

MEMORANDUM OF UNDERSTANDING #2004-4
between
THE CITY OF COLUMBUS
and
COLUMBUS MUNICIPAL ASSOCIATION OF GOVERNMENT EMPLOYEES,
COMMUNICATION WORKERS OF AMERICA (CMAGE/CWA), LOCAL 4502

REGARDING 2003 WAGE REOPENER

Representatives of the City and CMAGE/CWA, Local 4502 reached a tentative agreement related to the 2003 wage reopener as provided in Article 26 of the Collective Bargaining Agreement between the City and CMAGE/CWA, Local 4502. The tentative agreement was ratified by Local 4502 membership on September 22, 2004. Therefore, the contract shall be amended as follows:

Section 17.1. Base Pay and Merit Increases.

- (A) Appendix A sets forth base pay ranges to become effective at the beginning of the pay period, which includes August 23, 2002, which reflects a four percent (4%), increase in the pay rates for each pay range Appendix B specifies job classifications in the bargaining unit and corresponding pay ranges. **Additionally, as provided in Article 26 herein, the parties have agreed to a two percent (2%) percentage base increase (PBI) effective August 17, 2003.**
- (B) Under no circumstances may an employee's base pay be increased above the maximum salary in the employee's maximum pay range as set forth in Appendix A. Retroactive pay adjustments in 2002 shall be limited to straight-time (any time paid by the City, i.e., vacation, sick, injury, holiday, compensatory time, and time worked out-of-class); overtime; and reciprocity hours only. The retroactive pay increase shall be limited to those employees who meet the following criteria for hours worked under the CMAGE/CWA Agreement:
- (1) **For the 2002 wage increase only:** Those employees who entered the bargaining unit after August 23, 2002 and are employed by the City upon passage of this Agreement by City Council shall be eligible for retroactive pay from the date that the employee entered the CMAGE/CWA bargaining unit.
 - (2) **Retroactive pay adjustments for 2003 shall be limited to straight-time (any time paid by the City, i.e., vacation, sick, injury, holiday, compensatory time, and time worked out-of-class); and overtime. Those employees who entered the bargaining unit after August 17, 2003, or who have left the bargaining unit since that time, but are still employed by the City, will be eligible for retroactive pay for straight-time and overtime hours worked in a classification in the bargaining**