

EXECUTIVE SUMMARY OF AGREEMENT**BETWEEN****THE CITY OF CLEVELAND****AND****AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES,
LOCAL 100****(Approximately 1,040 employees in multiple job classifications currently in this bargaining unit)**

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|--------------------------------|---------------------------|
| Reached: | August 30, 2023 |
| Ratified by Membership: | September 12, 2023 |

There follows a summary of the key amended terms of the 2022-2025 labor contract:

1. WAGES

- For 19 targeted job classifications – base wage increases adjusted to enhance recruitment and retention in addition to 2% annual base wage increases. Market increases range from 1.6% to 5.9% depending on the classification and the department’s need for staffing and, in most cases, will take effect on the ratification date – September 12, 2023.
- For seven targeted job classifications – adjustment to existing wage step schedules to implement wage progression systems and enhance retention.
- For two job classifications – create new wage step schedules for newly created job classifications which adjust to department needs.
- For remaining job classifications, not identified directly above and not identified in the parties side letter executed August 30, 2023:
 - o 2022 – 2% base wage increase retroactive to April 1, 2022
 - o 2023 – 2% base wage increase retroactive to April 1, 2023
 - o 2024 – 2% base wage increase effective April 1, 2024
 - o \$1,000 one-time, lump sum ratification bonus

2. HOSPITALIZATION/ HEALTH COVERAGE

No change to current employee contribution percentages, out of pocket expenses, or coverage.

3. HOLIDAYS

Add the Juneteenth holiday to the designated paid holidays.

4. PERSONNEL RECORDS

Increase the shelf life of prior discipline from two to three years.

5. DURATION

From ratification through March 31, 2025.

6. DEPARTMENT OF PUBLIC WORKS ADDENDUM

- Division of Parking Facilities – free management to rotate Parking Attendant assignments based on operational need.

7. DEPARTMENT OF COMMUNITY DEVELOPMENT ADDENDUM

- Enable management to hire into the position of Redevelopment Coordinator above the start rate based on candidate qualifications and experience.

8. DEPARTMENT OF BUILDING AND HOUSING ADDENDUM

- Restructure Building Inspector, Residential Building Inspector, and Mechanical Inspector career progression to enhance recruitment and retention.
- Create new position of Property Maintenance Inspector and a career progression.

9. DEPARTMENT OF PUBLIC UTILITIES ADDENDUM

- Streamline contiguous overtime terms to eliminate requirement that a Union steward or officer be present and working overtime.
- Clarify water distribution and Chemist premium pay provisions.
- Amend Chemist certification requirements to reflect regulatory agency requirements.
- Amend to allow the City to hire Engineers at a rate of pay higher those of incumbent Engineers.

10. DEPARTMENT OF PUBLIC HEALTH ADDENDUM:

- Create a career ladder for Public Health Sanitarians to advance to the Environmental Health Specialist classification.

11. DEPARTMENT OF PORT CONTROL ADDENDUM:

- Reduction of Airport Rescue Fire Fighter annual paid time off by approximately 40% (216 annual hours).

- Create bonus incentives for airport firefighting training and certifications beneficial to ARFF operations.