

MEMORANDUM OF UNDERSTANDING #2007-01
(Revised February, 2026)
BETWEEN AFSCME, OHIO COUNCIL 8, LOCAL 1632 AND THE CITY OF COLUMBUS
COLUMBUS WATER AND POWER

Regarding UTILITIES OPERATOR IN TRAINING AND CERTIFICATION INCENTIVE

Pursuant to Sections 26.10 and 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 Appendix A of the Collective Bargaining Contract dated April 1, 2024 - March 31, 2027, as follows:

Class Code	Classification	Pay Range
3672	Plant Operator in Training	23

Further, the parties agree to modify the contract for employees in the classification of Utilities Operator in Training, Water Reclamation Plant Operator, Water Plant Operator I, Water Reclamation Plant Supervisor I, and Stormwater Investigator as follows:

TRAINING FOR THE CERTIFICATION

An Utilities Operator in Training (OIT) will be provided with a water or wastewater training course as approved by the Appointing Authority and will be provided the materials at no cost to the employee. The first Ohio EPA exam will be covered by the Department.

Study time will be incorporated into the eight (8) hour day for employees in the OIT classification.

ON THE JOB TRAINING

Rotation of OITs within each of the plant sections during the probationary period will be done so that knowledge and competence is developed and maintained by the employee. All plant staff are required to demonstrate equipment and explain procedures to any and all employees as directed by management.

OITs within the Stormwater & Regulatory Management Section (PR/SRMS) during the probationary period will observe and assist Stormwater Investigators so that knowledge and competence is developed and maintained by the employee. All Stormwater Investigators are required to demonstrate proper practices and procedures to include field work, reporting, conducting investigations, and collecting and analyzing field samples to any and all employees as directed by management.

OPERATOR CERTIFICATION EXAMINATION

An OIT is required to do the following:

- (A) An OIT will successfully complete a water or wastewater training course as approved by the Appointing Authority within one (1) year of enrollment date and receive a score of 70% or greater;
- (B) An OIT will take the Water Reclamation Class I, Class 1 Water Supply or Wastewater Collection Class I certification exam at least once, during the probationary period; and must accomplish a passing grade within 24 months of the date of hire.

- (C) Failure to meet one or more of the above standards may result in termination of the employee.

An OIT must obtain and maintain their Class 1 certification within twenty-four (24) months of date of hire or a disciplinary hearing will be held that will result in termination.

OVERTIME

Overtime will be set up on a hierarchy in wastewater treatment plants, consistent with Section 16.4 of the contract, with OITs not being eligible for overtime until they have successfully completed the on-the-job training curriculum. After completion of the on-the-job training program, OITs will be eligible for authorized overtime within the Water Reclamation Plant Operator classification that is called in the following order:

- (A) Water Reclamation Plant Operators will be offered first.
- (B) OITs will be offered second.
- (C) Water Reclamation Plant Supervisors will be offered third.

OITs, once trained in specific process areas, will be used to fill in for operator vacancies prior to authorizing overtime. An OIT filling in for a Water Reclamation Plant Operator shall not constitute a working out of classification assignment.

Overtime will be set up on a hierarchy in water plants for overtime within the Water Plant Operator I classification in the following order:

- (A) Water Plant Operator Is will be offered first.
- (B) OITs will be offered second.

OITs working in a water treatment plant must have the appropriate laboratory certification (full or operational) required by the City of Columbus before being eligible for overtime as a Water Plant Operator I. An OIT filling in for a Water Plant Operator I shall not constitute a working out of classification assignment.

Overtime will be set up on a hierarchy in PR/SRMS for overtime within the Stormwater Investigator classification in the following order:

- (A) Stormwater Investigators will be offered first.
- (B) OITs will be offered second.

OITs will only be authorized for overtime if accompanying a Stormwater Investigator and/or supervisor has given approval.

PROMOTION

An OIT shall be promoted to the Water Reclamation Plant Operator, Water Plant Operator I, or Stormwater Investigator classification(s) after the following four (4) conditions are met:

- (A) An OIT has obtained the Class I certification; AND
- (B) An OIT has worked at the plant or within PR/SRMS for one (1) year or 2080 hours; AND

- (C) An OIT in Water must have the appropriate laboratory certification (full or operational) as required by the OEPA; AND
- (D) Satisfaction of all Civil Service and Columbus Water & Power's rules, policies and procedures, and requirements of the plant.

A leave of absence from the OIT to accept an appointment to another classification will not be granted.

PLANT SHIFT SELECTION

At the time of initial appointment, the OIT will be assigned to a shift by management after bidding has been completed. Once an OIT has completed all of the requirements to be an operator as stated in the "PROMOTION" section above and is promoted, the OIT's shift and location will remain the same.

CERTIFICATION INCENTIVE

Incentive pay for certifications beyond what is required by the classification specification will be provided for each hour worked. Employees will receive the incentive based on hours in paid status as follows:

<u>Classification</u>	<u>Certification Required</u>	<u>Incentive Provided</u>
Water Reclamation Plant Operator	Water Reclamation Class I/Class II	\$1.00
Water Reclamation Plant Operator	Water Reclamation Class II/Class III	\$1.50
Water Reclamation Plant Supervisor I	Water Reclamation Class II/Class III	\$1.00
Water Plant Operator I	Public Water System Operator I/Class II	\$1.00
Water Plant Operator I	Public Water System Operator I/Class III	\$1.50
Stormwater Investigator	Wastewater Collection Class I/Class II	\$1.00

Incentive pay will be effective the first pay period following notice of certification.

Employees who are receiving an incentive and fail to maintain a valid certification shall notify plant management within one (1) working day of loss of such certification.

Certifications will be verified at least once per year by the Human Resources Section of Columbus Water & Power working in conjunction with Plant Management.

For purposes of this paragraph, "grandparented" applies only to Wastewater Plant Operators who were hired prior to the Civil Service requirement of possessing an EPA certification (June 27, 2005) and the Stormwater Investigators who were hired prior to the Civil Service requirement of possessing a Wastewater Collection certification (May 19, 2025). Employees who were not grandparented into the classification and fail to maintain the required certification for their class will have a disciplinary hearing scheduled that will result in termination. Employees who are grandparented into the classification, obtain the certification and then subsequently fail to maintain certification will only lose the incentive pay (i.e., the incentive for each hour worked will discontinue being paid).

DURATION

This MOU may be terminated by either party giving to the other party thirty (30) days prior written notice, but shall not extend beyond March 31, 2027.

FOR THE CITY:

Alysha Martin

Alysha Martin
Interim Director, Dept. of Human Resources

2/17/26

Date

Kristen Atha

Kristen Atha
Director, Columbus Water & Power

2.11.2026

Date

FOR AFSCME:

James Gollings

James Gollings
Staff Representative, Ohio Council 8

2/10/26

Date

William Harmon

William Harmon
President, AFSCME Local 1632

2-10-2026

Date