acceptance of this MOU.

**FOR THE CITY:**

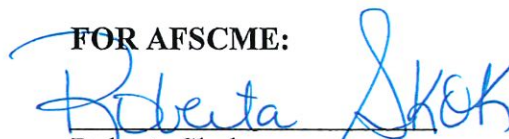


Nichole M. Brandon  
Director of Human Resources

3/28/22

Date

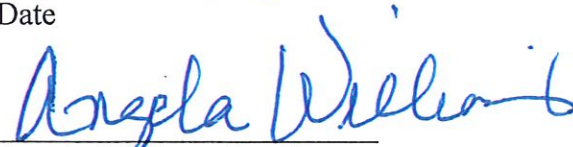
**FOR AFSCME:**



Roberta Skok  
Regional Director, Ohio Council 8

3-25-22

Date



Angela Williams, President  
AFSCME, Local 1632

3-25-2022

Date