

**AMENDMENT TO 2022-2025 COLLECTIVE BARGAINING AGREEMENT**  
**BETWEEN CUYAHOGA COUNTY AND**  
**THE OHIO PATROLMEN'S BENEVOLENT ASSOCIATION**  
**CECOMS 911 CALL-TAKERS**  
**REGARDING 2023 COLA**

Cuyahoga County and the Ohio Patrolmen's Benevolent Association representing CECOMS 911 Call Takers are parties to a Collective Bargaining Agreement for the period of April 1, 2022 through March 31, 2025 (the "CBA"). This document outlines the Amendment to the CBA.

Pursuant to Article 37, Wages, the parties had negotiated a two percent (2%) cost of living adjustment ("COLA") for both 2022 and 2023. 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, effective the first day of the first full pay period following April 1, 2023, the wage scale for Call-Takers shall be increased by three percent (3%) COLA in lieu of the two percent (2%) COLA set forth in Article 37, Wages of the CBA. The revised Wage Scale as set forth in Article 37, Wages, Section 2 is hereby amended as follows:

**Section 2: Wage Scale for Call-Takers:**

	New Hire	After 1 Year	After 2 Years	After 3 Years	After 4 Years	After 5 Years
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
July 3, 2022 to March 31, 2023	\$20.20	\$20.81	\$21.43	\$22.07	\$22.74	\$23.42
April 1, 2023	<b>\$20.60</b> <b>\$20.81</b>	<b>\$21.22</b> <b>\$21.43</b>	<b>\$21.86</b> <b>\$22.07</b>	<b>\$22.51</b> <b>\$22.73</b>	<b>\$23.19</b> <b>\$23.42</b>	<b>\$23.89</b> <b>\$24.12</b>
April 1, 2024	Reopener					

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.

**FOR THE UNION:**

  
 Jeff Perry  
 OPBA Business Agent


3-29-23  
 Date

**FOR THE COUNTY:**

  
 Kathleen Gallagher on behalf of  
 Chris Ronayne  
 Cuyahoga County Executive  
 (or Designee per Executive Order 2023-001)

3/30/23  
 Date

Approved as to legal form:

  
 Anna Hurley  
 Cuyahoga County Law Department