

EXECUTIVE SUMMARY OF AGREEMENT
BETWEEN
THE CITY OF CLEVELAND
AND
**INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 93 AIRPORT
 RESCUE FIRE FIGHTERS SAFETY SUPERVISORS**

(Approximately 12 employees currently in this bargaining unit)

Reached: December 7, 2020
Ratified by Membership: December 21, 2020

1. WAGES – ARTICLE 18

a. Section 18.01:

Amend Section 18.01 to reflect the following:

First year: 2% retroactive to April 1, 2019

Second year: 2% retroactive to April 1, 2020

Third year: 2% and a \$1.85/hour equity adjustment effective April 1, 2021

b. Amend the wage tables set forth in Section 18.01 as follows:

	Effective <u>4/01/1619</u>	Effective <u>4/01/1720</u>	Effective <u>4/01/1821</u>
<u>Paramedic</u>			
Start	54,412.25 <u>59,420.50</u>	57,113.04 <u>60,609.91</u>	58,255.39 <u>\$65,116.66</u>
After 2 years	56,461.08 <u>61,594.50</u>	59,202.62 <u>62,826.40</u>	60,386.77 <u>\$67,027.58</u>
After 4 years	61,098.47 <u>66,515.77</u>	63,932.93 <u>67,846.09</u>	65,211.54 <u>\$73,831.68</u>
 <u>Adv. EMT-A</u>			
Start	53,196.57	54,260.80	55,345.89
After 2 years	55,222.70	56,327.43	57,453.97
After 4 years	59,882.80	61,080.71	62,302.24
 <u>EMT-A</u>			
Start	52,948.98	54,008.20	55,088.18

After 2 years	54,975.11	56,074.85	57,196.26
After 4 years	59,635.21	60,828.12	62,044.53
<u>Non-Certified</u>			
Start	51,958.62	52,997.85	54,057.74
After 2 years	53,984.54	55,064.50	56,165.82
After 4 years	58,644.63	59,817.77	61,014.10

***The overtime rate for employees assigned to 24-hour shifts will be the annual salary amounts above divided by 2,496 times one and one-half (1½).**

2. INSURANCE – ARTICLE 24

- Maintain employee premium contribution rates and plan design of 2016-2019 CBA in effect through March 31, 2022.
- In Side Letter effective after ratification, implement the following dental coverage enhancements:
 - Reduce deductible to \$25-single/\$50-family (from \$50 for both);
 - Increase the basic co-insurance to ninety percent (90%) (from eighty percent (80%));
 - Increase orthodontia lifetime maximum to two thousand dollars (\$2,000) (from one thousand five hundred dollars (\$1,500)); and
 - Increase annual maximum to two-thousand dollars (\$2,000)(from one thousand dollars (\$1,000)).
- In Side Letter effective after ratification, implement the following vision coverage enhancements:
 - Increase frame allowance to one hundred and fifty dollars (\$150) (from one hundred and twenty dollars (\$120));
 - Reduce UV co-pay to zero dollars (\$0)(from sixty dollars (\$60));
 - Increase elective contact lens allowance to one hundred dollars (\$100)(from seventy-five dollars (\$75));
 - Reduce eye examination frequency to once every twelve (12) months (from once every twenty-four (24) months); and
 - No progressive maximum included.
- Effective after ratification, increase City-paid life insurance coverage from \$15,000 to \$25,000

3. UNION SECURITY AND CHECK OFF – ARTICLE 2

- a. Article 2 Title – Amend title as follows: ~~UNION SECURITY AND~~ **DUES CHECK OFF**

- b. Section 2.01 – Delete Section 2.01 (maintain membership) in its entirety.
- c. Section 2.03 – Delete Section 2.03 (fair share fees) in its entirety.

4. LEAVES OF ABSENCE – SICK LEAVE WITH PAY – ARTICLE 11

Section 11.02(a):

Amend the last sentence of Section 11.02(a) to read as follows:

A maximum of twenty-~~four~~ **(204)** hours of sick time will be charged for each twenty-four (24) hour shift off when utilizing the above referenced sick leave with pay provision (~~Attachment 1~~).

5. DURATION – ARTICLE 33

Section 33.01 – Amend Section 33.01 to read as follows:

This Contract shall be effective upon ratification by the parties, and shall remain in full force and effect until March 31, 201~~9~~**22** or as amended or modified as hereinafter provided. Negotiations on the provisions of this Contract shall begin no later than ninety (90) days prior to March 31, 201~~9~~**22**, provided either party has notified the other party in writing of its desire to terminate and/or modify the terms herein not sooner than December 1, 201~~8~~**21**.

All other party proposals are withdrawn with prejudice as to these negotiations.