

**NEGOTIATIONS BETWEEN
THE CITY OF CLEVELAND
and
CLEVELAND FIREFIGHTERS
LOCAL 93**

**EXECUTIVE SUMMARY
OF TENTATIVE AGREEMENT**

March 17, 2020

1. WAGES – ARTICLE XXIII

Retroactive to April 1, 2019	2.0% wage increase
Effective April 1, 2020	2.0% wage increase
Effective April 1, 2021	2.0% wage increase

2. INSURANCE – ARTICLE XVI

Current contract on benefits to be maintained except:

- Modify life insurance coverage effective April 1, 2020 from \$15,000 to \$25,000; and
- Modify dental and vision benefits effective April 1, 2020 as follows:

Dental: Reduce Deductible to \$25 per person and \$50 per family (from \$50 per person and \$150 per 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)

Vision: Increase Frame Allowance to \$150 (from \$120)

Reduce UV copay to \$0 (from \$10)

Increase Eye Exam Frequency to once every 12 months (from once every 24 months for member aged 20 or over)

3. **UNION DUES – ARTICLE III**

Delete references to “Fair Share Fee.”

4. **FIRE DISPATCH CENTER – SIDE LETTER**

Establish terms for Fire-Dispatchers working 12-hour shifts as follows:

- Wages – Hourly rate based on salary divided by 2080
- Holidays – Employees to receive eight (8) hours of banked time for each holiday and periodic holiday payment
- Family Days – Three (3) priority days (currently 2) to be used from employee’s accrued compensatory time
- Hours of Work – Overtime for all hours worked in excess of twelve (12) per day and forty (40) per week
- Shift Differential - \$0.35/hour for employees working late shift
- Breaks – One (1) 45-minute lunch break and two (2) 15-minute breaks per 12-hour shift
- Pending Grievances – Union to withdraw with prejudice

5. **FIRE INVESTIGATION UNIT (“FIU”) – ARTICLE VIII**

Expand City’s training flexibility of employees graduating from Police Academy into the FIU to allow for both office and field training.

6. **UNIFORM ALLOWANCE – ARTICLE XIX**

- Increase maintenance allowance by fifty dollars (\$50.00) (from \$600 to \$650 effective in 2020)
- Increase one-time promotional allowance (currently \$150.00) to following amounts effective in 2020:

- Firefighter to Lieutenant \$400
- Lieutenant to Captain \$250
- Captain to Battalion Chief \$250
- Battalion Chief to Assistant Chief \$250

7. **DURATION**

Date of ratification through March 31, 2022.

1604-19-20