

LEGISLATIVE SUMMARY
between
THE CITY OF CLEVELAND
and
THE ASSOCIATION OF FEDERAL, STATE, COUNTY AND MUNICIPAL EMPLOYEES
(AFSCME LOCAL 100)

(Approximately 952 Employees)

Tentative Agreement Reached: April 22, 2026

Ratified by Membership: May 6, 2026

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 Association of Federal, State, County and Municipal Employees, Local 100 as ratified by the membership on May 6, 2026. This was accomplished at the bargaining table without having to resort to expensive and divisive impasse procedures.

1. WAGES

Three (3%) percent base wage increase in each year of the contract.

The following additional adjustments were made to individual positions:

Community Development Rehab Inspector (Grant Funded) – Additional increase of \$2.00/hr. to assist in recruitment – this is a Grant Funded Position

Residential Building Inspectors I, II and III – Additional \$1.80/hr. due to their low wages and extreme difficulty in recruiting and retaining. This was a management priority.

Residential Plan Examiner – Additional \$1.43/hr. due to their low wages and extreme difficulty in recruiting and retaining. This was a management priority.

Assistant Plan Examiner - Additional \$.80/hr. due to their low wages and extreme difficulty in recruiting and retaining. This was a management priority.

Elevator Inspector - Additional \$1.00/hr. in 2027 due to their low wages and extreme difficulty in recruiting and retaining. This was a management priority.

Building/Mechanical Inspector Interim – Additional \$1.00/hr. in 2027 due to their low wages and extreme difficulty in recruiting and retaining. This was a management priority.

Senior Data Conversion Operator – Additional \$1.00/hr. in 2027 due to their low wages, high overtime usage due to lack of staffing, and extreme difficulty in recruiting and retaining. This was a priority for Public Safety management.

Principal Clerk - Additional \$1.00/hr. in 2027 due to their low wages and extreme difficulty in recruiting and retaining. This was a management priority.

Senior Clerk - Additional \$.75/hr. in 2027 due to their low wages and extreme difficulty in recruiting and retaining.

Junior Clerk - Additional \$.50/hr. in 2027 due to their low wages and extreme difficulty in recruiting and retaining.

Airport Terminal Operations Agents (Airport) - Additional \$1.09/hr. in 2027 due to their low wages, high overtime usage due to lack of staffing, and extreme difficulty in recruiting and retaining. This was a management priority.

ARFF Paramedics (Airport) – Wage increases the same as the ARFF Local 93 Paramedics (\$34.69/hr. at the top rate)

Traffic Sign and Marking Techs I and II – Removed the “plus” rates and replaced with a new wage scale: Tech I starts at \$23/hr. and tops out at \$25/hr.; Tech II has one rate at \$27/hr. The cost difference is marginal

Environmental Compliance/Enforcement/Monitoring Specialist 1 (Grant Funded) – Created a new pay scale for this position (\$24.20/hr. start rate up to \$26.21/hr. at the top step) due to EPA regulations, grant funding, and low wages. Many of the employees are already at a rate within this scale, however some employees will receive an approximately \$1.15 wage increase in addition to the general wage increase. These are positions that are fully funded by air quality grants.

Environmental Compliance/Enforcement/Monitoring Specialist 2 (Grant Funded) – Created a new pay scale for this position (\$27.52/hr. start rate up to \$29.81/hr. at the top step) due to EPA regulations, grant funding, and low wages. Many of the employees are already at a rate within this scale, however some employees will receive an approximately \$2.18 wage increase in addition to the general wage increase. These are positions that are fully funded by air quality grants.

Environmental Compliance/Enforcement/Monitoring Specialist 3 (Grant Funded) – Created a new pay scale for this position (\$31.30/hr. start rate up to \$33.90/hr. at the top step) due to EPA regulations, grant funding, and low wages. Many of the employees are already at a rate within this scale, however some

employees will receive an approximately \$5.29 wage increase in addition to the general wage increase. These are positions that are fully funded by air quality grants.

Customer Service Representatives/Customer Account Associates (Public Utilities) – Increased the start rate by \$2.25/hr. and top rate by \$1.50/hr. due to extreme difficulty in recruiting and retaining quality employees. This was a management priority.

House Connection Inspectors (Public Utilities) – Additional \$.50/hr. to equalize with similar positions (sewer and pipe repair). This was a management priority.

Meter Techs (Public Utilities)– Additional \$.75/hr. to assist in retention. This was a management priority.

Meter Reader (Public Utilities) – Additional \$.50 to assist in retention. This was a management priority.

The following positions were added (with corresponding wage rates):

Environmental Health Specialist 1, 2 and “EHS in training” – These are positions in public health that were created to replace public health sanitarians based upon State and Federal Regulations. These positions also now require additional certifications. The top rates for the positions are: EHS in training \$27.30/hr.; EHS I \$30.64/hr.; EHS II \$34.00/hr. The vast majority of employees in these classifications are already paid a rate within the current pay grade, so initial costs are minimal.

2. HEALTH COVERAGE

Add a clause notifying employees that the City will increase employees’ health insurance contributions in 2026 and 2027 to bring it up to contractual levels. This will create meaningful cost savings for the City over the life of the contract.

3. SHIFT DIFFERENTIAL

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

4. VACATION

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

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. POSTING PROCEDURES

Add language to allow hiring managers to consider disciplinary action when hiring internal candidates.