

**MEMORANDUM OF UNDERSTANDING #2019-04**  
**THE CITY OF COLUMBUS**  
**AND**  
**AFSCME, OHIO COUNCIL 8, LOCAL 1632**

**Regarding Old Sick Leave Bank**

Pursuant to Section 32.3 of the Collective Bargaining Contract (“Contract”) between the City of Columbus and the American Federation of State, County, and Municipal Employees, (“AFSCME”) Ohio Council 8, Local 1632, the parties hereby agree to payout employees with Old Sick Leave Bank balances as defined under Article 20, Section 20.6 of the AFSCME, Local 1632 Contract.

**TERMS:**

- This Memorandum of Understanding #2019-04 (herein, “Agreement”) only applies to those employees and their Old Sick Leave Bank balances listed in Appendix A, attached hereto.
- Pursuant to Article 20, Section 20.6, sick leave hours in an employee’s Old Sick Leave Bank are valued by multiplying the number of unused sick leave hours by the employee’s straight-time hourly rate in effect on March 31, 1987.
- Employees subject to this Agreement will be paid one hundred percent (100%) of the value of all sick leave hours in their Old Sick Leave Bank, less applicable tax withholding, as specified in Appendix A.


An ordinance will be submitted to City Council requesting its acceptance of this MOU, and the effective date will be established by City Council’s acceptance.

**FOR THE CITY:**


  
Nichole M. Brandon  
Director of Human Resources

11/12/19  
Date

**FOR AFSCME:**

  
Roberta Skok  
Regional Director, Ohio Council 8

11-1-19  
Date

  
Angela Williams  
President, AFSCME Local 1632

11-1-2019  
Date

## APPENDIX A

### OLD SICK LEAVE BALANCES AS OF PERIOD END 10/21/2019

DEPT/DIV	UNIT	NAME	OLD SICK HOURS	OLD SICK VALUE
6005	AFSCME	BROWN, MYRON O	22.152	374.37
6009	AFSCME	CAUTION, KENNETH R	251.308	2178.84
6009	CWA	CLARK, WILLIAM L	0.329	3.36
6005	AFSCME	FRAZIER, DALE R	42.006	441.06
5906	AFSCME	HEROLD, MICHAEL P	337.544	3270.8
6009	AFSCME	IRWIN, RICHARD A	53.992	551.26
5912	AFSCME	KNOTT, WILLIAM E	166.660	1444.94
3003	AFSCME	SMOOT, LINDA K	89.693	631.44
4702	CWA	STOUT, STEPHEN A	19.124	185.31
6005	AFSCME	STRAIGHT II, JAMES L	0.139	1.35
5001	AFSCME	THOMPSON, RISTINA B	195.200	1938.34
5913	AFSCME	WELLS, KEITH E	0.268	2.74
6009	AFSCME	ZAG, CHRISTOPHER G	0.034	0.32
			1178.449	11024.13