

**AMENDMENT TO 2021-2023 COLLECTIVE BARGAINING AGREEMENT**  
**BETWEEN CUYAHOGA COUNTY**  
**AND**  
**LABORER'S INTERNATIONAL UNION OF NORTH AMERICA**  
**LOCAL NO. 860**  
**HEALTH AND HUMAN SERVICES**  
**REGARDING 2023 COLA**

Cuyahoga County Department of Health and Human Services, Division of Children and Family Services, Division of Job and Family Services, Office of Child Support Services, and the Department of Information Technology and the Laborer's International Union of North America Local No. 860 are parties to a Collective Bargaining Agreement for the period of January 1, 2021 through December 31, 2023 (the "CBA").

The CBA included a Side Letter of Agreement regarding the 2022 and 2023 COLA providing that: "if Cuyahoga County Council approves an across-the-board cost of living adjustment (COLA) for non-bargaining County Executive employees that exceeds two percent (2%), the 2022 or 2023 rates set forth in the Wage Article of this Agreement shall be increased to equal the across-the-board percentage increase to the COLA approved for non-bargaining employees, with the same effective date."

In June of 2022, County Council passed Resolution No. 2022-0120 that provided an additional one percent (1%) COLA for non-bargaining County Executive employees, effective July 3, 2022. Accordingly, effective July 3, 2022, the bargaining unit employees received an additional one percent (1%) COLA which was reflected in an independent Side Letter of Agreement.

In December of 2022, Cuyahoga County Council approved an across-the-board three percent (3%) COLA for 2023 for all non-bargaining County Executive employees as part of Resolution 2022-0401. Consistent with the terms of the Side Letter of Agreement contained in 2021-2023 CBA, for January 2023, bargaining unit employees shall receive a three percent (3%) COLA in lieu of the two percent (2%) COLA set forth in Article 58, Wages of the CBA. Accordingly, the amended 2023 pay rates are set forth in the revised Appendix A Wage Table (attached).

This Amendment does not apply to any other compensation and/or wage increases provided to other County employees and shall expire December 31, 2023.

**FOR THE COUNTY:**



Chris Ronayne  
Cuyahoga County Executive  
2023-0001

Date: 3/23/23

Approved as to legal form:



Nora L. Hurley  
Cuyahoga County Law Department

**FOR THE UNION:**



Anthony Liberatore, Jr.  
Business Manager/Secretary-Treasurer

Date: 1-25-23

**APPENDIX A**

**Wages**

<b>Wage Grade 1</b>	<b>Classification(s) Included</b>	<b>Year</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
	Account Clerk	2021	\$15.06	\$15.59	\$16.10	\$16.64	\$16.93	\$17.27				
		2022	\$15.36	\$15.90	\$16.42	\$16.97	\$17.27	\$17.62				
		7/3/2022-12/31/2022	\$15.51	\$16.06	\$16.58	\$17.14	\$17.44	\$17.80				
		2023	\$15.98	\$16.54	\$17.08	\$17.65	\$17.96	\$18.33				
<b>Wage Grade 2</b>	<b>Classification(s) Included</b>											
	Secretary	2021	\$15.19	\$15.61	\$16.07	\$16.48	\$16.92	\$17.35	\$17.79	\$18.23	\$18.56	\$18.89
		2022	\$15.49	\$15.92	\$16.39	\$16.81	\$17.26	\$17.70	\$18.15	\$18.59	\$18.93	\$19.27
		7/3/2022-12/31/2022	\$15.64	\$16.08	\$16.55	\$16.98	\$17.43	\$17.88	\$18.33	\$18.78	\$19.12	\$19.46
		2023	\$16.11	\$16.56	\$17.05	\$17.49	\$17.95	\$18.42	\$18.88	\$19.34	\$19.69	\$20.04
<b>Wage Grade 3</b>	<b>Classification(s) Included</b>											
	Senior Employment Service Specialist	2021	\$16.68	\$17.17	\$17.65	\$18.11	\$18.59	\$19.07	\$19.56	\$20.04	\$20.41	\$20.74
		2022	\$17.01	\$17.51	\$18.00	\$18.47	\$18.96	\$19.45	\$19.95	\$20.44	\$20.82	\$21.15
		7/3/2022-12/31/2022	\$17.18	\$17.69	\$18.18	\$18.65	\$19.15	\$19.64	\$20.15	\$20.64	\$21.03	\$21.36
		2023	\$17.70	\$18.22	\$18.73	\$19.21	\$19.72	\$20.23	\$20.75	\$21.26	\$21.66	\$22.00
<b>Wage Grade 4</b>	<b>Classification(s) Included</b>											
	Administrative Assistant 1	2021	\$17.17	\$17.65	\$18.11	\$18.59	\$19.07	\$19.56	\$20.04	\$20.41	\$20.78	\$21.15
	Senior Account Clerk	2022	\$17.51	\$18.00	\$18.47	\$18.96	\$19.45	\$19.95	\$20.44	\$20.82	\$21.20	\$21.57
		7/3/2022-12/31/2022	\$17.69	\$18.18	\$18.65	\$19.15	\$19.64	\$20.15	\$20.64	\$21.03	\$21.41	\$21.79
		2023	\$18.22	\$18.73	\$19.21	\$19.72	\$20.23	\$20.75	\$21.26	\$21.66	\$22.05	\$22.44
<b>Wage Grade 5</b>	<b>Classification(s) Included</b>											
	Business Administrator 1	2021	\$19.71	\$20.27	\$20.84	\$21.39	\$21.97	\$22.51	\$23.09	\$23.65	\$24.10	\$24.52
	Foster/Adoption Specialist	2022	\$20.10	\$20.68	\$21.26	\$21.82	\$22.41	\$22.96	\$23.55	\$24.12	\$24.58	\$25.01
		7/3/2022-12/31/2022	\$20.30	\$20.89	\$21.47	\$22.04	\$22.63	\$23.19	\$23.79	\$24.36	\$24.83	\$25.26
		2023	\$20.91	\$21.52	\$22.11	\$22.70	\$23.31	\$23.89	\$24.50	\$25.09	\$25.57	\$26.02
<b>Wage Grade 6</b>	<b>Classification(s) Included</b>											
	Administrative Assistant 2	2021	\$20.26	\$20.83	\$21.38	\$21.97	\$22.51	\$23.08	\$23.65	\$24.10	\$24.52	\$24.96
		2022	\$20.67	\$21.25	\$21.81	\$22.41	\$22.96	\$23.54	\$24.12	\$24.58	\$25.01	\$25.46
		7/3/2022-12/31/2022	\$20.88	\$21.46	\$22.03	\$22.63	\$23.19	\$23.78	\$24.36	\$24.83	\$25.26	\$25.71
		2023	\$21.51	\$22.10	\$22.69	\$23.31	\$23.89	\$24.49	\$25.09	\$25.57	\$26.02	\$26.48

<b>Wage Grade 7</b>	<b>Classification(s) Included</b> Case Control Reviewer Fiscal Officer 1	2021	\$22.72	\$23.38	\$24.04	\$24.66	\$25.33	\$25.97	\$26.62	\$27.25	\$27.76	\$28.26
		2022	\$23.17	\$23.85	\$24.52	\$25.15	\$25.84	\$26.49	\$27.15	\$27.80	\$28.32	\$28.83
		7/3/2022- 12/31/2022	\$23.40	\$24.09	\$24.77	\$25.40	\$26.10	\$26.75	\$27.42	\$28.08	\$28.60	\$29.12
		2023	\$24.10	\$24.81	\$25.51	\$26.16	\$26.88	\$27.55	\$28.24	\$28.92	\$29.46	\$29.99
<b>Wage Grade 8</b>	<b>Classification(s) Included</b> Program Officer 2	2021	\$22.96	\$23.40	\$24.11	\$24.59	\$25.08	\$25.58	\$26.09	\$26.63	\$27.16	\$27.72
		2022	\$23.42	\$23.87	\$24.59	\$25.08	\$25.58	\$26.09	\$26.61	\$27.16	\$27.70	\$28.27
		7/3/2022- 12/31/2022	\$23.65	\$24.11	\$24.84	\$25.33	\$25.84	\$26.35	\$26.88	\$27.43	\$27.98	\$28.55
		2023	\$24.36	\$24.83	\$25.59	\$26.09	\$26.62	\$27.14	\$27.69	\$28.25	\$28.82	\$29.41
<b>Wage Grade 9</b>	<b>Classification(s) Included</b> Service Desk Specialist	2021	\$24.19	\$24.68	\$25.16	\$25.67	\$26.17	\$26.69	\$27.22	\$27.76	\$28.33	\$28.88
		2022	\$24.67	\$25.17	\$25.66	\$26.18	\$26.69	\$27.22	\$27.76	\$28.32	\$28.90	\$29.46
		7/3/2022- 12/31/2022	\$24.92	\$25.42	\$25.92	\$26.44	\$26.96	\$27.49	\$28.04	\$28.60	\$29.19	\$29.75
		2023	\$25.67	\$26.18	\$26.70	\$27.23	\$27.77	\$28.31	\$28.88	\$29.46	\$30.07	\$30.64
<b>Wage Grade 10</b>	<b>Classification(s) Included</b> Senior Training Officer	2021	\$25.76	\$26.49	\$27.20	\$27.96	\$28.68	\$29.41	\$30.18	\$30.90	\$31.47	\$32.04
		2022	\$26.28	\$27.02	\$27.74	\$28.52	\$29.25	\$30.00	\$30.78	\$31.52	\$32.10	\$32.68
		7/3/2022- 12/31/2022	\$26.54	\$27.29	\$28.02	\$28.81	\$29.54	\$30.30	\$31.09	\$31.84	\$32.42	\$33.01
		2023	\$27.34	\$28.11	\$28.86	\$29.67	\$30.43	\$31.21	\$32.02	\$32.80	\$33.39	\$34.00
<b>Wage Grade 11</b>	<b>Classification(s) Included</b> Database Developer	2021	\$30.48	\$31.09	\$31.70	\$32.34	\$33.00	\$33.65	\$34.32	\$35.01	\$35.71	\$36.42
		2022	\$31.09	\$31.71	\$32.33	\$32.99	\$33.66	\$34.32	\$35.01	\$35.71	\$36.42	\$37.15
		7/3/2022- 12/31/2022	\$31.40	\$32.03	\$32.65	\$33.32	\$34.00	\$34.66	\$35.36	\$36.07	\$36.78	\$37.52
		2023	\$32.34	\$32.99	\$33.63	\$34.32	\$35.02	\$35.70	\$36.42	\$37.15	\$37.88	\$38.65