

**MEMORANDUM OF UNDERSTANDING (MOU) #2016-01 (Revised June, 2019)**  
**THE CITY OF COLUMBUS**  
**AND**  
**COMMUNICATIONS WORKERS OF AMERICA LOCAL 4502**

**REGARDING DESIGNATED AFTER HOURS REVIEW PAY**  
**MASTER PLANS EXAMINER, BUILDING PLANS EXAMINER SUPERVISOR, & ENGINEER-IN-TRAINING II**

The City of Columbus and Communications Workers of America (CWA) Local 4502 agree to the following provisions to be enacted for employees in the Master Plans Examiner, Building Plans Examiner Supervisor, and Engineer-in-Training II classifications in the Department of Building and Zoning Services as related to Articles 10 and 17, and Appendices A and B of the collective bargaining agreement as detailed below. Unless specifically amended by this Memorandum of Understanding (MOU), all wages, hours, and other terms and conditions of employment shall be administered in accordance with the collective bargaining agreement.

**DESIGNATED AFTER HOURS REVIEW PAY**

When a Master Plans Examiner or Building Plans Examiner Supervisor within the Department of Building and Zoning Services is assigned to conduct a designated After Hours Review, the employee will be paid at a rate of \$75 per hour for all hours involving the special assignment provided that the employee shall be paid for a minimum of two (2) hours per special assignment or the actual hours worked whichever is greater. When an Engineer-in-Training II within the Department of Building and Zoning Services is assigned to conduct a designated After Hours Review, the employee shall be paid at a rate of \$60 per hour for all hours involving the special assignment provided that the employee shall be paid for a minimum of two (2) hours per special assignment or the actual hours worked whichever is greater. To qualify as a designated After Hours Review, the employee must be assigned to conduct the expedited review during hours beyond a typical work day or on days when an employee typically is not scheduled to work. The \$75 per hour rate of pay for Master Plans Examiner and Building Plans Examiner Supervisor, and the \$60 per hour rate of pay, for Engineer-in-Training II, are a flat rate that is paid in lieu of the employee's regular rate of pay for designated After Hours Review assignments. The establishment of the designated After Hours Review Pay does not affect the employees' status under the Fair Labor Standards Act (FLSA). The Master Plans Examiner, Building Plans Examiner Supervisor, and Engineer-in-Training II classifications remain overtime-exempt classifications for purposes of the FLSA and the parties' collective bargaining agreement. The Master Plans Examiner, Building Plans Examiner Supervisor, and Engineer-in-Training II classifications will continue to retain Class E designations in Appendix B of the parties' collective bargaining agreement. The parties will develop a mutually agreed upon special assignment distribution procedure for Designated After Hours Reviews.

**DURATION**

This Memorandum of Understanding may be terminated by either party giving to the other at least thirty (30) days prior written notice, but shall not extend beyond April 23, 2020.

FOR THE CITY:



Nichole M. Brandon  
Director of Human Resources

7/15/19

Date

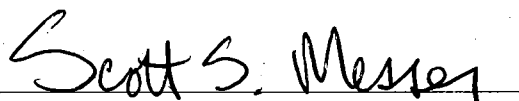
FOR LOCAL 4502:



Susan L. Wilson  
President

7/11/19

Date



Scott S. Messer  
Director of Building and Zoning Services

7/12/19

Date