

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

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). The CBA includes a provision for re-opener negotiations for 2024 Health Insurance percentage contributions, as well as 2024 Wages as set forth in Section 37.2 and Section 30.1 respectively.

The parties engaged in good faith negotiations and reached an agreement as stated below.

Terms: Article 37 and Article 32 of the CBA between the Parties is amended as follows (deleted language is stricken and new language appears in **Bold**):

ARTICLE 37.
HEALTH INSURANCE BENEFITS

Section 37.1

An eligible Employee is defined as a full time Employee covered by this Agreement. The Flex Count Plan (the plan) is defined as the section 125 or cafeteria plan, which is provided by the Employer for health insurance benefits, including supplemental benefits (e.g. life insurance, dental and vision plans) for County employees. The Employer shall provide eligible Employees the opportunity to enroll in the plan once during each plan year at its annual open enrollment period. The plan year commences on January 1, and ends on December 31 of the calendar year, but is subject to change. All employees who work less than thirty (30) hours per week on a regular basis will not be eligible for health insurance benefits.

Section 37.2

Bi-weekly Employee contributions for medical and prescription drug benefits shall be determined as follows:

a) METROHEALTH PLAN

- 1) For all three years of the Agreement, the County shall offer an HSA plan through MetroHealth at no biweekly cost to employees.
- 2) The bi-weekly contribution for a non-HSA plan offered through MetroHealth shall be as follows:
 - a. 2022: 93% Employer, 7% Employee.

- b. 2023: 93% Employer, 7% Employee
- c. 2024: ~~Re-opener~~ **93% Employer, 7% Employee.**

b) OTHER BENEFIT PLANS

Biweekly health insurance contribution rates for all other plans shall be as follows:

- 1) 2022: 86% Employer, 14% Employee.
- 2) 2023: 86% Employer, 14% Employee.
- 3) 2024: ~~Re-opener~~ **86% Employer, 14% Employee.**

Section 37.3

The costs of the medical and prescription drug plans will be determined through an actuarially certified process that is verified through an outside party and that includes reserves necessary to sustain the plans. In successive plan years, the Employer may add to or delete plans/providers offered and/or Employees may be offered additional plans with reduced or increased benefit levels.

Section 37.4

Effective January 1, 2021, and through the expiration of this Agreement, the Employer shall contribute 86% of the costs for the ancillary benefit plans (i.e. vision and dental) and the Employee shall contribute 14% of the cost for ancillary benefit plans.

Section 37.5

The Employer shall be entitled to increase the cost containment features of the Flex Count plans which may include, but are not limited to, deductibles and co-insurance.

Section 37.6

The Employer may implement or discontinue incentives for employees to participate in Employer-sponsored wellness programs, including, but not limited to, the right to offer the opportunity to reduce employee contributions through participation in wellness programs as determined by the Employer.

Section 37.7

The Employer may offer incentives to encourage use of low-cost providers/plans (including HSA plans) which may be discontinued or modified by the Employer in future plan years with notification to the Union.

Section 37.8

A waiting period of no more than one hundred twenty (120) calendar days may be required before new Employees are eligible to receive health and/or other insurance benefits. During the waiting period, the Employer may require Employees who desire coverage to purchase it through a third-party vendor instead of participating in the County plans that are offered to regular full-time Employees. New Employees shall be eligible to participate in the County plans on the first date of the first month following completion of the waiting period.

ARTICLE 31.
WAGES

Section 30.1

Beginning with the first full pay period following ratification and approval of this Agreement by County Council and full execution by the parties, wage rates shall be established as set forth in the Wage Table attached as Appendix A to this Agreement.

Effective the first full pay period in January 2023, bargaining unit employees shall receive a two percent (2%) Cost of Living Adjustment ("COLA") as set forth in the Wage Table attached as Appendix A to this Agreement.

For calendar year 2024, ~~there shall be a re-opener to establish the terms of the COLA.~~
Bargaining unit employees shall receive a two percent (2%) general wage increase ("GWI") as set forth in the Wage Table Attached as Appendix A to this Amendment.

Section 30.2

Effective the first full pay period in May 2023 and 2024, employees shall proceed to the next step in the wage grades set forth in Appendix "A."

Section 30.3

The County shall have the sole discretion to place a newly-hired employee at an advanced step of the wage schedule based on prior documented experience in an accredited forensic laboratory directly related too the bargaining unit position.

FOR THE UNION:

Heath Tester
Staff Representative

Date




Brooke Potts
Associate

1/16/24

Date

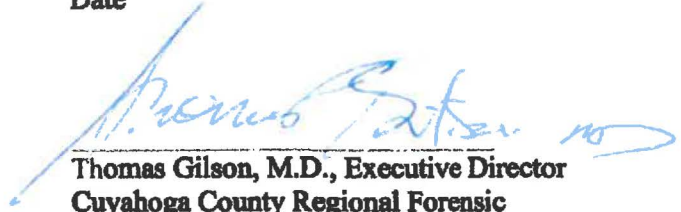
FOR THE COUNTY:



Chris Ronayne
Cuyahoga County Executive

Date

1/16/24



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

Date

1/16/24

Approved as to legal form:

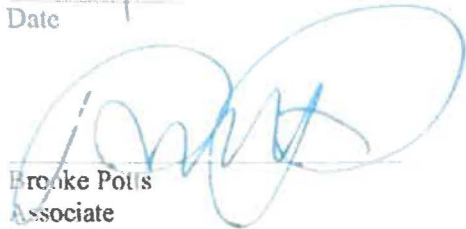


Nora L. Harley
Cuyahoga County Law Department

FOR THE UNION:


Heath Tester
Staff Representative

1-16-24
Date


Bronke Potts
Associate

1/16/24
Date

Approved as to legal form:


Nora L. Hurley
Cuyahoga County Law Department

FOR THE COUNTY:

Chris Ronayne
Cuyahoga County Executive

Date

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

Date

**APPENDIX A
WAGE TABLE**

Wage Grade 1	Classification(s) Included	Year	1	2	3	4	5	6	7	8	9	10
			Administrative Assistant I	2022	\$ 17.51	\$ 18.00	\$18.47	\$18.96	\$19.45	\$19.95	\$20.44	\$20.82
	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	<u>18.58</u>	<u>19.10</u>	<u>19.59</u>	<u>20.11</u>	<u>20.63</u>	<u>21.17</u>	<u>21.69</u>	<u>22.09</u>	<u>22.49</u>	<u>22.89</u>	

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
	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	<u>20.91</u>	<u>21.32</u>	<u>21.75</u>	<u>22.17</u>	<u>22.63</u>	<u>23.08</u>	<u>23.54</u>	<u>24.02</u>	<u>24.49</u>	<u>24.98</u>	

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
	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	<u>21.94</u>	<u>22.54</u>	<u>23.14</u>	<u>23.78</u>	<u>24.37</u>	<u>24.98</u>	<u>25.59</u>	<u>26.08</u>	<u>26.54</u>	<u>27.01</u>	

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	<u>26.25</u>		<u>26.78</u>	<u>27.32</u>	<u>27.86</u>	<u>28.42</u>	<u>28.98</u>	<u>29.56</u>	<u>30.15</u>	<u>30.76</u>	<u>31.39</u>	

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	<u>30.87</u>		<u>31.49</u>	<u>32.12</u>	<u>32.76</u>	<u>33.41</u>	<u>34.08</u>	<u>34.76</u>	<u>35.46</u>	<u>36.16</u>	<u>36.89</u>	

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	<u>37.28</u>		<u>38.04</u>	<u>38.80</u>	<u>39.57</u>	<u>40.36</u>	<u>41.18</u>	<u>41.99</u>	<u>42.82</u>	<u>43.69</u>	<u>44.56</u>	

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	<u>44.38</u>		<u>45.26</u>	<u>46.18</u>	<u>47.08</u>	<u>48.03</u>	<u>48.99</u>	<u>49.98</u>	<u>50.98</u>	<u>51.99</u>	<u>53.03</u>	