

**AMENDMENT TO 2023-2025 COLLECTIVE BARGAINING AGREEMENT
BETWEEN CUYAHOGA COUNTY AND THE
FRATERNAL ORDER OF POLICE, OHIO LABOR COUNCIL, INC.
REGARDING 2024 AND 2025 WAGES**

Parties: This Agreement is entered by and between Cuyahoga County, Ohio, as the public employer (“County”), and Fraternal Order of Police Ohio Labor Council (“Union”). The Union represents approximately 163 employees in the Court of Common Pleas Probation Department. 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 within the Court of Common Pleas Probation Department. The CBA is effective from January 1, 2023, through December 31, 2025.

Pursuant to Article 10, Wages, the parties negotiated Wage Re-openers for both year 2024 and year 2025 of the CBA. The Parties engaged in good faith negotiations and have reached agreement as stated below.

Terms: Article 10, Section 2 and Appendix A of the CBA between the Parties is amended as follows (deleted language is stricken and new language appears in **Bold**):

ARTICLE 10 - WAGES

SECTION 1: A step-system is set forth in Appendix A. On the last pay period in December of each calendar year, a singular adjustment shall be made to the step chart. Members that achieved at least a "meets expectations" status in all categories of their annual performance review shall be "slotted" into the appropriate step as of the maturation date reached in the last pay period of December of that year (specifically December 29, 2023, December 27, 2024, and December 26, 2025). No Member will be slotted more than one step up on the step-system wage chart (Appendix A) on the maturation date reached in any one calendar year.

The COLA percentage increases and the step adjustments will be implemented according to the dates as set forth in Section 2 herein, i.e. the first full pay period in January.

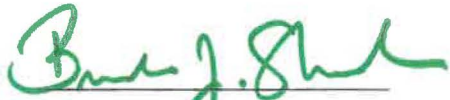
SECTION 2: An across the board cost of living increase is not intended to include Step increases or longevity increases based on years in a non-bargaining classification and increases of this kind shall not trigger the agreement stated above.

- For 2023, effective the first day of the first full pay period following ratification of this Agreement, there will be a COLA wage rate increase of two percent (2%).
- For 2024, effective January 1st, 2024, each step of the respective wage schedules for bargaining unit Employees shall be increased by two percent (2%).

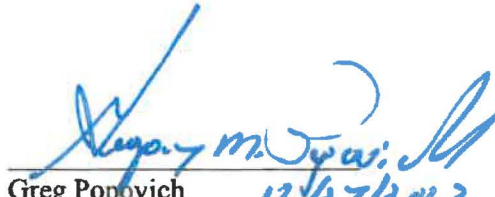
- For 2025, effective January 13th, 2025, each step of the respective wage schedules for bargaining unit Employees shall be increased by two percent (2%).

~~For 2024 and 2025, there will be a reopener to determine the effective COLA.~~

FOR THE COURT:




 Brendan J. Sheehan
 Administrative and Presiding Judge



 Greg Popovich
 Court Administrator

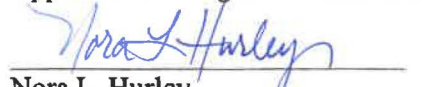
12/27/2023

FOR THE COUNTY:



 Chris Ronayne
 or his designee pursuant to EO2023-0003
 County Executive

Approved as to legal form and correctness:



 Nora L. Hurley
 Cuyahoga County Law Department

FOR THE UNION:

Adam Shaw, FOP/OLC

 Adam Shaw
 FOP/OLC Staff
 Representative



 Michelle Hoiseth



 Jennifer Walt



 Mikki Anderson



 Javon Green



 Ricardo Sanders

APPENDIX A

Tier I - Probation Officer Step Structure:

Service	2% effective 1/2/2023	2% Increase 1/1/2024	2% Increase 1/13/2025
0 < 4 Yrs	\$50,294.40	\$ 51,313.60	\$ 52,353.60
4 < 9 Yrs	\$61,526.40	\$ 62,774.40	\$ 64,043.20
9 or more	\$72,737.60	\$ 74,193.60	\$ 75,691.20

Tier II - Probation Officer Step Structure:

Service	2% effective 1/2/2023	2% Increase 1/1/2024	2% Increase 1/13/2025
0 < 4 Yrs	\$ 52,374.40	\$ 53,435.20	\$ 54,516.80
4 < 9 Yrs	\$ 63,606.40	\$ 64,896.00	\$ 66,206.40
9 or more	\$ 74,817.60	\$ 76,315.20	\$ 77,854.40

Clerical and Laboratory Assistant Step Structure:

Service	2% effective 1/2/2023	2% Increase 1/1/2024	2% Increase 1/13/2025
0 < 4 Yrs	\$37,440.00	\$ 39,665.60	\$ 40,476.80
4 < 9 Yrs	\$45,156.80	\$ 47,611.20	\$ 48,568.00
9 or more	\$52,852.80	\$ 55,556.80	\$ 56,680.00