

MEMORANDUM OF UNDERSTANDING #2012-02

THE CITY OF COLUMBUS

AND

AFSCME OHIO COUNCIL 8 LOCAL 1632

Regarding Appendix A and Section 27.5

Pursuant to Section 32.3 of the Collective Bargaining Contract between the City of Columbus and the American Federation of State, County, and Municipal Employees, Ohio Council 8, Local 1632, the parties hereby agree to amend the Collective Bargaining Contract dated April 1, 2011 - March 31, 2014, by amending the Contract as follows

The parties agree to the assignment of a pay range to the following newly created classification:

<u>Job Code</u>	<u>Class Title</u>	<u>Pay Range</u>
3173	Therapeutic Recreation Specialist	26 to 28

The parties agree to adjust the minimum wage on the following classifications in accordance with State law, effective January 1, 2013:

<u>Job Code</u>	<u>Class Title</u>	<u>Pay Range</u>
1619	Education Program Instructor	\$7.85 to \$12.50/hr.
3215	Recreation Instructor	\$7.85 to \$12.50/hr.

Finally, the parties agree to amend Section 27.5(A) to change the effective date for the insurance contribution increase from 9% to 10% as follows:

Section 27.5. Employee's Monthly Premiums.

- (A) The monthly premium for all full-time employees who participate in the City's insurance programs shall be an amount equal to nine percent (9%) of the negotiated insurance base. Effective with the pay period that includes ~~January 1~~ **April 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. The negotiated insurance base shall be the total actual cost to the City of the claims and administrative fees (not to include internal City administrative costs) for medical, dental, vision and prescription drugs for employees in this bargaining unit for the preceding benefit year of February 1 through January 31. The premium will be established as single and family rate. For full-time limited and part-time regular employees who participate in the City's insurance programs, premiums will be paid pursuant to provisions in Section 27.4. Half of the monthly premium will be deducted each pay period not to exceed the total monthly premium.

If an employee elects individual life insurance coverage only, the pre-existing monthly single employee life insurance premium rate to be charged to the employee shall be five dollars and fifty cents (\$5.50). Such premiums shall be paid through an automatic payroll deduction.

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
Chester C. Christie
Director of Human Resources

11/19/12
Date

FOR AFSCME:

Roberta Skok
Roberta Skok
Regional Director, Ohio Council 8

11/15/2012
Date

Douglas C. Moore
Douglas C. Moore
President, AFSCME Local 1632

11/15/2012
Date