

MEMORANDUM OF UNDERSTANDING #2022-06
BETWEEN THE CITY OF COLUMBUS, BOARD OF HEALTH
AND AFSCME, OHIO COUNCIL 8, LOCAL 2191
REGARDING PERMITTING PAYING FOR TRAINING AND TESTING TO OBTAIN
PROFESSIONAL CREDENTIALS FOR ENVIRONMENTAL HEALTH EMPLOYEES

Pursuant to Article 32 of the Collective Bargaining Agreement (CBA) between the Columbus Board of Health (CPH) and AFSCME Local 2191, Ohio Council 8 (AFSCME), the parties hereby agree that this Memorandum of Understanding shall provide an exception to Section 28.3, Employer-Provided Training Opportunities, for Environmental Health employees in the classifications of PH Environmental Health Specialist-in-Training (1831), PH Environmental Health Specialist I (1832), and PH Environmental Health Specialist II (1833) as follows:

(A) **Professional Credential Training/Testing**

At the sole discretion of the Health Commissioner or designee, CPH may offer to cover registration fees for an employee to attend training and to take testing required to obtain specific credentials required for promotion or for the performance of specialized duties within the employee's current job classification.

- (1) CPH will cover or reimburse the employee for such registration fees only when all pre-registration requirements as required by the appointing authority are completed in advance of registering for training/testing.
- (2) In the event that an employee accepts such offer, at the discretion of the appointing authority, the employee is required to reimburse CPH for the registration fees for applicable training and testing paid by CPH under the following circumstances:
 - (a) The employee fails to complete all required training courses and/or testing involved to obtain the involved credential;
 - (b) The employee voluntarily resigns or transfers from CPH within two (2) years of obtaining the involved credential.

(B) **Repayment.**

Any amounts due to the City under the repayment requirement shall be deducted from the employee's periodic paychecks (in amounts not to exceed five percent (5%) of gross wages per paycheck). Any amounts still owing in the event of termination of employment shall be deducted from the employee's final pay check or from the employee's terminal leave pay. The employee shall make arrangements for payment of any additional balance due with his/her Appointing Authority before his/her last day of employment. The Director of Human Resources will review exemptions to the repayment on a case by case basis.

This MOU applies solely to employees in the classifications of PH Environmental Health Specialist-in-Training (1831), PH Environmental Health Specialist I (1832), and PH Environmental Health Specialist II (1833).

This MOU will become effective with the passage of a resolution by the Board of Health adopting the terms of the resolution retroactively to June 28, 2022 and may be terminated by either party with thirty (30) days prior notice.

FOR THE CITY:



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

9/22/2022

Date

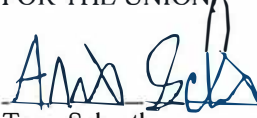


Nichole M. Brandon
Human Resources Director

9/20/2022

Date

FOR THE UNION:



Tony Schroth
Staff Representative, Ohio Council 8

9/16/2022

Date



John Henry, Jr.
Acting President, AFSCME Local 2191

9/16/2022

Date