

JOE A. LOMBARDI
Director

THE CITY OF
COLUMBUS

ANDREW J. GINTHER, MAYOR

DEPARTMENT OF FINANCE
AND MANAGEMENT

April 16, 2021

MEMORANDUM TO: President Pro Tem Elizabeth Brown
Finance Committee Chair

FROM: Joe A. Lombardi *Joseph A. Lombardi by fax D. Paul*
Finance and Management Director

SUBJECT: Financial Impact of Tentative AFSCME Contract

The 2017-2020 collective bargaining agreement between the City of Columbus and American Federation of State, County, and Municipal Employees (AFSCME) Local 1632 expired on March 31, 2020. The parties agreed to extend the terms and conditions of that agreement from April 1, 2020 through March 31, 2021. In addition, the parties agreed to a collective bargaining agreement dated April 1, 2021 through March 31, 2024. Both agreements, covering more than 2,400 full-time and part-time employees, will be presented for City Council's acceptance.

The stipulations contained in the agreements will have an aggregate cost of approximately \$31.5 million. The general fund portion of this cost is approximately 35% or \$10.9 million. In the one year agreement, all employees, full-time and part-time, will receive a lump sum payment of \$1,632 in 2021. The three year agreement includes across-the-board wage increases each year. An across-the-board wage increase of 2.5% will be effective April 1st of 2021, a 3% pay increase will be effective April 1st of 2022, and a 3.5% increase will be effective April 1st of 2023.

The attached worksheet illustrates the costs 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 Erin DeGiralomo (645-1359) or myself.

Attachment

C: Andrew J. Ginther, Mayor
Ken Paul, Chief of Staff
Kathy Owens, Deputy Chief of Staff
Nichole Brandon, Human Resources Director
Brooke Carnevale, Deputy Director Human Resources
Ron Linville, Chief Labor Negotiator
Christopher Moses, Labor Relations Manager
Members of City Council



All Funds Fiscal Impact of AFSCME Contract 2021 - 2024					
ATB 2-3-3.5	2021	2022	2023	2024 Q1	TOTAL CONTRACT COST
Across the Board - Full-time	\$ 2,911,325	\$ 7,365,651	\$ 12,743,016	\$ 3,185,754	\$ 26,205,747
Across the Board - Part-time	\$ 68,144	\$ 172,399	\$ 298,268	\$ 74,567	\$ 613,377
Subtotal	\$ 2,979,469	\$ 7,538,050	\$ 13,041,284	\$ 3,260,321	\$ 26,819,124
Lump Sum Payment	\$ 4,684,620			\$ -	\$ 4,684,620
Grand Total	\$ 7,664,089	\$ 7,538,050	\$ 13,041,284	\$ 3,260,321	\$ 31,503,744

General Fund Fiscal Impact of AFSCME Contract 2021 - 2024					
ATB 2-3-3.5	2021	2022	2023	2024 Q1	TOTAL CONTRACT COST
Across the Board - Full-time	\$ 1,116,672	\$ 2,825,181	\$ 4,887,731	\$ 1,221,933	\$ 8,829,584
Across the Board - Part-time	\$ 44,407	\$ 112,348	\$ 65,636	\$ 16,409	\$ 222,390
Net	\$ 1,161,079	\$ 2,937,529	\$ 4,953,366	\$ 1,238,342	\$ 9,051,975
Lump Sum Payment	\$ 1,817,111			\$ -	\$ 1,817,111
Grand Total	\$ 2,978,190	\$ 2,937,529	\$ 4,953,366	\$ 1,238,342	\$ 10,869,086

