

AMENDMENT TO 2021-2024 COLLECTIVE BARGAINING AGREEMENT
BETWEEN CUYAHOGA COUNTY
AND
LABORER'S INTERNATIONAL UNION OF NORTH AMERICA
LOCAL NO. 860
FISCAL OFFICE, BOARD OF REVISION, TREASURER
REGARDING 2024 COLA

Cuyahoga County and the Laborer's International Union of North America Local No. 860 representing employees in the Fiscal Office, Board of Revision and County Treasurer are parties to a Collective Bargaining Agreement for the period of January 1, 2022 through December 31, 2024 (the "CBA").

For the third year of the CBA, the parties had negotiated reopeners for wages and health insurance employee contribution percentage rates. This Amendment establishes the terms of those reopeners and amends both Article 56 Insurance and Article 58 Wages as set forth below.

Terms: Article 56 and Article 58 of the CBA between the Parties is hereby amended as follows (deleted language is stricken and new language appears in **Bold**):

ARTICLE 56: INSURANCE

Section 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 care benefits 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.

Section 2. Effective no sooner than 30 days following the first day of the first month following full execution of this Agreement, bi-weekly employee contributions for medical, prescription drug, and ancillary (dental and vision) benefits shall be determined as follows for 2022 and 2023:

A) METROHEALTH PLAN

1. For the duration of the Agreement, the County shall offer an HSA plan through the MetroHealth System with no biweekly cost to employees.
2. For the duration of the Agreement, the bi-weekly contribution for a non-HSA plan offered through MetroHealth shall be 93% Employer; 7% Employee.

B) OTHER BENEFIT PLANS The Employer shall pay 86% of plan costs and the employees shall pay 14% of plan costs.

C) DENTAL AND VISION The Employer shall pay 86% of plan costs and

the employees shall pay 14% of plan costs.

Section 2A. For 2024, **The Employer shall pay 86% of plan costs and the employees shall pay 14% of plan costs.** ~~there will be a reopener for percentage of cost allocation.~~

Section 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 and/or providers offered. Employees may be offered additional plans with reduced or increased benefit levels.

Section 4. 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 5. 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 6. 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 plans years with notification to the Union.

Section 7. A waiting period of no more than 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 58: WAGES

Section 1. Wage Increases

a. For 2022, retroactive to the first full pay period in January 2022, bargaining unit employees shall be paid a two percent (2%) COLA increase. See Appendix B. The retroactive payment shall be applicable to those bargaining unit employees in active status as of the date of County Council ratification of this Agreement.

b. For 2023, bargaining unit employees shall be paid a two percent (2%) COLA increase effective the first full pay period in January 2023.

c. For 2024, **bargaining unit employees shall be paid a two percent (2%) General Wage Increase (“GWI”) retroactive the first day of the**

first full pay period in January 2024. Only those employees who are in active status in this bargaining unit as of the date this Agreement is ratified by County Council shall be eligible to receive the retroactive payment provided herein. Reopener for COLA.

Section 2. Wage Grades:

- a. The wage grades contained in Appendix B are incorporated herein.
- b. On the first day in October 2022, 2023 and 2024, all employees shall automatically proceed to the next step in the wage grades set forth in Appendix "B."

In accordance with this Amendment, the revised Wage Table set forth in Appendix B of the CBA is attached and incorporated hereto.


The parties hereby agree to the terms of this Amendment.

FOR THE UNION:

Anthony Liberatore
Business Manager/Secretary-Treasurer
LIUNA Local 860

Date

FOR THE COUNTY:



Chris Ronayne
County Executive
By: Katherine A. Gallagher, Deputy
Chief of Staff for Operations and
Community Innovation Pursuant to
EO2023-0003, July 6, 2023

4/25/24
Date

first full pay period in January 2024. Only those employees who are in active status in this bargaining unit as of the date this Agreement is ratified by County Council shall be eligible to receive the retroactive payment provided herein. ~~Reopener for COLA.~~

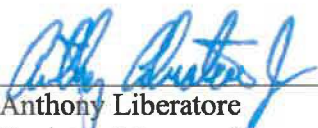
Section 2. Wage Grades:

- a. The wage grades contained in Appendix B are incorporated herein.
- b. On the first day in October 2022, 2023 and 2024, all employees shall automatically proceed to the next step in the wage grades set forth in Appendix "B."

In accordance with this Amendment, the revised Wage Table set forth in Appendix B of the CBA is attached and incorporated hereto.

The parties hereby agree to the terms of this Amendment.

FOR THE UNION:



Anthony Liberatore
Business Manager/Secretary-Treasurer
LIUNA Local 860

April 16, 2024

Date

FOR THE COUNTY:

Chris Ronayne
County Executive
By: Katherine A. Gallagher, Deputy
Chief of Staff for Operations and
Community Innovation Pursuant to
EO2023-0003, July 6, 2023

Date

APPENDIX B

Grade	Classifications		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Max
1 and 2	Clerk	2022 July	16.08	16.40	16.73	17.06	17.40	17.75	18.11	18.46	18.84	19.21	19.59
	Data Processor	2023	16.56	16.89	17.23	17.57	17.92	18.28	18.65	19.01	19.41	19.79	20.18
	Scanning Reviewer	2024	16.89	17.23	17.57	17.92	18.28	18.65	19.02	19.39	19.80	20.19	20.58
	Title Clerk 1												
	Title File Clerk												
3	Account Clerk	2022 July	16.53	16.99	17.43	17.88	18.33	18.78	19.12	19.46	19.81	20.20	20.60
	Administrative Clerk	2023	17.03	17.50	17.95	18.42	18.88	19.34	19.69	20.04	20.40	20.81	21.22
	Microfilm Technician	2024	17.37	17.85	18.31	18.79	19.26	19.73	20.08	20.44	20.81	21.23	21.64
	Secretary												
	Senior Clerk												
	Senior Data Processor												
4	Administrative Assistant 1	2022 July	17.18	17.69	18.18	18.65	19.15	19.64	20.15	20.64	21.03	21.41	21.79
	Administrative Assistant 1 - Scheduler	2023	17.70	18.22	18.73	19.21	19.72	20.23	20.75	21.26	21.66	22.05	22.44
	Cashier	2024	18.05	18.58	19.10	19.59	20.11	20.63	21.17	21.69	22.09	22.49	22.89
	Inquiry Assistant												
	Senior Account Clerk												
	Support Specialist												
	Title Clerk 2												
5	Accounting Technician	2022 July	18.76	19.51	19.85	20.35	20.88	21.43	21.95	22.51	22.91	23.33	23.76
	Administrative Secretary	2023	19.32	20.10	20.45	20.96	21.51	22.07	22.61	23.19	23.60	24.03	24.47
	Data Collector	2024	19.71	20.50	20.86	21.38	21.94	22.51	23.06	23.65	24.07	24.51	24.96
6	Administrative Assistant 2	2022 July	20.31	20.88	21.46	22.03	22.63	23.19	23.78	24.36	24.83	25.26	25.71
	Administrative Assistant 2 - Scheduler	2023	20.92	21.51	22.10	22.69	23.31	23.89	24.49	25.09	25.57	26.02	26.48
	Examiner	2024	21.34	21.94	22.54	23.14	23.78	24.37	24.98	25.59	26.08	26.54	27.01
	Inspector												
	Title Accountant 1												
	Senior Support Specialist												
7	Purchasing Agent	2022 July	21.85	22.49	23.10	23.74	24.34	24.99	25.59	26.22	26.71	27.22	27.69
	Commercial Data Collector	2023	22.51	23.16	23.79	24.45	25.07	25.74	26.36	27.01	27.51	28.04	28.52
		2024	22.96	23.62	24.27	24.94	25.57	26.25	26.89	27.55	28.06	28.60	29.09
8	Accountant 2	2022 July	23.41	24.09	24.77	25.40	26.10	26.75	27.43	28.09	28.61	29.13	29.66
	Residential/Agricultural Appraiser	2023	24.11	24.81	25.51	26.16	26.88	27.55	28.25	28.93	29.47	30.00	30.55
	Senior Payroll Officer	2024	24.59	25.31	26.02	26.68	27.42	28.10	28.82	29.51	30.06	30.60	31.16
9	Senior Residential/Agricultural Appraiser	2022 July	24.97	25.66	26.40	27.11	27.82	28.54	29.24	29.96	30.52	31.11	31.60
		2023	25.72	26.43	27.19	27.92	28.65	29.40	30.12	30.86	31.44	32.04	32.55
		2024	26.23	26.96	27.73	28.48	29.22	29.99	30.72	31.48	32.07	32.68	33.20
10	Commercial/Industrial Appraiser	2022 July	26.51	27.28	28.03	28.80	29.54	30.31	31.08	31.83	32.41	33.01	33.58
		2023	27.31	28.10	28.87	29.66	30.43	31.22	32.01	32.78	33.38	34.00	34.59
		2024	27.86	28.66	29.45	30.25	31.04	31.84	32.65	33.44	34.05	34.68	35.28
11	Senior Commercial/Industrial Appraiser	2022 July	28.06	28.88	29.69	30.49	31.28	32.08	32.90	33.68	34.32	34.94	35.56
		2023	28.90	29.75	30.58	31.40	32.22	33.04	33.89	34.69	35.35	35.99	36.63
		2024	29.48	30.35	31.19	32.03	32.86	33.70	34.57	35.38	36.06	36.71	37.36
12	Lead Residential Appraiser	2022 July	26.80	27.33	27.88	28.43	29.01	29.58	30.18	30.77	31.40	32.02	32.65
		2023	27.60	28.15	28.72	29.28	29.88	30.47	31.09	31.69	32.34	32.98	33.63
		2024	28.15	28.71	29.29	29.87	30.48	31.08	31.71	32.32	32.99	33.64	34.30
13	Lead Commercial Appraiser	2022 July	35.05	35.74	36.46	37.19	37.94	38.69	39.47	40.26	41.07	41.88	42.72
		2023	36.10	36.81	37.55	38.31	39.08	39.85	40.65	41.47	42.30	43.14	44.00
		2024	36.82	37.55	38.30	39.08	39.86	40.65	41.46	42.30	43.15	44.00	44.88