

**MEMORANDUM OF UNDERSTANDING #2015-03
BETWEEN AFSCME, OHIO COUNCIL 8, LOCAL 1632
AND THE CITY OF COLUMBUS**

Regarding Section 26.2 – Contributions to the Public Employees Retirement System of Ohio

Pursuant to Section 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 the Collective Bargaining Contract dated April 1, 2014 - March 31, 2017, by amending the Contract to clarify the retirement contributions for all employees.

Section 26.2 – Contributions to the Public Employees Retirement System of Ohio

- (A) The term "earned compensation" shall mean any and all monies earned by an employee from the City of Columbus, for which there is a pension contribution.
- (B) Salary Reduction Employer Pick-up means the employee pays the retirement contributions and the employee's contributions are tax deferred. Fringe Benefit Employer Pickup means the employer pays the retirement contributions. Both types of pick-up are used in this Section 26.2(B).

For all **full-time** employees hired prior to May 15, 2011:

<u>Effective Date</u>	<u>Fringe Benefit</u>	<u>Salary Reduction</u>
<u>August 1, 2014</u>	<u>6%</u>	<u>4%</u>
<u>April 1, 2015</u>	<u>5%</u>	<u>5%</u>
<u>April 1, 2016</u>	<u>4%</u>	<u>6%</u>

~~For all full-time employees hired prior to May 15, 2011:~~

<u>Effective Date</u>	<u>Fringe Benefit</u>	<u>Salary Reduction</u>
<u>August 1, 2014</u>	<u>6%</u>	<u>4%</u>
<u>April 1, 2015</u>	<u>5%</u>	<u>5%</u>
<u>April 1, 2016</u>	<u>4%</u>	<u>6%</u>

~~For all full-time employees hired on or after May 15, 2011:~~

<u>Effective Date</u>	<u>Fringe Benefit</u>	<u>Salary Reduction</u>
<u>May 15, 2011</u>	<u>0%</u>	<u>10%</u>

~~For all part-time employees:~~

<u>Effective Date</u>	<u>Fringe Benefit</u>	<u>Paid by Employee</u>
<u>Continuing in effect</u>	<u>6%</u>	<u>4%</u>
<u>April 1, 2015</u>	<u>5%</u>	<u>5%</u>

Any remaining portion of the **full-time** employee contribution shall be paid by the employee. This contribution is a salary reduction employer pick-up and is tax deferred.

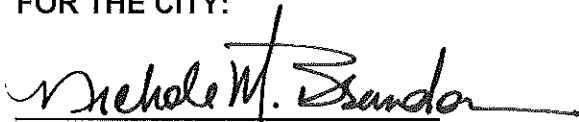
~~The provisions of Section 26.2 shall not apply to any employee hired (first day of employment) by the City on or after May 15, 2011, or as soon as practicable thereafter, into a classification in the bargaining unit; and such employee will be responsible for paying the full employee contribution to the Ohio Public Employees Retirement System. Transfers within the City and employment status changes (without a break in service) are exceptions to this provision. **This contribution is a salary reduction employer pick-up and is tax deferred.**~~

All employees hired on or after May 15, 2011 will be responsible for paying the full employee contribution to the Ohio Public Employees Retirement System.

- (C) The City shall, in reporting and making remittances to the Ohio Public Employee Retirement System, report that each employee's contribution has been made as provided by statute and separate ordinances as required and as passed by City Council.
- (D) If, at any time, the Ohio Public Employee Retirement System reduces the employee contribution to an amount less than ten percent (10%), the City's obligation shall be reduced accordingly with no further requirement to adjust employees' compensation.

An ordinance will be submitted to City Council requesting its acceptance of this MOU, and the effective date will be as soon as practicable following City Council's acceptance, and implementation by the Ohio Public Employees Retirement System.

FOR THE CITY:

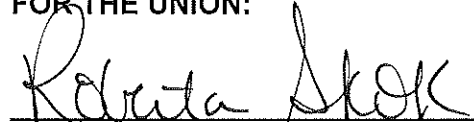


Nichole M, Brandon, Director
Department of Human Resources

3/26/15

Date

FOR THE UNION:



Roberta Skok, Regional Director
AFSCME, Ohio Council 8

3/18/15

Date



Woodrow G. Moore III, President
AFSCME Local 1632

3-18-15

Date