


July 15, 2024

MEMORANDUM TO: Nicholas Bankston, Council Member
Finance Committee Chair

FROM: Kathy A. Owens
Finance and Management Director 

SUBJECT: Financial Impact of Tentative AFSCME Contract (2024-2027)

The 2024-2027 collective bargaining agreement between the City of Columbus and American Federation of State, County and Municipal Employees (AFSCME) is presented for City Council's acceptance. The agreement represents more than 2,400 full-time and part-time employees. The current collective bargaining agreement expired on April 1, 2024, and the succeeding agreement will be retroactive to April 1, 2024, and be effective through March 31, 2027.

The stipulations contained in the agreement will have an aggregate cost of approximately \$40.3M. The general fund portion of this cost is approximately 40% or \$16.0M. The majority of the expense is attributed to an across-the-board (ATB) wage increase of 5.0% in each year of the contract, and will be effective as soon as practical after passage of the ordinance in 2024, April 1, 2025, and April 1, 2026. There will be a one-time lump sum payment of \$1,000 in lieu of retroactive pay for 2024. Additionally, the cost of second, third, and rotating shift differentials will increase from prior agreement levels by \$0.13 for second shift and \$0.20 for third shift. Evaluation for merit bonuses will move to an annual basis from every other year, and the merit bonus will increase from \$200 to \$350 for eligible employees in the highest step and pay range. Service credits will increase \$100 for each range. Other changes include the elimination of sick leave reciprocity and perfect attendance bonuses.

The attached worksheet illustrates the costs and savings associated with the various stipulations contained within the proposed collective bargaining agreement. If you have any questions specific to the financial aspects of this contract, please contact Judith Buster (645-8639), Patrick Flint (645-2897), or myself.

Attachment

C: Andrew J. Ginther, Mayor
Elon Sims, Chief of Staff
Darius Williams, Deputy Chief of Staff
Christopher Moses, Human Resources Director
Brooke Carnevale, Deputy Director Human Resources
Jennifer Edwards, Chief Labor Negotiator
Wendy Kane, Labor Relations Manager
Members of City Council



All Funds Fiscal Impact AFSCME 1632 Contract 2024-2027

Article 26 - Wage and Compensation Plan

	Year 1	Year 2	Year 3	Cumulative Total
ATB 5-5-5	\$ 4,064,711	\$ 13,065,633	\$ 20,264,022	\$ 37,394,366
Shift Differential Increase	96,610	96,610	96,610	289,830
Service Credit	130,566	142,458	151,577	424,601
Memorandum of Understanding 2024-01 - Lump Sum Payment				
In 2024 a one time payment of \$1,000 will be made to every member of the Union in lieu of retroactive pay.				
One Time Payment	2,151,000			2,151,000
Total	\$ 6,442,887	\$ 13,304,701	\$ 20,512,209	\$ 40,259,797

General Fund Fiscal Impact AFSCME 1632 Contract 2024-2027

Article 26 - Wage and Compensation Plan

	Year 1	Year 2	Year 3	Cumulative Total
ATB 5-5-5	\$ 1,548,610	\$ 5,168,463	\$ 8,040,627	\$ 14,757,700
Shift Differential Increase	40,698	40,698	40,698	122,094
Service Credit	51,398	55,842	59,526	166,766
Memorandum of Understanding 2024-01 - Lump Sum Payment				
In 2024 a one time payment of \$1,000 will be made to every member of the Union in lieu of retroactive pay.				
One Time Payment	906,000			906,000
Total	\$ 2,546,706	\$ 5,265,003	\$ 8,140,851	\$ 15,952,560

