

Ordinance No. 1143-2023

By Council Member Griffin
(by departmental request)

FOR PASSAGE
October 2, 2023

AN EMERGENCY ORDINANCE

Approving the collective bargaining agreement with the International Local 100, AFSCME Ohio Council 8 AFL-CIO; and to amend Section 8 of Ordinance No. 194-2021, passed March 29, 2021, as amended, relating to salaries for various classifications.

WHEREAS, this ordinance constitutes an emergency measure providing for the usual daily operation of a municipal department; now, therefore,

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF CLEVELAND:

Section 1. That under division (B) of Section 4117.10 of the Revised Code, this Council approves the collective bargaining agreement with the International Local 100, AFSCME Ohio Council 8 AFL-CIO, under the terms contained in **File No. 1143-2023-A**, for the period from April 1, 2022 through March 31, 2025, and which provides, among other things, for an increase in the salaries and wages for the majority of members of the bargaining unit under the following schedule:

| <u>Increase</u> | <u>Approximate Date of Increase</u> |
|-----------------|-------------------------------------|
| 2% | April 1, 2022 |
| 2% | April 1, 2023 |
| 2% | April 1, 2024 |

The remaining members of the bargaining unit will be compensated in accordance with the terms contained in the File.

Section 2. That Section 8 of Ordinance No. 194-2021, passed March 29, 2021, as amended by Ordinance No. 1073-2021, passed November 29, 2021, Ordinance No. 94-2022, passed March 21, 2022, Ordinance No. 697-2023, passed June 5, 2023, and Ordinance No. 901-2023, passed August 16, 2023, is amended to read as follows:

Section 8. International Local 100, AFSCME Ohio Council 8 AFL-CIO. That salaries in the following classifications shall be fixed by the appointing authority in accordance with the schedule appearing after each classification:

| | Classification | Minimum | Minimum | Maximum | Maximum |
|---|-------------------------|------------------|----------------|------------------|----------------|
| 1 | Accountant I | 16.69 | | 23.43 | 24.99 |
| 2 | Accountant II | 17.27 | | 25.73 | 27.44 |
| 3 | Accountant III | 17.96 | | 28.54 | 30.44 |
| 4 | Accountant Clerk I | 15.00 | 15.33 | 19.00 | 20.26 |
| 5 | Accountant Clerk II | 15.00 | 15.33 | 20.51 | 22.88 |
| 6 | Activities Therapist | 15.00 | 15.33 | 18.05 | 19.25 |
| 7 | Air Pollution Inspector | 17.05 | | 24.26 | 25.87 |

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| 8 | Airport Operations Agent I | 19.87 | | 24.35 | 26.73 |
| 9 | Airport Operations Agent II | 24.97 | | 28.66 | 31.45 |
| 10 | Apprentice Water Distribution Worker | 15.00 | <u>15.33</u> | 16.58 | 17.68 |
| 11 | Airport Terminal Operations Agent | 16.24 | | 20.48 | 23.34 |
| 12 | Apprentice Sewer Service Worker | 15.00 | <u>15.33</u> | 18.04 | 19.24 |
| 13 | Architect | 15.00 | <u>15.33</u> | 35.43 | 37.78 |
| 14 | ARFF Paramedic | 21.22 | | 30.60 | 36.25 |
| 15 | Associate Engineer | 24.04 | | 47.78 | 50.95 |
| 16 | Assistant Plan Examiner | 18.87 | | 27.05 | 28.85 |
| 17 | Assistant Residential Plan Examiner | 15.00 | <u>15.33</u> | 27.05 | 28.85 |
| 18 | Associate Programmer | 15.00 | <u>15.33</u> | 27.55 | 29.38 |
| 19 | Bill Collector | 15.61 | | 19.69 | 21.00 |
| 20 | Billing Clerk | 15.61 | | 18.90 | 20.16 |
| 21 | Building Inspector I | 28.52 | | 29.09 | 32.41 |
| 22 | Building Inspector II | 30.10 | | 30.70 | 34.30 |
| 23 | Building Inspector III | 31.67 | | 32.30 | 36.07 |
| 24 | Building Inspector IV | 33.29 | | 33.96 | 37.88 |
| 25 | Caseworker I | 15.61 | | 21.38 | 22.80 |
| 26 | Caseworker II | 16.27 | | 23.43 | 24.99 |
| 27 | Cashier/Starter | 15.00 | <u>15.33</u> | 23.44 | 25.00 |
| 28 | Chemist | 21.44 | | 35.15 | 37.48 |
| 29 | Chief Miscellaneous Investigator | 15.00 | <u>15.33</u> | 27.05 | 28.85 |
| 30 | Citizens Information Representative | 15.00 | <u>15.33</u> | 22.38 | 23.87 |
| 30a. | <u>Citizens Support Specialist</u> | <u>17.27</u> | | <u>26.03</u> | |
| 31 | Claims Examiner | 15.00 | <u>15.33</u> | 32.46 | 34.62 |
| 32 | Clinical Laboratory Assistant | 17.98 | | 22.38 | 23.87 |
| 33 | Clinical Laboratory Technician I | 15.00 | <u>15.33</u> | 25.73 | 27.44 |
| 34 | Clinical Laboratory Technician II | 19.56 | | 27.55 | 29.38 |
| 35 | Community Development Planner | 24.52 | | 26.52 | 28.28 |
| 36 | Community Health Aide | 16.25 | | 19.00 | 20.26 |
| 37 | Community Relations Representative I | 15.00 | <u>15.33</u> | 22.38 | 23.87 |
| 38 | Community Relations Representative II | 15.00 | <u>15.33</u> | 27.05 | 28.85 |
| 39 | Community Relations Representative III | 15.00 | <u>15.33</u> | 33.48 | 35.70 |
| 40 | Computer Monitor Assistant | 15.00 | <u>15.33</u> | 16.26 | 17.34 |
| 41 | Computer Operator | 15.00 | <u>15.33</u> | 27.05 | 28.85 |
| 42 | Construction Technician | 15.00 | <u>15.33</u> | 27.05 | 28.85 |
| 43 | Consumer Protection Specialist | 15.00 | <u>15.33</u> | 21.39 | 22.81 |
| 44 | Contract and Monitoring Specialist | 15.00 | <u>15.33</u> | 28.63 | 30.53 |
| 45 | Cook | 15.98 | | 18.50 | 19.73 |

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| 46 | Copy Center Operator | 15.00 | <u>15.33</u> | 21.75 | 23.19 |
| 47 | Customer Account Associate, Billing Services | 16.65 | | 21.65 | 23.09 |
| 48 | Customer Account Associate, Credit & Collections | 16.65 | | 21.65 | 23.09 |
| 49 | Customer Service Representative, Call Center | 15.92 | | 21.05 | 22.80 |
| 50 | Customer Service Representative | 15.61 | | 20.50 | 21.86 |
| 51 | Customer Support Associate of Billing Services | 15.00 | <u>15.33</u> | 21.65 | 22.80 |
| 52 | Customer Support Associate of Call Center | 15.00 | <u>15.33</u> | 21.05 | 22.80 |
| 53 | Customer Support Associate of CPP Meter Service Center | 15.92 | | 21.05 | 22.80 |
| 54 | Customer Support Associate of Credit and Collections | 15.00 | <u>15.33</u> | 21.65 | 22.80 |
| 55 | Customer Support Associate of Meter Operations | 15.92 | | 21.05 | 22.80 |
| 56 | Customer Support Associate of Water distribution and Maintenance | 15.92 | | 21.05 | 22.80 |
| 57 | Customer Support Associate of Water Pollution Control | 15.92 | | 21.05 | 22.80 |
| 58 | Data Control Clerk | 15.00 | <u>15.33</u> | 19.70 | 21.01 |
| 59 | Data Conversion Operator | 15.61 | | 17.85 | 19.04 |
| 60 | Development Officer | 15.00 | <u>15.33</u> | 31.77 | 33.88 |
| 61 | Disease Intervention Specialist I | 17.83 | | 27.26 | 29.07 |
| 62 | Disease Intervention Specialist II | 19.81 | | 30.20 | 32.21 |
| 63 | Disease Surveillance Specialist | 15.00 | <u>15.33</u> | 36.94 | 39.39 |
| 64 | Drug and Alcohol Counselor | 15.00 | <u>15.33</u> | 17.43 | 18.59 |
| 65 | Elevator Inspector | 29.18 | | 34.14 | 36.41 |
| 66 | Engineer | 22.78 | | 40.37 | 43.05 |
| 67 | Environmental Compliance Specialist I | 15.00 | <u>15.33</u> | 26.96 | 28.75 |
| 68 | Environmental Compliance Specialist II | 16.35 | | 31.74 | 33.85 |
| 69 | Environmental Compliance Specialist III | 17.90 | | 33.33 | 35.54 |
| 70 | Environmental Enforcement Specialist I | 15.00 | <u>15.33</u> | 28.06 | 29.92 |
| 71 | Environmental Enforcement Specialist II | 16.35 | | 29.47 | 31.43 |
| 72 | Environmental Enforcement Specialist III | 17.90 | | 30.94 | 32.99 |
| 73 | Environmental Monitoring Specialist I | 15.00 | <u>15.33</u> | 27.80 | 29.65 |
| 74 | Environmental Monitoring Specialist II | 15.00 | <u>15.33</u> | 29.18 | 31.12 |
| 75 | Environmental Monitoring Specialist III | 15.74 | | 30.64 | 32.67 |
| 76 | Environmental Technician | 17.96 | | 21.40 | 22.82 |
| 77 | Financial Analyst | 15.00 | <u>15.33</u> | 25.73 | 27.44 |
| 78 | Financial Counselor | 15.00 | <u>15.33</u> | 27.05 | 28.85 |

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| 79 | First Press Operator | 15.00 | <u>15.33</u> | 25.83 | 27.55 |
| 80 | Fuel System Technician | 19.68 | | 23.89 | 25.48 |
| 81 | General Storekeeper | 22.33 | | 28.97 | 30.89 |
| 82 | Geriatric Outreach Worker | 15.61 | | 20.16 | 22.54 |
| 83 | Hazardous Material Specialist | 21.63 | | 38.64 | 41.21 |
| 84 | Head Cook | 15.00 | <u>15.33</u> | 20.88 | 22.27 |
| 85 | Head Storekeeper | 20.72 | | 26.74 | 28.52 |
| 86 | Heating Inspector | 20.00 | | 26.14 | 27.88 |
| 87 | Help Desk Analyst | 15.00 | <u>15.33</u> | 29.96 | 31.95 |
| 88 | Home Maintenance Aide | 15.61 | | 17.35 | 21.66 |
| 89 | House Connection Inspector | 17.85 | | 21.90 | 24.05 |
| 90 | Income Tax Analyst | 15.92 | | 21.88 | 23.33 |
| 91 | Information Control Analyst | 15.00 | <u>15.33</u> | 24.53 | 26.16 |
| 92 | Inspector of Permits and Sales | 22.70 | | 26.29 | 28.04 |
| 93 | Inspector of Weight and Measures | 15.61 | | 21.43 | 22.85 |
| 94 | Instrumentation Technician I | 23.72 | | 25.18 | 26.91 |
| 95 | Instrumentation Technician II | 26.47 | | 27.73 | 29.57 |
| 96 | Instrument Repair Worker | 15.00 | <u>15.33</u> | 24.81 | 26.46 |
| 97 | Intake Specialist | 15.00 | <u>15.33</u> | 19.00 | 26.55 |
| 98 | Interim Building Inspector | 22.71 | | 26.53 | 28.29 |
| 99 | Interim Mechanical Inspector | 19.00 | | 23.62 | 25.19 |
| 100 | Interim Residential Building Inspector | 18.82 | | 19.84 | 21.16 |
| 101 | Interim Residential Plan Examiner | 24.21 | | 25.18 | 26.85 |
| 102 | Junior Cashier | 15.61 | | 19.69 | 21.00 |
| 103 | Junior Clerk | 16.40 | | 17.85 | 19.04 |
| 104 | Junior Draftsman | 15.61 | | 20.12 | 21.46 |
| 105 | Lab Coordinator | 16.82 | | 31.18 | 33.25 |
| 106 | Laboratory Assistant | 15.00 | <u>15.33</u> | 22.38 | 24.62 |
| 107 | Landscape Designer | 15.00 | <u>15.33</u> | 33.48 | 35.70 |
| 108 | Life Guard | 15.00 | <u>15.33</u> | 18.75 | 20.00 |
| 109 | Life Guard Captain | 15.00 | <u>15.33</u> | 23.22 | 24.76 |
| 110 | Mechanical Inspector I | 28.52 | | 29.09 | 32.41 |
| 111 | Mechanical Inspector II | 30.01 | | 30.70 | 34.29 |
| 112 | Mechanical Inspector III | 31.67 | | 32.30 | 36.06 |
| 113 | Mechanical Inspector IV | 33.29 | | 33.96 | 37.89 |
| 114 | Medical Billing Reimbursement Specialist | 18.73 | | 24.37 | 25.99 |
| 115 | Medical Coder and Billing Analyst | 18.27 | | 23.78 | 25.36 |
| 116 | Messenger | 15.61 | | 17.68 | 18.85 |
| 117 | Meter Reader | 18.02 | | 21.59 | 23.02 |
| 118 | Meter Technician | 19.93 | | 23.46 | 25.02 |

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| 118a | <u>Meter Technician II</u> | <u>24.46</u> | | <u>25.58</u> | |
| 119 | Miscellaneous Investigator | 17.81 | | 21.61 | 23.05 |
| 120 | Monitoring, Auditing and Evaluation Coordinator | 15.00 | <u>15.33</u> | 26.10 | 27.83 |
| 121 | Network Analyst I | 15.00 | <u>15.33</u> | 40.94 | 43.66 |
| 122 | Office Machine Operator | 15.61 | | 17.20 | 18.34 |
| 123 | On The Job Training Specialist | 15.00 | <u>15.33</u> | 25.25 | 26.93 |
| 124 | Parking Attendant | 16.01 | | 18.88 | 20.13 |
| 125 | Parking Meter Collector | 16.01 | | 18.88 | 20.13 |
| 126 | Parking Meter Service Worker | 19.13 | | 19.94 | 21.26 |
| 127 | Permit Processing Specialist | 15.00 | <u>15.33</u> | 15.91 | 16.97 |
| 128 | Pharmacist | 15.00 | <u>15.33</u> | 37.41 | 39.89 |
| 129 | Photographer | 15.00 | <u>15.33</u> | 25.73 | 27.44 |
| 130 | Photographic Laboratory Technician | 15.00 | <u>15.33</u> | 22.38 | 23.87 |
| 131 | Physical Director I | 16.54 | | 16.87 | 17.99 |
| 132 | Physical Director II | 18.04 | | 19.10 | 20.37 |
| 133 | Plan Examiner | 27.19 | | 30.57 | 32.60 |
| 134 | Play Director | 15.00 | <u>15.33</u> | 16.22 | 17.30 |
| 135 | Police Radio Technician | 23.02 | | 24.35 | 25.97 |
| 136 | Pressman | 15.00 | <u>15.33</u> | 25.26 | 26.94 |
| 137 | Preventive Health Counselor | 15.00 | <u>15.33</u> | 26.14 | 27.88 |
| 138 | Preventive Health Educator | 15.00 | <u>15.33</u> | 17.57 | 18.74 |
| 139 | Principal Cashier | 17.01 | | 27.55 | 29.38 |
| 140 | Principal Clerk | 17.27 | | 27.98 | 29.84 |
| 141 | Print Shop Helper | 15.61 | | 17.35 | 18.50 |
| 142 | Private Secretary | 19.49 | | 24.59 | 26.22 |
| 143 | Program Analyst | 16.64 | | 35.67 | 38.04 |
| 144 | Programmer | 15.00 | <u>15.33</u> | 31.78 | 33.89 |
| 145 | Programmer Analyst | 15.00 | <u>15.33</u> | 35.67 | 38.04 |
| 146 | Property Clerk | 15.00 | <u>15.33</u> | 39.48 | 42.10 |
| 146a. | Property Maintenance Inspector I | 15.33 | | 22.44 | 22.55 |
| 146b. | Property Maintenance Inspector II | 15.33 | | 24.95 | 25.07 |
| 147 | Psychiatric Social Worker | 15.00 | <u>15.33</u> | 25.63 | 27.33 |
| 148 | Public Health Nursing Aide | 15.00 | <u>15.33</u> | 16.54 | 17.64 |
| 149 | Public Health Sanitarian I | 17.96 | | 21.89 | 23.34 |
| 150 | Public Health Sanitarian II | 20.17 | | 27.39 | 29.21 |
| 151 | Public Health Sanitarian III | 27.50 | | 28.73 | 30.64 |
| 152 | Public Health Sanitarian IV | 29.30 | | 35.32 | 37.67 |
| 153 | Public Information Officer | 15.00 | <u>15.33</u> | 27.05 | 28.85 |
| 154 | Quality Assurance Analyst | 15.00 | <u>15.33</u> | 31.77 | 33.88 |
| 155 | Quality Control Coordinator | 16.82 | | 31.20 | 33.27 |

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|-----|---|------------------|-------|------------------|-------|
| 156 | Radio Dispatcher | 23.87 | | 24.35 | 25.97 |
| 157 | Radio Dispatcher –Water | 23.87 | | 24.35 | 25.97 |
| 158 | Radio Dispatcher – WPC | 23.87 | | 24.35 | 25.97 |
| 159 | Radio Technician | 23.03 | | 24.35 | 26.73 |
| 160 | Receptionist | 15.61 | | 16.82 | 17.94 |
| 161 | Recreation Aide | 15.00 | 15.33 | 15.91 | 16.97 |
| 162 | Recreation Instructor | 15.00 | 15.33 | 19.00 | 20.26 |
| 163 | Recreation Instructor I | 15.00 | 15.33 | 20.25 | 21.59 |
| 164 | Recreation Instructor II | 17.51 | | 18.57 | 19.80 |
| 165 | Recreation Instructor III | 15.00 | 15.33 | 22.23 | 23.71 |
| 166 | Redevelopment Advisor | 15.00 | 15.33 | 28.54 | 30.44 |
| 167 | Redevelopment Coordinator | 15.00 | 15.33 | 31.73 | 33.12 |
| 168 | Refrigerator Inspector | 20.04 | | 26.14 | 27.88 |
| 169 | Registered Animal Health Technician | 15.00 | 15.33 | 19.00 | 20.26 |
| 170 | Rehabilitation Inspector | 20.52 | | 31.75 | 33.86 |
| 171 | Residential Building Inspector | 20.64 | | 25.19 | 28.94 |
| 172 | Residential Plan Examiner | 22.71 | | 30.57 | 32.60 |
| 173 | Sanitarian Aide | 16.33 | | 18.42 | 19.64 |
| 174 | Second Press Operator | 15.00 | 15.33 | 23.09 | 24.62 |
| 175 | Secretary | 15.61 | | 20.52 | 21.88 |
| 176 | Secretary to Director of Consumer Affairs | 15.00 | 15.33 | 33.48 | 35.70 |
| 177 | Senior Assistant City Planner | 15.00 | 15.33 | 28.54 | 30.44 |
| 178 | Senior Assistant Designer | 15.00 | 15.33 | 28.54 | 30.44 |
| 179 | Senior Assistant Mechanical Engineer | 15.00 | 15.33 | 28.54 | 30.44 |
| 180 | Senior Cashier | 15.61 | | 23.43 | 24.99 |
| 181 | Senior Chemist | 20.44 | | 31.05 | 32.84 |
| 182 | Senior Clerk | 15.61 | | 31.78 | 33.89 |
| 183 | Senior Computer Operator | 15.00 | 15.33 | 31.78 | 33.89 |
| 184 | Senior Contract and Monitoring Specialist | 15.00 | 15.33 | 33.68 | 35.92 |
| 185 | Senior Data Conversion Operator | 15.92 | | 21.39 | 23.50 |
| 186 | Senior Development Officer | 15.00 | 15.33 | 41.70 | 44.47 |
| 187 | Senior Draftsman | 15.61 | | 23.00 | 24.53 |
| 188 | Senior Laboratory Technician | 15.00 | 15.33 | 20.92 | 22.31 |
| 189 | Senior Landscape Architect | 15.00 | 15.33 | 35.46 | 37.81 |
| 190 | Sewer Service Worker | 21.07 | | 22.36 | 24.55 |
| 191 | Site Inspector | 15.00 | 15.33 | 27.11 | 28.91 |
| 192 | Social Worker for Homeless | 15.00 | 15.33 | 26.60 | 28.37 |
| 193 | Starter (Golf) | 15.00 | 15.33 | 15.91 | 16.97 |
| 194 | Stenographer I | 15.61 | | 17.23 | 18.37 |
| 195 | Stenographer II | 15.61 | | 19.25 | 20.53 |

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| 196 | Stenographer III | 15.00 | 15.33 | 21.39 | 22.81 |
| 197 | Stock Clerk | 15.61 | | 21.15 | 22.55 |
| 198 | Storekeeper | 19.33 | | 24.09 | 25.69 |
| 199 | Surveyor | 19.23 | | 52.04 | 55.50 |
| 200 | Tax Auditor I | 17.85 | | 22.92 | 25.16 |
| 201 | Tax Auditor II | 19.11 | | 25.23 | 27.69 |
| 202 | Technical Specialist | 15.00 | 15.33 | 27.05 | 28.85 |
| 203 | Technical Specifications Writer | 15.00 | 15.33 | 28.55 | 30.45 |
| 204 | Telecommunications Analyst I | 15.00 | 15.33 | 49.25 | 52.52 |
| 205 | Telephone Operator | 17.27 | | 19.78 | 26.55 |
| 206 205 | Telephone Supervisor | 15.00 | | 20.51 | 21.87 |
| 207 206 | Traffic Sign and Marking Technician | 19.23 | | 20.52 | 23.81 |
| 208 207 | Trainee Building Inspector | 21.79 | | 23.12 | 24.66 |
| 209 208 | Trainee Residential Plan Examiner | 21.82 | | 22.71 | 24.22 |
| 210 209 | Typist | 15.61 | | 17.85 | 19.04 |
| 211 210 | Utility Adjuster | 15.62 | | 19.25 | 20.53 |
| 212 211 | Water Hydraulic Repair Worker | 23.36 | | 24.62 | 26.26 |
| 213 212 | Water Meter Repair Worker | 21.07 | | 22.36 | 23.84 |
| 214 213 | Water Pipe Repair Worker | 19.07 | | 23.93 | 26.27 |
| 215 214 | Water Service Investigator | 21.92 | | 22.36 | 24.55 |
| 216 215 | Water Service Worker | 15.00 | 15.33 | 19.10 | 20.37 |
| 217 216 | Water System Construction Inspector | 22.00 | | 27.96 | 29.82 |

Section 3. That existing Section 8 of Ordinance No. 194-2021, passed March 29, 2021, as amended by Ordinance No. 1073-2021, passed November 29, 2021, Ordinance No. 94-2022, passed March 21, 2022, Ordinance No. 697-2023, passed June 5, 2023, and Ordinance No. 901-2023, passed August 16, 2023, is repealed.

Section 4. That this ordinance is declared to be an emergency measure and, provided it receives the affirmative vote of two-thirds of all the members elected to Council, it shall take effect and be in force immediately upon its passage and approval by the Mayor; otherwise it shall take effect and be in force from and after the earliest period allowed by law.

VG:nl
10-2-2023
FOR: Director Cole

Ord. No. 1143-2023

REPORT
after second Reading

By Council Member Griffin (by departmental request)

AN EMERGENCY ORDINANCE

Approving the collective bargaining agreement with the International Local 100, AFSCME Ohio Council 8 AFL-CIO; and to amend Section 8 of Ordinance No. 194-2021, passed March 29, 2021, as amended, relating to salaries for various classifications.

READ FIRST, SECOND AND THIRD TIME

READ FIRST TIME

REPORTS

referred to

CITY CLERK

READ SECOND TIME

CITY CLERK

READ THIRD TIME on OCTOBER 2, 2023

PRESIDENT

CITY CLERK

APPROVED

MAYOR

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