

MEMORANDUM OF UNDERSTANDING #2003-03

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

Regarding Step X Mechanism

By mutual agreement between the City of Columbus and the Columbus Municipal Association of Government Employees (CMAGE)/Communications Workers of America (CWA), Local 4502, the collective bargaining agreement, August 24, 2002 - August 23, 2005, is amended to create and implement a Step X mechanism as a way to better manage the CMAGE/CWA pay plan as follows:

The purpose of Step X is to strike a balance between the following competing interests: 1) The City's fiscal responsibility to maintain the integrity of the pay structure; and 2) The Union's interest in the employee's base pay not being reduced.

Step X is a compensation mechanism used to accommodate a specific set of circumstances in which an employee's pay rate may exceed the pay range maximum for their classification. It authorizes the employee's base pay rate to be continued when it exceeds the maximum of the pay range until the point in time that the pay range increases enough to include the employee's base pay rate. Those circumstances may include:

- (1) The pay range assignment for a classification is changed as a result of market analysis conducted by the Department of Human Resources, and in negotiation with CMAGE/CWA, and the employee's pay rate exceeds the new pay range maximum; or
- (2) Positions are reclassified or created by Civil Service Commission action (which may include an audit) which creates a reallocation to different classifications that result in the incumbent(s)' current pay rate(s) exceeding the new pay range maximum.

Step X does not apply to voluntary or disciplinary demotions.

While in Step X, the employee continues to be eligible for across-the-board increases provided by the contract, but the increase must be in the form of a one-time payment, and may not be added to the base pay.