

AGREEMENT TO AMEND
THE COLLECTIVE BARGAINING AGREEMENT BETWEEN
THE CUYAHOGA COUNTY
COURT OF COMMON PLEAS, GENERAL DIVISION
AND
THE FRATERNAL ORDER OF POLICE, OHIO LABOR COUNCIL

Parties: This Agreement is entered by and between the Cuyahoga County Court of Common Pleas, General Division (“County”), and the Fraternal Order of Police, Ohio Labor Council (“Union”). The County and the Union are collectively referred to herein as “the Parties.”

Background Facts: The County and the Union are parties to a collective bargaining agreement (“CBA”) governing terms and conditions of employment of the Cuyahoga County Court of Common Pleas General Division Probation Officers and other Probation Department staff. The CBA is effective from February 1, 2014 through December 31, 2016 and includes a provision for the negotiation of a wage re-opener for 2016 in Article 11, Section 2. The Parties engaged in good faith negotiations and reached an agreement as stated below.

Terms: Article 11, Section 2 of the CBA between the Parties is amended as follows (deleted language is stricken and new language appears in **Bold**):

ARTICLE 11- WAGES

SECTION 2: An across the board cost of living increase is not intended to include Step increases or longevity increases based on years in a non-bargaining classification and increases of this kind shall not trigger the agreement stated above.

For 2014, there shall be a COLA wage rate increase of two percent (2%), effective February 1, 2014.

For 2015, there shall be a COLA wage rate increase of two percent (2%), effective February 1, 2015.

For 2016, there shall be a ~~wage reopener. The parties shall reconvene no later than November 30, 2015 for the purpose of negotiating wages for 2016. Notices to negotiate may be conducted via electronic communication.~~ **COLA wage rate increase of two percent (2%), effective February 1, 2016.**

Pursuant to the step-system set forth in Appendix A, considered together with the Merit Based Step Increase previously established and set forth in Appendix D, a singular adjustment shall be made to recognize any step increases achieved within the year 2016. Employees that achieve at least a “meets expectations” status in all categories of their annual job performance evaluation shall be “slotted” into the appropriate step (or steps) on December 24, 2016, the last day of the final pay period in calendar year 2016.

Although the COLA percentage increases will be implemented according to the dates as set forth herein, the pay increases resulting from the December 24, 2016 step adjustment will be reflected in the first pay check in January, 2017.

The Parties hereby acknowledge and warrant that they understand and agree to all of the terms of this Agreement to Amend the CBA and they affix their signatures below to indicate their assent to such terms:

FOR THE COURT:



John J. Russo
Administrative and Presiding Judge



Greg Popovich
Court Administrator

FOR THE COUNTY:



Armond Budish
Cuyahoga County Executive

FOR THE UNION:



Vicki P. ...
FOP/OLC



Emerica Gray
FOP/OLC



Kego J.
FOP/OLC

Approved as to Legal Form:



Nora L. Hurley, Deputy Chief Director of Law