

**TENTATIVE AGREEMENT SUMMARY
BETWEEN
THE CITY OF CLEVELAND
AND
OHIO PATROLMEN'S BENEVOLENT ASSOCIATION
CHIEF DISPATCHERS
October 7, 2020**

1. WAGES – ARTICLE 38

- Wages*

First year: 2%, retroactive to April 1, 2019

Second year: 2%, effective April 1, 2020

Third year: 2%, effective April 1, 2021

*Actual wage increases to be calculated through rank differential pay scale based upon wages for Police Dispatchers

Revise last paragraph as follows:

Employees who are in “unpaid leave” (other than FMLA or military leave), “suspended” or “layoff” status at the time the contract is executed shall not be entitled to retroactive wage payments, uniform allowances and uniform maintenance allowances or other monetary benefits until and unless they return to “active” status.

2. HEALTH COVERAGE/HOSPITALIZATION – ARTICLE 20

- Modify life insurance coverage, effective 4/1/20, from \$15,000 to \$25,000;
- Modify dental benefits, effective 4/1/20, as follows:
 - Reduce deductible to \$25/person and \$50/family (from \$50/person and \$150/family)
 - Increase basic coinsurance to 90% (from 80%)
 - Increase Orthodontia Lifetime Maximum to \$2,000 (from \$1,500)
 - Increase Annual Maximum to \$2,000 (from \$1,000)
- Modify vision benefits, effective 4/1/20, as follows:
 - Increase Frame Allowance to \$150 (from \$120)
 - Reduce UV copay to \$0.00 (from \$10)
 - Increase Eye Exam Frequency to once every 12 months (from once every 24 months for member aged 20 or over)

3. UNION SECURITY AND CHECK OFF – ARTICLE 7

Delete first paragraph and subparagraphs (a) and (b)

4. **HOURS OF WORK – ARTICLE 16**

Add provision that bargaining unit members who are required by management to attend appointments with Ease at Work (unless drug/alcohol-related referral) during their scheduled hours of work shall not suffer a loss of pay for attending such appointments

5. **FURLOUGHS – ARTICLE 26**

¶15: amend as follows:

Employees may take their furlough during the calendar year at the convenience of the City. During the last quarter of each calendar year, employees will be given an opportunity to indicate on a form provided by the City their furlough preferences. Selection of furloughs in the prior year shall be based upon the employees' time in the Chief Dispatcher classification. Once the departmental furlough schedule is determined, it shall not be changed without the consent of the involved Chief Dispatcher(s) except in response to an operational emergency. Any employee who fails to make his furlough application during the appropriate period will be given his furlough leave without regard to seniority, based upon when his application was made. Where unusual circumstances arise the City will consider requests for furloughs to be taken in one (1) day increments.

6. **DURATION – ARTICLE 39**

Three (3) years – date of execution through March 31, 2022.

7. **HOUSEKEEPING**

Correct typos and update duration