

**AMENDMENT TO 2024-2027 COLLECTIVE BARGAINING AGREEMENT
BETWEEN CUYAHOGA COUNTY AND INTERNATIONAL UNION OF OPERATING
ENGINEERS, LOCAL 18-S
PURSUANT TO WAGE AND HEALTH INSURANCE RE-OPENERS FOR 2026**

Parties: This Agreement is entered by and between Cuyahoga County, Ohio, as the public employer (“County”), and the International Union of Operating Engineers, Local 18-S, representing Sanitary Treatment Personnel and Project Inspectors in the Cuyahoga County Department of Public Works. (“Union”). The County and the Union are collectively referred to herein as “the Parties.”

Background Facts: The County and the Union are parties to a collective bargaining agreement (“CBA”) governing terms and conditions of employment of Sanitary Treatment Personnel and Project Inspectors in the Cuyahoga County Department of Public Works. The CBA is effective from May 1, 2024 through April 30, 2027, and includes provisions for the negotiation of a health insurance re-opener for 2026 in Article 34, Sections 2 and 4, and a wage re-opener for 2026 in Article 35, Section 1. The Parties engaged in good faith negotiations and reached an agreement as stated below.

Terms: Article 34, Sections 2 and 4, Article 35, Section 1, and Appendix B of the CBA are amended as follows (deleted language is stricken and new language appears in **Bold**):

**ARTICLE 34
INSURANCE**

SECTION 1. An eligible employee is defined as a full-time employee covered by this Agreement. A Section 125 or cafeteria plan will be provided by the Employer for health insurance benefits for County employees. The Employer shall provide eligible employees the opportunity to enroll in the Plan once (1x) during each plan year at its annual open enrollment period. The plan year commences on January 1st, and ends on December 31st of the calendar year, but is subject to change.

SECTION 2. Effective the first (1st) day of the first (1st) month following full execution of this Agreement, bi-weekly employee contributions for medical and prescription drug benefits shall be determined as follows:

A. MetroHealth Plans

- 1) For all three (3) years of this Agreement, the County shall offer an HSA plan through the MetroHealth System with no bi-weekly contribution from employees.
- 2) The bi-weekly contribution for a non-HSA plan offered through MetroHealth shall be as follows:
 - a. 2024: 93% Employer, 7% employee
 - b. 2025: 93% Employer, 7% employee

c. 2026: ~~Re-opener for percentage/share of County/employee bi-weekly premium contribution only.~~ **93% Employer, 7% employee**

B. Other Plans

1) Bi-weekly contribution rates for all other plans shall be as follows:

- a. 2024: 86% Employer, 14% employee
- b. 2025: 86% Employer, 14% employee
- c. 2026: ~~Re-opener for percentage/share of County/employee bi-weekly premium contribution only.~~ **86% Employer, 14% employee**

SECTION 3. The costs of the medical and prescription drug plans will be determined through an actuarially certified process that is verified through an outside party and that includes reserves necessary to sustain the plans. In successive plan years, the Employer may add to or delete plans/providers offered and/or employees may be offered additional plans with reduced or increased benefit levels.

SECTION 4. For years 2024 and 2025 of this Agreement, the Employer shall pay eighty-six percent (86%) of the cost of the ancillary benefit plans and the employees shall pay fourteen percent (14%). For year 2026, ~~there shall be a re-opener on the percentage/share of County/employee bi-weekly premium contribution only.~~ **the Employer shall pay eighty-six percent (86%) of the cost of the ancillary benefit plans and the employees shall pay fourteen percent (14%).**

SECTION 5. The Employer shall be entitled to increase the cost containment features of the plans which may include, but are not limited to, deductibles, and co-insurance.

SECTION 6. The Employer may implement or discontinue incentives for employees to participate in Employer-sponsored wellness programs, including, but not limited to, the right to offer the opportunity to reduce employee contributions through participation in wellness programs as determined by the Employer.

SECTION 7. The Employer may offer incentives to encourage use of low cost providers/plans (including HSA plans) which may be discontinued or modified by the Employer in future years with notification to the Union.

SECTION 8. A waiting period of no more than one hundred twenty (120) calendar days may be required before new employees are eligible to receive health and/or other insurance benefits. During the waiting period, the Employer may require employees, who desire coverage, to purchase it through a third (3rd) party vendor instead of participating in the County plans that are offered to regular full-time employees. New employees shall be eligible to participate in the County plans on the first (1st) date of the first (1st) month following completion of the waiting period.

ARTICLE 35
WAGES

SECTION 1. The wage rates for all active bargaining unit classifications are set forth in Appendix B - Wages, attached and incorporated herein. The wage rates for May 2024 are inclusive of a two percent (2%) General Wage Increase (GWI) and shall be retroactive to the first (1st) day of the first (1st) full pay period in May 2024; however, only those employees who are in active status in this bargaining unit as of the date this Agreement is ratified by County Council shall be eligible to receive the retroactive payment provided herein.

The base wage rates set forth for May 2025 are inclusive of a two percent (2%) GWI and shall be effective on the first (1st) day of the first (1st) full pay period in May 2025.

The base wage rates for May 2026 ~~shall be subject to a wage reopener, limited to determine the amount of the General Wage Increase (GWI).~~ are inclusive of a two percent (2%) GWI and shall be effective on the first (1st) day of the first (1st) full pay period in May 2026.

SECTION 2. In accordance with Article 27 - Workweek, the following shift premium shall be applicable: An employee working second (2nd) shift shall receive a shift premium of seventy-five cents (\$0.75) per hour.

SECTION 3. Employees classified as Pump Station Mechanic 1, Pump Station Mechanic 2, or Pump Station Mechanic Leadperson shall be entitled to a per diem allowance for "on call" duty in the amount of thirty dollars (\$30.00) per day for duty commencing on Monday thru Friday and seventy dollars (\$70.00) per day for duty commencing on Saturday, Sunday, or holidays (celebrated on a Monday thru Friday) as determined in accordance with Article 25 - Holidays.


SECTION 4. Any bargaining unit employee ("Member") shall be paid at a rate equivalent of ninety-one percent (91%) of the then existing agreement rate for the relevant job classification for their first (1st) year of employment. Upon having completed one (1) year (twelve [12] months) of employment with the Department of Public Works, the Member shall be paid a rate equivalent to ninety-four percent (94%) of the then existing agreement rate. Upon having completed two (2) years (twenty-four [24] months) of employment with the Department of Public Works, the Member shall be paid a rate equivalent to ninety-seven percent (97%) of the then existing agreement rate. Upon having completed three (3) years (thirty-six [36] months) of employment with the Department of Public Works, the Member shall be paid a rate equivalent to one hundred percent (100%) of the then existing agreement rate and shall thereafter continue at one hundred percent (100%) of the agreement rate.

The Employer retains the right, based upon operational needs, to pay more than the express percentage at the Employer's sole discretion.

SECTION 5. In the event that an employee receives an overpayment (or underpayment), the parties agree that the County (or the employee) has the right to recoup the overpayment (or reimbursement for underpayment). Prior to recouping the monies, the County shall meet and discuss the terms of repayment with the employee and the employee's Union representative.


The revised Wage Table in Appendix B of the CBA is attached and incorporated hereto.

For the Union:

By: 
Jack Klopman II
Business Representative, Local 18-S

Date: 5/13/26

For the Employer:

By: 
Chris Ronayne,
Cuyahoga County Executive
By: Katherine A. Gallagher, Deputy
Chief of Staff for Operations and
Community Innovation
Pursuant to EO2023-0003, July 6,
2023

Date: 5/14/26

Approved as to legal form:

By: 
Ryan J. Geary
Cuyahoga County Law Department

APPENDIX B

WAGES
2024

	91% tier	94% tier	97% tier	100% rate
Groundskeeper	22.70	23.45	24.20	24.95
Project Inspector	28.85	29.80	30.75	31.70
Pump Station Mechanic 1	30.33	31.33	32.33	33.33
with Class I Wastewater Collection License				34.33
with Class II Wastewater Collection License				35.33
Pump Station Mechanic 2	31.85	32.90	33.95	35.00
with Class I Wastewater Collection License				36.05
with Class II Wastewater Collection License				37.10
Pump Station Mechanic Leadperson				—
with Class I Wastewater Collection License				37.85
with Class II Wastewater Collection License				38.96

2025

	91% tier	94% tier	97% tier	100% rate
Groundskeeper	23.16	23.92	24.69	25.45
Project Inspector	29.42	30.39	31.36	32.33
Pump Station Mechanic 1	30.94	31.96	32.98	34.00
with Class I Wastewater Collection License				35.02
with Class II Wastewater Collection License				36.04
Pump Station Mechanic 2	32.49	33.56	34.63	35.70
with Class I Wastewater Collection License				36.77
with Class II Wastewater Collection License				37.84
Pump Station Mechanic Leadperson				—
with Class I Wastewater Collection License				38.61
with Class II Wastewater Collection License				39.74

2026

	91% tier	94% tier	97% tier	100% rate
Groundskeeper	23.62	24.40	25.18	25.96
Project Inspector	30.01	31.00	31.99	32.98
Pump Station Mechanic 1	31.56	32.60	33.64	34.68
with Class I Wastewater Collection License				35.72
with Class II Wastewater Collection License				36.76
Pump Station Mechanic 2	33.13	34.23	35.32	36.41
with Class I Wastewater Collection License				37.50
with Class II Wastewater Collection License				38.59
Pump Station Mechanic Leadperson				—
with Class I Wastewater Collection License				39.39
with Class II Wastewater Collection License				40.53