MEMORANDUM OF UNDERSTANDING
STEP SCHEDULE ADMINISTRATION

Whereas the City of Cleveland ("City," "Employer," or "Cleveland") and the International Brotherhood of Electrical Workers ("IBEW"), Local 38 ("Local 38" or "Union"), jointly known as the parties, wish to promote efficient and optimal service to the residents and businesses of the City of Cleveland;

Whereas, to assist the Employer with the recruitment, attraction, and retention of personnel who would become members of this bargaining unit following appointment, the IBEW, Local 38 and the City of Cleveland agree to the following modifications/administrative adjustments to the parties' present collective bargaining agreement;

Now, therefore, the parties mutually agree as follows:

Consolidation of Job Classifications: The existing classifications shall be consolidated as follows:

Electrical Inspector - Trainee
Electrical Inspector - Interim
Electrical Inspector

Wage Rates

Paragraphs 74 and 75 of the CBA shall be deleted and replaced with the following amended language:

Effective upon full execution of this MOU by duly authorized representatives of the Parties, the wages shall be determined as follows for the ESI Trainee and Interim classifications:

Classification	Wage Rate
Electrical Inspector – Trainee	$35.00
Electrical Inspector – Interim	$37.75

Electrical Inspector:

Start	$38.96
Step 1	$40.20
Step 2	$41.42
Step 3	$42.66

Following full execution of this MOU, these rates will remain in place throughout the duration of the 2025-28 CBA.

Step Schedule Administration. Existing Employees shall advance along the step schedule annually on the anniversary of their job classification date. However, applicants and employees

who have sufficient qualifications to justify a greater rate of pay may, at the discretion of the Director, be hired at or subsequently advanced along the step structure, provided such rate is approved in advance by the Director of Building and Housing and State of Ohio requirements are fulfilled.

Existing Employees shall be slotted into the amended wage scale, effective upon full execution of this MOU, as follows:

Employee Name	**Wage Rate**
1) Anthony Patrick	$ 41.42
2) Robert Owens	$ 37.75

The parties are satisfied that this Memorandum of Understanding fully addresses and resolves all issues related to this matter. The determination of appropriate placement in the Step Schedule is solely at the discretion of the Director of Building and Housing of the City of Cleveland. This MOU shall not set any precedent for any future contractual disputes, interpretations or administration, other than the stipulations expressly provided for in this MOU.

For the City

9/4/2026

For the Union

Michael Brenner 9/8/26