

AMENDMENT TO 2021-2023 COLLECTIVE BARGAINING AGREEMENT
BETWEEN CUYAHOGA COUNTY
AND
AFSCME Local 27 (CHILD SUPPORT OFFICERS)
REGARDING 2023 COLA

Cuyahoga County and Local 27 of the American Federation of State, County and Municipal Employees, Ohio Council 8, AFL-CIO (“AFSCME Local 27”), representing employees in the Cuyahoga County Department of Health and Human Services, Division of Cuyahoga Job and Family Services, Office of Child Support Services, are parties to a Collective Bargaining Agreement for the period of January 1, 2021, through December 31, 2023 (the “CBA”). This document outlines the Amendment to the CBA.

Pursuant to Article 65, Wages, the parties had negotiated a two percent (2%) cost of living adjustment (“COLA”) for each year of the contract. In June of 2022, the County Executive recommended, and Cuyahoga County Council approved, Resolution No. 2022-0120 providing a cost-of-living adjustment (COLA) for both non-bargaining and bargaining County Executive employees for an additional one percent (1%) over 2022 pay rates for the period July 3, 2022, through December 31, 2022. A Side Letter of Agreement was entered providing bargaining unit employees with an additional one percent (1%) COLA effective July 3, 2022, through the remainder of 2022.

Subsequently, pursuant to Resolution No. R2022-0401, Cuyahoga County Council adopted and approved the 2022-2023 Biennial Operating Budget and Capital Improvements Program Annual Update for 2023. This Resolution includes appropriations/funding for a three percent (3%) COLA for all County Executive employees in 2023.

On January 24, 2023, as part of Resolution No. 2023-0021, Cuyahoga County Council adopted and approved an additional 2022-2023 Biennial Operating Budget and Capital Improvements Program Annual Update for 2023 that includes language authorizing the extension of the same three percent (3%) 2023 COLA to bargaining unit employees, in lieu of the two percent (2%) COLA set forth in the collective bargaining agreements.

Accordingly, retroactive to the first day of the first full pay period in January 2023 (January 1, 2023), bargaining unit employees shall receive a three percent (3%) COLA in lieu of the two percent (2%) COLA set forth in Article 65, Wages, of the CBA. The retroactive payment shall be applicable to those bargaining unit employees currently employed as of the date of full execution of this Amendment. The amended wage table set forth in Article 65, Wages, Section 3 is amended as provided on page 2 of this document.

This Amendment does not apply to any other compensation and/or wage increases provided to other County employees, shall be made on a non-precedent setting basis, and shall not bind the County beyond the scope of this Amendment.

Effective the first day of the first full pay period in January 2023:

<u>Pay Range</u> <u>1</u>	Classification(s)	Steps	Rate	<u>Pay Range</u> <u>2</u>	Classification(s)	Steps	Rate
	Information Processor 1	1	\$16.34		Information Processor 2	1	\$17.94
		2	\$16.96			2	\$18.58
		3	\$17.63			3	\$19.22
		4	\$18.26			4	\$19.87
	Mail Clerk Messenger	5	\$18.57		Legal Services Assistant	5	\$20.18
		6	\$18.90			6	\$20.49
Storekeeper 1	7	\$19.18	Support Specialist 1	7	\$20.80		
<u>Pay Range</u> <u>3</u>	Classification(s)	Steps	Rate	<u>Pay Range</u> <u>4</u>	Classification(s)	Steps	Rate
	Support Specialist 1 Lead	1	\$18.90		Support Specialist 2 Lead	1	\$19.48
		2	\$19.56			2	\$20.25
		3	\$20.24			3	\$21.04
		4	\$20.95			4	\$21.64
		5	\$21.34			5	\$21.85
	Support Specialist 2	6	\$21.70		6	\$22.03	
7		\$22.03	7	\$22.36			
<u>Pay Range</u> <u>5</u>	Classification(s)	Step	Rate	<u>Pay Range</u> <u>6</u>	Classification(s)	Step	Rate
	Support Officer	1	\$19.87		Support Officer Lead	1	\$22.44
		2	\$20.66			2	\$23.23
		3	\$21.47			3	\$24.03
		4	\$22.27			4	\$24.82
		5	\$23.06			5	\$25.22
		6	\$23.87			6	\$25.91
		7	\$24.27			New 7	\$26.30
		8	\$24.67				
9	25.04						

FOR THE COUNTY:

Kathleen Sullivan in behalf

Chris Ronayne
Cuyahoga County Executive

202023-0001

Date: 3/23/23

FOR THE UNION:

Marquez Brown

Marquez Brown, Regional Director
AFSCME Ohio Council 8

Date: 3/17/2023

Amgad Gabra

Amgad Gabra, President
AFSCME Local 27

Date: 3/17/2023

Approved as to legal form:

Nora L. Hurley

Nora L. Hurley
Cuyahoga County Department of Law