

MEMORANDUM OF UNDERSTANDING (MOU) #2014-04
THE CITY OF COLUMBUS
AND
COMMUNICATIONS WORKERS OF AMERICA LOCAL 4502

Regarding Certification Incentive
Revised March 2015

The City of Columbus and Communications Workers of America (CWA) Local 4502 agree to the following provisions to be enacted for the employees of the Department of Public Utilities.

Certification Incentive

Incentive pay for certification beyond what is required by the classification specification will be provided for the classifications listed below based on hours in paid status. Payment shall not be made for multiple certifications. Effective as soon as practicable following passage of the 2014-2017 Collective Bargaining Agreement by City Council, an employee will receive the incentive based on each hour paid:

<u>Classification</u>	<u>Certification Required/Incentive Provided</u>	<u>Incentive</u>
Water Plant Operator II	Ohio Public Water System Operator Class II / III	\$0.50
Water Plant Operator II	Ohio Public Water System Operator Class II / IV	\$1.50
Wastewater Plant Supervisor II	Ohio Wastewater Works Operator Class III / IV	\$1.50
Wastewater Plant Assistant Manager	Ohio Wastewater Works Operator Class III / IV	\$2.00
Water Plant Operations Manager	Ohio Public Water System Operator Class III / IV	\$2.00

The applicable incentive pay will be added to the base wage notwithstanding the provisions of Section 17.1(C) of the collective bargaining agreement. The incentive pay will be paid through the use of incentive step(s) as established by the Civil Service Commission and the City Auditor's Office. With this revised MOU, the parties agree that the provisions of this MOU will be retroactive to no earlier than December 21, 2014, and that the effective date of adding the incentive will be based on the first pay period after an employee submits adequate documentation to the Department that he/she has achieved the certification. The Department is responsible for monitoring continued eligibility for this certification incentive.

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, 2017.

FOR THE CITY:



Nichole M. Brandon
Director of Human Resources

3/17/15
Date



Greg J. Davies
Director of Public Utilities

3/17/15
Date

FOR LOCAL 4502:



David H. McCune
President

3/12/15
Date