

**MEMORANDUM OF UNDERSTANDING #2022-03**

**BETWEEN THE CITY OF COLUMBUS  
AND AFSCME, OHIO COUNCIL 8, LOCAL 2191  
REGARDING THE ADDITION OF CERTAIN CLASSIFICATIONS TO THE BARGAINING UNIT  
(ADVANCE PRACTICE REGISTERED NURSE, EPIDEMIOLOGIST, AND HEALTH EDUCATION  
PROGRAM PLANNER)**

On January 6, 2022, the State Employment Relations Board ("SERB") granted the Union's Petition for Amendment of Certification, to include the Advanced Practice Registered Nurse (1679) ("APRN"), Epidemiologist (1964), and Health Education Program Planner (1743) ("HEPP") classifications in the bargaining unit. The purpose of the Memorandum of Understanding ("MOU") is to effectuate the Order of SERB.

Pursuant to Section 4.3 Job Classifications, Article 16 Hours of Work and Overtime, Article 17 Holidays, Article 26 Wage and Compensation Plan, and Section 32.2 Changes in Conditions of Employment Which Are Not Specifically Established by Contract, of the collective bargaining agreement ("CBA") between the representatives of the City of Columbus Board of Health and the AFSCME Local 2191, Ohio Council 8, the parties agree to the following terms and conditions:

**A. Advanced Practice Registered Nurse, Class Code 1679, (APRN)**

1. The Advanced Practice Registered Nurse ("APRN") classification shall be added to the AFSCME Local 2191 bargaining unit and will be compensated using the following pay structure hourly rates:

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
42.61	43.79	44.96	46.16	47.33	48.53	49.72	50.90	52.09	53.27	54.34	55.41	56.47	57.51	58.59

This table will be in effect from the date of this MOU is effective through the term of the current CBA.

2. Placement of incumbent employees within the structure will be at the discretion of the Appointing Authority with the understanding that no employee will incur a reduction in pay nor less than a 3.00% base rate pay increase due to this MOU. Placement and increases will be effective on the first day of the first full pay period after this MOU becomes effective.
3. For new hires into the APRN classification, the terms of Section 26.1(B)(1) shall not apply, but rather new hires into the APRN classification will be placed in the above structure at the discretion of the Health Commissioner.
4. Generally, the terms of Sections 16.3, 16.4, 16.5, 17.4, and 26.5 shall not apply to the APRN classification that is overtime exempt. In the case that a state of emergency is declared per Article 34 of this CBA and an employee within the APRN classification is assigned to duties in response to the declared emergency that require the employee to work greater than forty (40) hours within a workweek, the employee shall be paid time and one-half (1-1/2) times for all time worked in excess of forty (40) hours in the seven (7) day workweek period, provided the employee has accumulated forty (40) straight-time rate hours in paid status during the workweek. For purposes of this clause, "paid status" shall not include sick leave, injury leave or disability leave.

Overtime pay shall be received in one-tenth (1/10) of an hour segments.

5. Flex-time for APRN classification employees. The Health Commissioner or designee shall have sole discretion to approve employees in the APRN classification to "flex" their time. The Health Commissioner or designee shall provide an employee with as much notice as practicable for decisions revoking or revising an employee's approval to flex their schedule. The Health Commissioner or designee's decision to allow, refuse, revise, or revoke flexible schedules is not grievable, except under Article 9 of the CBA.

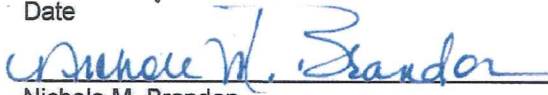
**B. Epidemiologist, Class Code 1964**

1. The Epidemiologist classification shall be added to the AFSCME Local 2191 bargaining unit in Grade 77 of the General Pay Plan of Article 26 of the CBA.
  2. Placement of incumbent employees within Pay Grade 77 will be at the discretion of the Appointing Authority with the understanding that no employee will incur a reduction in pay nor less than a 3.00% base rate pay increase due to this MOU. Placement and increases will be effective on the first day of the first full pay period after this MOU becomes effective.
  3. For new hires into the Epidemiologist classification, the terms of Section 26.1(B)(1) shall not apply, but rather new hires into the Epidemiologist classification will be placed in the above structure at the discretion of the Health Commissioner.
  4. Flex-time for the Epidemiologist classification employees. The Health Commissioner or designee shall have sole discretion to approve employees in the Epidemiologist classification to "flex" their time. The Health Commissioner or designee shall provide an employee with as much notice as practicable for decisions revoking or revising an employee's approval to flex their schedule. The Health Commissioner or designee's decision to allow, refuse, revise, or revoke flexible schedules is not grievable, except under Article 9 of the CBA.
- C. Health Education Program Planner, Class Code 1743, (HEPP)
1. The Health Education Program Planner classification shall be added to the AFSCME Local 2191 bargaining unit in Grade 73 of the General Pay Plan of Article 26 of the CBA.
  2. Placement of incumbent employees within Pay Grade 73 will be at the discretion of the Appointing Authority with the understanding that no employee will incur a reduction in pay nor less than a 3.00% base rate pay increase due to this MOU. Placement and increases will be effective on the first day of the first full pay period after this MOU becomes effective.
  3. Flex-time for Health Education Program Planner (HEPP) classification employees. The Health Commissioner or designee shall have sole discretion to approve employees in the HEPP classification to "flex" their time. The Health Commissioner or designee shall provide an employee with as much notice as practicable for decisions revoking or revising an employee's approval to flex their schedule. The Health Commissioner or designee's decision to allow, refuse, revise, or revoke flexible schedules is not grievable, except under Article 9 of the CBA.
- D. All other benefits, protections, and responsibilities of the CBA shall apply effective immediately upon execution of this Memorandum of Understanding and passage by the City of Columbus Board of Health of a Resolution adopting this Memorandum of Understanding.

FOR THE CITY:

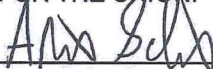
  
 Mysheika W. Roberts, M.D., M.P.H.  
 Health Commissioner

4/11/2022  
 Date

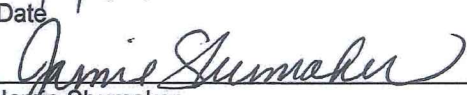
  
 Nichole M. Brandon  
 Human Resources Director

4/8/2022  
 Date

FOR THE UNION:

  
 Tony Schroth  
 Staff Representative, Ohio Council 8

4/8/2022  
 Date

  
 Jamie Shumaker  
 President, AFSCME Local 2191

4/8/2022  
 Date

## APPENDIX A – CORRELATION OF JOB CLASSIFICATION TO PAY GRADES

Local 2191  
April 1, 2020

<u>Job Code</u>	<u>Classifications</u>	<u>Pay Grade</u>
1679	Advanced Practice Registered Nurse	MOU #2022-03
1565	Alcohol & Drug Abuse Counselor	72
1561	Alcohol & Drug Abuse Prevention Coordinator	72
3494	Building Maintenance Worker	68
3111	Care Coordination Assistant	65
1295	Cashier I	64
1296	Cashier II	66
1767	Community Clinical Counselor (Social Services)	74
1758	Community Clinical Counselor (Violence Intervention)	79
1578	Dental Assistant	67
1584	Dental Hygienist	79
1482	Dietitian	74
1486	Dietetic Technician	68
1826	Disease Intervention Specialist I	70
1825	Disease Intervention Specialist II	74
1765	Employee Assistance Counselor	76
1964	Epidemiologist	77
1232	Fiscal Assistant I	66
1233	Fiscal Assistant II	67
1743	Health Education Program Planner	73
0853	Health Information Technician	65
3682	Laborer	63
0411	Mail Clerk	62
1615	Medical Assistant	67
1952	Medical Technologist	74
0407	Office Assistant I	64
0408	Office Assistant II	66
0406	Office Support Clerk	62
3112	Outreach Worker	65
1630	Practical Nurse	71
1639	Public Health Nurse	79
1755	Public Health Peer Advocate	62
1828	Public Environmental Health Specialist Aide	67
1831	Public Environmental Health Specialist In-Training	70
1832	Public Environmental Health Specialist I	73
1833	Public Environmental Health Specialist II	74
1716	Safety Program Technician	72
1329	Storekeeper	64
1330	Senior Storekeeper	71

<u>Job Code</u>	<u>Classifications</u>	<u>Pay Grade</u>
1234	Accountant I	N/A
1230	Account Clerk	N/A
1231	Account Clerk II	N/A
1566	Alcoholism Control Officer I	N/A
1567	Alcoholism Control Officer II	N/A
	Alcoholism Occupational Consultant	N/A
0410	Automatic Data Processing Coordinator (Women, Infants and Children)	N/A
0529	Bookkeeping Machine Operator II	N/A
0430	Clerk I	N/A
0431	Clerk II	N/A
0432	Clerk III	N/A
0557	Clerk Specialist	N/A
3529	Custodial Supervisor	N/A
3528	Custodial Supervisor I	N/A
3525	Custodial Worker	N/A
0554	Data Entry Operator	N/A
0556	Data Entry Operator II	N/A
0578	Data Processing Programmer Trainee	N/A
	Dental Health Educator	N/A
0628	Duplicating Machines Operator II	N/A
	Groundskeeper I	N/A
	Groundskeeper II	N/A
1623	Home Health Aide	N/A
1625	Homemaker	N/A
0546	Information Systems Technician	N/A
1971	Laboratory Assistant	N/A
0936	Mail Handler I	N/A
0937	Mail Handler II	N/A
3515	Maintenance Carpenter	N/A
3720	Maintenance Painter	N/A
0815	Medical Services Reimbursement Specialist	N/A
	Medicare Field Representative	N/A
0450	Messenger	N/A
1480	Nutrition Assistant	N/A
1482	Nutritionist	N/A
	Outreach Worker II	N/A
1290	Payroll Clerk I	N/A
1677	Physician Extender I	N/A
	Physician Extender II	N/A
0629	Print Services Specialist	N/A
0627	Print Services Technician	N/A
1637	Professional Nurse	N/A

<u>Job Code</u>	<u>Classifications</u>	<u>Pay Grade</u>
	Public Health Laboratory Technologist I	N/A
	Public Health Laboratory Technologist II	N/A
1644	Public Health Nurse Assistant Supervisor	N/A
1640	Public Health Nurse Specialist	N/A
1641	Public Health Nurse Intake Coordinator	N/A
1756	Public Health Occupational Therapist	N/A
	Public Health Occupational Therapist I	N/A
	Public Health Occupational Therapist II	N/A
1752	Public Health Physical Therapist	N/A
1754	Public Health Therapy Assistant	N/A
	Public Health Physical Therapist I	N/A
	Public Health Physical Therapist II	N/A
	Public Health Rehabilitation Assistant Supervisor	N/A
	Public Health Sanitarian Aide II (Vector Control)	N/A
	Public Health Sanitarian Aide (Water)	N/A
	Public Health Social Work Coordinator	N/A
1760	Public Health Speech/Language Pathologist	N/A
	Public Health Speech/Language Pathologist I	N/A
	Public Health Speech/Language Pathologist II	N/A
0795	Public Receptionist	N/A
0467	Receptionist Secretary	N/A
3538	Security Specialist	N/A
	Sexually Transmissible Disease Control Program Representative I	N/A
	Sexually Transmissible Disease Control Program Representative II	N/A
0476	Stenographer	N/A
1328	Storekeeper I	N/A
1328	Storekeeper II	N/A
	Storekeeper III	N/A
0781	Student Intern I	N/A
0782	Student Intern II	N/A
3680	Summer Worker	N/A
0624	Telephone Operator	N/A
3503	Trades Helper (Buildings)	N/A
0464	Typist-Clerk	N/A
0465	Typist Clerk III	N/A
0926	Youth Work Trainee	N/A

N/A – classification is not relevant to the bargaining unit because of classification abolishment or retitlement through the Civil Service Commission.