

EXECUTIVE SUMMARY
between
THE CITY OF CLEVELAND
and
INTERNATIONAL BROTHERHOOD OF TEAMSTERS
(IBT LOCAL 507 – UTILITY SUPERVISORS)

(Approximately 92 employees)

Agreement Reached: October 7, 2025
Ratified by Membership: October 18, 2025

There follows a summary of the key amended terms of the April 1, 2025 through March 31, 2028, labor contract based on the negotiated agreement of the City of Cleveland and the International Brotherhood of Teamsters, Local 507 (Utility Supervisors) as ratified by the membership on October 18, 2025. This was accomplished at the bargaining table without having to resort to expensive and divisive impasse procedures.

1. WAGES – ARTICLE XXX

Three percent (3%) base wage increase in each year of the contract, along with a two and one-half percent (2.5%), one-time equity increase.

The following additional adjustments were made to individual positions:

Unit Leaders – the Unit leaders in Meter Repair, Pipe Repair and Sewer Maintenance were equalized with the Unit Leader in Water Hydraulics (\$28.93).

Supervisors – the Supervisors in Water Hydraulics, Meter Repair and Sewer Maintenance were equalized with the Supervisor in Water Pipe repair (\$32.06).

Unit Leaders and Supervisors in Water Hydraulics received an additional twenty-five cents (\$.25).

Traditionally, these positions received equal pay, however, the wages for these positions diverged over the years. Both the department and the union agreed that the positions should be paid the same, with Hydraulics being slightly higher (\$.25) due to the minimum requirements of the position.

2. HEALTH CARE BENEFITS – ARTICLE 33

The City and Local 507 agreed to transition employees in all the Local 507 bargaining units to the Cleveland Bakers and Teamsters health insurance. This change will be effective on January 1, 2026. This will result in a SIGNIFICANT cost savings for the City. The transition assisted the City in making some of the wage adjustments, and satisfying some of the management objectives mentioned above under wages.

3. SHIFT PREMIUM – ARTICLE 44

Increased the Shift Premium from \$.35 to \$.47 in accordance with the pattern established by other bargaining units in the City.

4. VACATION – ARTICLE 31

Modified the language in the vacation article to comport with the vacation accrual procedures for non-bargaining employees. Employees will receive two (2) weeks of vacation after 30 days and three (3) weeks of vacation after five (5) years rather than eight (8) years. Employees will also accrue vacation in the same manner as non-bargaining employees starting in 2026.

5. CLOTHING ALLOWANCE

Increased the clothing allowance for all employees receiving a clothing allowance by \$50 per year.

6. DISCIPLINE – ARTICLE 42

Add language to eliminate the need for pre-disciplinary hearings for every disciplinary action. Managers will only be required to hold a pre-disciplinary hearing for discipline resulting in a loss of pay. This will cut down on some administrative burden and cost.

7. BID PROCEDURE – ARTICLE 16

Added language to allow employees in other bargaining units to apply for positions in this bargaining unit. Because this unit is a supervisory unit, a move to this unit would generally be a promotion. It was a management priority to allow employees to bid on these promotions without going through the civil service process like a non-employee.