



Cleveland City Council
Executive Summary
Monday, March 4, 2019

Ordinance No. 262-2019

The Department of Human Resources is seeking approval of the 2016-2019 collective bargaining agreement with the Municipal Foreman and Laborer's Union (Chartered: Municipal, County & State Employees' Union Local 1099, AFL-CIO Laborer's, Local 1099 (Supervisory and Non-Supervisory); and to amend Sections 26 and 27 of the Citywide Payband Ordinance.

1. WAGES

- First year: wage freeze
- Retroactive to April 1, 2017: 2.0%
- Retroactive to April 1, 2018: 2.0%

Signing Bonus

The City shall also provide a one-time, Five Hundred Dollar (\$500.00) lump-sum payment, not rolled into the base wages, payable within a reasonable time following execution by all parties of the labor agreement to the following bargaining unit employees who are in paid status on the date Council ratifies this LBFO:

- All regular, full-time, non-probationary employees;
- All non-probationary, part-time employees who are assigned to a regular schedule and who are assigned to that regular schedule, on average, twenty-four (24) or more hours per week; the review period in determining that average will be the most recent 90-day period preceding execution by all parties of the labor agreement;
- All probationary employees, once they successfully complete their probationary period, provided they are full-time or otherwise satisfy the above-defined part-time threshold
- All seasonal employees who have been employed during all or part of the six (6)-month period immediately preceding execution by all parties

of the labor agreement and have worked twenty-four (24) hours or more per week averaged over that six-month period.

All seasonal, part-time and probationary employees not meeting the aforementioned thresholds are excluded from the payment.

Section 26. Municipal Foreman Laborer's Union (Chartered: Municipal, County & State Employees' Union Local 1099, AFL-CIO) (Non-Supervisory)

That salaries and compensation in the following classifications shall be fixed by the appointing authority in accordance with the schedule appearing after each classification:

		<u>Minimum</u>	<u>Maximum</u>
1	Accident and Safety Inspector	23.49	24.44
2	Arborist I	20.81	21.65
3	Cemeteries Maintenance Man I	18.86	19.62
4	Cemeteries Maintenance Man II	28.02	29.15
5	Cold Patch and Crack Sealing Worker	20.47	21.30
6	Engineering and Construction Inspector	22.12	23.01
7	Gardener	20.81	21.65
8	Ground Maintenance Man	18.86	19.62
9	Laborer I	18.86	19.62
10	Mechanical Handyman	19.57	20.36
11	Municipal Service Laborer	18.86	19.62
12	Practical Nurse	20.99	21.84
13	Radio Operator	21.28	22.14
14	Real Estate Maintenance Man	19.82	20.62
15	Sidewalk Inspector	20.42	21.25
16	Street Permit Supervisor	18.82	19.58
17	Street Sweeper-Waste Collection	18.41	19.16
18	Transfer Station Attendant	24.50	25.49
19	Waste Collector	18.86	19.62

Section 27. Municipal Foreman Laborer's Union (Chartered: Municipal, County & State Employees' Union Local 1099, AFL-CIO) (Supervisory)

That salaries and compensation in the following classifications shall be fixed by the appointing authority in accordance with the schedule appearing after each classification:

1	Airport Field Foreman	23.32	24.27
2	Arborist II	23.68	24.63
3	Assistant Manager of Parks and Urban Forestry	28.31	29.46

4	Assistant Superintendent of Waste Collection	28.95	30.12
5	Cemetery Foreman	23.33	24.28
6	Cemetery Supervisor	26.42	27.49
7	Chief Engineering and Construction Inspector	28.77	29.94
8	Cold Patch and Crack Sealing Foreman	26.54	27.61
9	Custodial Worker Supervisor	21.78	22.66
10	General Construction Foreman	35.41	36.84
11	General Shop Foreman	28.97	30.14
12	Greenskeeper	24.13	25.10
13	Ground Maintenance Crew Foreman	20.18	20.99
14	Ground Maintenance Foreman	23.33	24.28
15	Horticulturist	32.55	33.86
16	Horticulturist Maintenance Foreman	25.88	26.93
17	Labor Foreman	23.32	24.27
18	Maintenance Foreman	22.43	23.34
19	Parking Coordinator	24.50	25.49
20	Set-Up Foreman	19.85	20.66
21	Street Maintenance Foreman	23.32	24.27
22	Street Maintenance General Foreman	28.97	30.14
23	Waste Collection Foreman	23.32	24.27
24	Waste Collection Foreman I	25.36	26.39