

MEMORANDUM OF UNDERSTANDING #2020-01

Ohio Council 8, AFSCME Local 2191

And The City of Columbus Board of Health

Authorizing Payment of Accrued Vacation Balances That Exceed Permitted Vacation Balances

Section 19.3, Maximum Vacation Carryover/Payout of the collective bargaining agreement with AFSCME Local 2191, Ohio Council 8 provides:

"At the end of the last pay period in the vacation year, employees may be paid for any vacation balances in excess of the maximums fixed by the above schedule upon certification by the Appointing Authority to the City Auditor and the approval of the Board of Health that due to emergency work requirements, it is not in the best interests of the City to permit the employee to take vacation leave which would otherwise be forfeited as provided in this Section 19.3;" and

Paying out excess vacation balances in budget year 2020 is more practicable and fiscally responsible due to current funding resources.

Therefore the parties agree to the following

1. For the present year only, Section 19.3, Maximum Vacation Carryover/Payout, will be adjusted as follows:

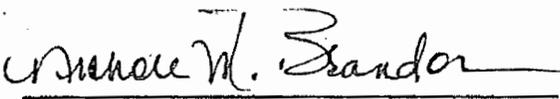
~~"At the end of the last pay period in the vacation year~~ **At the end of pay period 24 of the fiscal year 2020**, employees may be paid for any vacation balances in excess of the maximums fixed by the above schedule upon certification by the Appointing Authority to the City Auditor and the approval of the Board of Health that due to emergency work requirements, it is not in the best interests of the City to permit the employee to take vacation leave which would otherwise be forfeited as provided in this Section 19.3;"

2. That any such authorized payments are to be made in pay period 25 of fiscal year 2020;
3. That any employee who meets the criteria that their accrued vacation balance exceeds their respective maximum vacation balance as of the last day of the pay period 24 of fiscal year 2020, must provide a written and signed request to the Columbus Public Health Human Resources Office no later than Friday, December 4, 2020, to have such excess balances paid out;
4. That the Board of Health will notify any employee who meets the above criteria of their eligibility no later than November 13, 2020; and
5. No further payout of excess vacation will be considered at the end of the last pay period in the current vacation year (2020).

This MOU ceases to be effective upon completion of the agreed upon terms or end of day of December 17, 2020.

FOR THE CITY:


Mysheika W. Roberts, M.D., M.P.H.
Health Commissioner


Nichole M. Brandon
Human Resources Director

11/9/2020
Date

FOR THE UNION:


Tony Schroth
Staff Representative, Ohio Council 8


Jamie Shumaker
President, AFSCME Local 2191

11/8/2020
Date