

AMENDMENT TO 2022-2024 COLLECTIVE BARGAINING AGREEMENT
BETWEEN CUYAHOGA COUNTY AND
THE FRATERNAL ORDER OF POLICE, OHIO LABOR COUNCIL, INC.
REGARDING 2023 COLA

Cuyahoga County and Fraternal Order of Police, Ohio Labor Council, Inc. representing employees in the Forensic Science Laboratory in the Office of the Medical Examiner are parties to a Collective Bargaining Agreement for the period of May 2, 2022, through December 31, 2024 (the “CBA”). This document outlines the Amendment to the CBA.

Pursuant to Article 30, Wages, the parties had negotiated new wage rates commencing with the effective date of their first collective bargaining agreement (i.e. May 2, 2022). 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. For 2023, the parties had negotiated a two percent (2%) cost of living adjustment (“COLA”) effective the first full pay period in January 2023.


In 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 30, Wages, of the CBA and reflected in the amended Wage Table set forth in Appendix A 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 Appendix A Wage Table is attached and incorporated hereto.

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:



Heath Tester
Staff Representative

3-21-23
Date



Brooke Potts
Associate

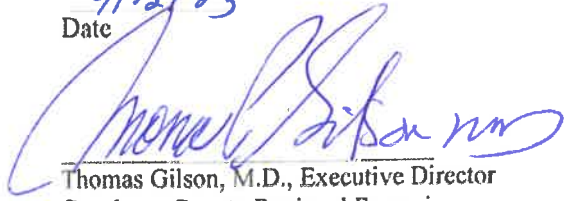
3/2/23
Date

FOR THE COUNTY:



Chris Ronayne
Cuyahoga County Executive (or Designee per Executive
Order 2023-0001)

4/12/23
Date



Thomas Gilson, M.D., Executive Director
Cuyahoga County Regional Forensic
Science Laboratory

Date

Approved as to legal form:


Cuyahoga County Law Department

**APPENDIX A
WAGE TABLE**

Wage Grade 1	Classification(s) Included	Year	1	2	3	4	5	6	7	8	9	10
	Administrative Assistant 1	2022	\$ 17.51	\$ 18.00	\$18.47	\$18.96	\$19.45	\$19.95	\$20.44	\$20.82	\$21.20	\$21.57
		July 3rd 2022- December 31,2022	\$ 17.69	\$ 18.18	\$18.65	\$19.15	\$19.64	\$20.15	\$20.64	\$21.03	\$21.41	\$21.79
		2023	\$ 18.04	\$ 18.54	\$19.03	\$19.53	\$20.04	\$20.55	\$21.06	\$21.45	\$21.84	\$22.22
		Jan 1, 2023 3% COLA	\$18.22	\$18.73	\$19.21	\$19.72	\$20.23	\$20.75	\$21.26	\$21.66	\$22.05	\$22.44
		2024	Reopener									

Wage Grade 2	Classification(s) Included	Year	1	2	3	4	5	6	7	8	9	10
	Evidence Technician	2022	\$ 19.70	\$20.09	\$20.50	\$20.91	\$21.32	\$21.75	\$22.19	\$22.63	\$23.08	\$23.54
		July 3rd 2022- December 31,2022	\$ 19.90	\$20.29	\$20.70	\$21.11	\$21.54	\$21.97	\$22.41	\$22.86	\$23.31	\$23.78
		2023	\$ 20.29	\$20.70	\$21.11	\$21.54	\$21.96	\$22.41	\$22.86	\$23.31	\$23.78	\$24.25
		Jan 1, 2023 3% COLA	\$20.50	\$20.90	\$21.32	\$21.74	\$22.19	\$22.63	\$23.08	\$23.55	\$24.01	\$24.49
		2024	Reopener									

Wage Grade 3	Classification(s) Included	Year	1	2	3	4	5	6	7	8	9	10
	Administrative Asst II	2022	\$ 20.67	\$21.25	\$21.81	\$22.41	\$22.96	\$23.54	\$24.12	\$24.58	\$25.01	\$25.46
		July 3rd 2022- December 31,2022	\$ 20.88	\$21.46	\$22.03	\$22.63	\$23.19	\$23.78	\$24.36	\$24.83	\$25.26	\$25.71
		2023	\$ 21.29	\$21.89	\$22.47	\$23.09	\$23.65	\$24.25	\$24.85	\$25.32	\$25.77	\$26.23
		Jan 1, 2023 3% COLA	\$21.51	\$22.10	\$22.69	\$23.31	\$23.89	\$24.49	\$25.09	\$25.57	\$26.02	\$26.48
		2024	Reopener									

Wage Grade 4	Classification(s) Included	Year	1	2	3	4	5	6	7	8	9	10
		Laboratory Technician	2022	\$ 24.74	\$25.23	\$25.74	\$26.25	\$26.78	\$27.31	\$27.86	\$28.42	\$28.99
	July 3rd 2022-December 31,2022	\$ 24.99	\$25.49	\$26.00	\$26.51	\$27.05	\$27.58	\$28.14	\$28.70	\$29.28	\$29.87	
	2023	\$ 25.49	\$26.00	\$26.52	\$27.04	\$27.59	\$28.13	\$28.70	\$29.28	\$29.86	\$30.46	
	Jan 1, 2023 3% COLA	\$25.74	\$26.25	\$26.78	\$27.31	\$27.86	\$28.41	\$28.98	\$29.56	\$30.16	\$30.77	
	2024	Reopener										

Wage Grade 5	Classification(s) Included	Year	1	2	3	4	5	6	7	8	9	10
		Forensic Scientist 1	2022	\$29.09	\$29.67	\$30.27	\$30.87	\$31.49	\$32.12	\$32.76	\$33.42	\$34.08
	July 3rd 2022-December 31,2022	\$29.38	\$29.97	\$30.57	\$31.18	\$31.80	\$32.44	\$33.09	\$33.75	\$34.42	\$35.12	
	2023	\$29.97	\$30.57	\$31.18	\$31.80	\$32.44	\$33.09	\$33.75	\$34.42	\$35.11	\$35.82	
	Jan 1, 2023 3% COLA	\$30.26	\$30.87	\$31.49	\$32.12	\$32.75	\$33.41	\$34.08	\$34.76	\$35.45	\$36.17	
	2024	Reopener										

Wage Grade 6	Classification(s) Included	Year	1	2	3	4	5	6	7	8	9	10
		Forensic Scientist 2	2022	\$35.14	\$35.84	\$36.56	\$37.29	\$38.04	\$38.80	\$39.57	\$40.36	\$41.17
	July 3rd 2022-December 31,2022	\$35.49	\$36.20	\$36.93	\$37.66	\$38.42	\$39.19	\$39.97	\$40.76	\$41.58	\$42.42	
	2023	\$36.20	\$36.92	\$37.66	\$38.42	\$39.19	\$39.97	\$40.77	\$41.58	\$42.41	\$43.27	
	Jan 1, 2023 3% COLA	\$36.55	\$37.29	\$38.04	\$38.79	\$39.57	\$40.37	\$41.17	\$41.98	\$42.83	\$43.69	
	2024	Reopener										

Wage Grade 7	Classification(s) Included	Year	1	2	3	4	5	6	7	8	9	10
		Forensic Scientist 3	2022	\$41.82	\$42.66	\$43.51	\$44.38	\$45.27	\$46.17	\$47.10	\$48.04	\$49.00
AFIS Program Officer	July 3rd 2022-December 31,2022	\$42.24	\$43.08	\$43.95	\$44.82	\$45.72	\$46.63	\$47.57	\$48.52	\$49.49	\$50.48	
	2023	\$43.08	\$43.95	\$44.82	\$45.72	\$46.64	\$47.56	\$48.52	\$49.49	\$50.48	\$51.49	
	Jan 1, 2023 3% COLA	\$43.51	\$44.37	\$45.27	\$46.16	\$47.09	\$48.03	\$49.00	\$49.98	\$50.97	\$51.99	
	2024	Reopener										