

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

Cuyahoga County and the Laborer's International Union of North America Local No. 860 representing Deputy Sheriffs in the Cuyahoga County Sheriff's Department 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 14, 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 14, Wages, Section 1 (c) 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 revised Wage Table is as follows:

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 of 2023, each step of the wage schedule shall be increased by **three percent (3%)** ~~two percent (2%)~~ as follows:

STEP	2023 3% COLA
1	\$30.24
2	\$32.36
3	\$34.48
4	\$36.61
5	\$38.73

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:



Anthony Liberatore
Business Manager/Secretary-Treasurer
LIUNA Local 860

February 13, 2023
Date

FOR THE COUNTY:



Chris Ronayne
County Executive *RU 60-2023-0001*

3/16/23
Date

Approved as to legal form:



Nora L. Hurley
Cuyahoga County Law Department