

**AGREEMENT TO AMEND THE COLLECTIVE BARGAINING AGREEMENT  
BETWEEN CUYAHOGA COUNTY AND THE AMERICAN FEDERATION OF  
STATE, COUNTY AND MUNICIPAL EMPLOYEES, OHIO COUNCIL 8, LOCAL  
1746, AFL-CIO**

08-02-16  
14-CON-01-0507  
0507-01  
K31661

**Parties:** This Agreement is entered by and between Cuyahoga County, Ohio, as the public employer (herein referred to as the “County”), and the American Federation of State, County and Municipal Employees, Ohio Council 8, Local 1746, AFL-CIO (herein referred to as the “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 for employees in the Department of Health and Human Services and the Department of Public Works. The CBA is effective from July 1, 2014 through June 30, 2017, and includes a provision for wage reopener negotiations for Year 3 of the CBA in Article 78, Section 1. The parties engaged in good faith negotiations and reached an agreement as stated below.

**Terms:** Article 78, Section 1 of the Collective Bargaining Agreement is amended as follows (deleted language is stricken and new language appears in **Bold**):

**ARTICLE 78 - WAGES**

**Section 1.** All bargaining unit classifications shall be assigned to the pay ranges set forth in the wage and salary schedule contained in Appendix E or Appendix F and fully incorporated herein by reference. Employees hired as of the date of the execution of the (2011-2014) agreement shall be paid pursuant to the schedule contained in Appendix E. They shall advance to the twelve (12) month rate beginning on the first day of the pay period within which the employee completes twelve (12) months of service and so on at annual intervals until the maximum rate of their respective pay range is reached.

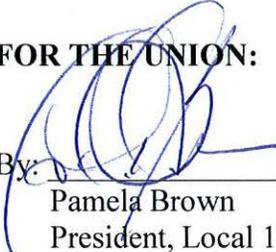
The following is a complete listing of the adjustments to the wage schedule that shall take place during the life of this contract:

- 1) Effective July 1, 2014:  
Wage rates shall increase by two percent (2.0%);
- 2) Effective July 1, 2015: Wage rates shall increase by two percent (2.0%); and
- 3) ~~Wage re-opener for Year 3. The wage re-opener and negotiations shall be subject to the statutory impasse procedures as defined in Chapter 4117 of the Ohio Revised Code.~~ **Effective July 1, 2016: Wage rates shall increase by two percent (2.0%).**

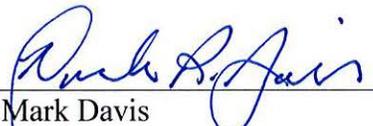
**Section 2.** New employees shall be employed at the starting rate of the pay range to which their classification has been assigned contained in Appendix F. They shall advance to the twelve (12) month rate beginning on the first day of the pay period within which the employee contemplates twelve (12) months of service and so on at annual intervals until the maximum rate of their respective pay range is reached. All other employees currently on the pay scales under Appendix F shall continue to advance on the step schedules on their anniversary date until the maximum rate of their respective pay range is reached.

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 all terms:

**FOR THE UNION:**

By:  7/27/2016  
Pamela Brown Date  
President, Local 1746

By:  7/27/16  
Kimberly Hereford Date  
Vice President, Local 1746

By:  7/27/16  
Mark Davis Date  
Regional Director, AFSCME,  
Ohio Council 8

**FOR THE COUNTY:**

By:  7/29/16  
Armond Budish Date  
Cuyahoga County Executive

**Approved as to Legal Form:**

By:   
Todd M. Ellsworth  
Assistant Law Director  
Cuyahoga County Law Department

## APPENDIX E

Pay Range		July 1, 2016 - June 30, 2017		
		Hourly	Biweekly	Annual
1	Start	\$12.15	\$972.00	\$25,272.00
	12 Month	\$12.58	\$1,006.40	\$26,166.40
	24 Month	\$12.98	\$1,038.40	\$26,998.40
	36 Month	\$13.38	\$1,070.40	\$27,830.40
2	Start	\$12.73	\$1,018.40	\$26,478.40
	12 Month	\$13.17	\$1,053.60	\$27,393.60
	24 Month	\$13.64	\$1,091.20	\$28,371.20
	36 Month	\$14.12	\$1,129.60	\$29,369.60
3	Start	\$13.38	\$1,070.40	\$27,830.40
	12 Month	\$13.83	\$1,106.40	\$28,766.40
	24 Month	\$14.28	\$1,142.40	\$29,702.40
	36 Month	\$14.83	\$1,186.40	\$30,846.40
4	Start	\$14.12	\$1,129.60	\$29,369.60
	12 Month	\$14.58	\$1,166.40	\$30,326.40
	24 Month	\$15.07	\$1,205.60	\$31,345.60
	36 Month	\$15.62	\$1,249.60	\$32,489.60
5	Start	\$14.84	\$1,187.20	\$30,867.20
	12 Month	\$15.33	\$1,226.40	\$31,886.40
	24 Month	\$15.87	\$1,269.60	\$33,009.60
	36 Month	\$16.29	\$1,303.20	\$33,883.20
6	Start	\$14.84	\$1,187.20	\$30,867.20
	12 Month	\$15.33	\$1,226.40	\$31,886.40
	24 Month	\$15.87	\$1,269.60	\$33,009.60
	36 Month	\$16.29	\$1,303.20	\$33,883.20
7	Start	\$15.62	\$1,249.60	\$32,489.60
	12 Month	\$16.10	\$1,288.00	\$33,488.00
	24 Month	\$16.55	\$1,324.00	\$34,424.00
	36 Month	\$17.06	\$1,364.80	\$35,484.80

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Pay Range		July 1, 2016 - June 30, 2017		
		Hourly	Biweekly	Annual
8	Start	\$16.29	\$1,303.20	\$33,883.20
	12 Month	\$16.79	\$1,343.20	\$34,923.20
	24 Month	\$17.31	\$1,384.80	\$36,004.80
	36 Month	\$17.89	\$1,431.20	\$37,211.20
	48 Month	\$18.58	\$1,486.40	\$38,646.40
9	Start	\$17.31	\$1,384.80	\$36,004.80
	12 Month	\$17.89	\$1,431.20	\$37,211.20
	24 Month	\$18.58	\$1,486.40	\$38,646.40
	36 Month	\$19.28	\$1,542.40	\$40,102.40
	48 Month	\$20.10	\$1,608.00	\$41,808.00
10	Start	\$17.69	\$1,415.20	\$36,795.20
	12 Month	\$18.23	\$1,458.40	\$37,918.40
	24 Month	\$18.86	\$1,508.80	\$39,228.80
	36 Month	\$19.62	\$1,569.60	\$40,809.60
	48 Month	\$20.39	\$1,631.20	\$42,411.20
	60 Month	\$21.09	\$1,687.20	\$43,867.20
	72 Month	\$21.77	\$1,741.60	\$45,281.60
11	Start	\$19.24	\$1,539.20	\$40,019.20
	12 Month	\$20.21	\$1,616.80	\$42,036.80
	24 Month	\$21.22	\$1,697.60	\$44,137.60
	36 Month	\$22.28	\$1,782.40	\$46,342.40
	48 Month	\$23.40	\$1,872.00	\$48,672.00
	60 Month	\$24.54	\$1,963.20	\$51,043.20
	72 Month	\$26.15	\$2,092.00	\$54,392.00
12	Start	\$18.58	\$1,486.40	\$38,646.40
	12 Month	\$19.28	\$1,542.40	\$40,102.40
	24 Month	\$20.10	\$1,608.00	\$41,808.00
	36 Month	\$21.00	\$1,680.00	\$43,680.00
	48 Month	\$21.95	\$1,756.00	\$45,656.00

## APPENDIX E

Pay Range		July 1, 2016 - June 30, 2017		
		Hourly	Biweekly	Annual
13	Start	\$20.10	\$1,608.00	\$41,808.00
	12 Month	\$21.00	\$1,680.00	\$43,680.00
	24 Month	\$21.95	\$1,756.00	\$45,656.00
	36 Month	\$23.00	\$1,840.00	\$47,840.00
	48 Month	\$24.15	\$1,932.00	\$50,232.00
14	Start	\$21.95	\$1,756.00	\$45,656.00
	12 Month	\$23.00	\$1,840.00	\$47,840.00
	24 Month	\$24.15	\$1,932.00	\$50,232.00
	36 Month	\$25.30	\$2,024.00	\$52,624.00
	48 Month	\$26.54	\$2,123.20	\$55,203.20
	60 Month	\$27.91	\$2,232.80	\$58,052.80
	72 Month	\$29.28	\$2,342.40	\$60,902.40
15	Start	\$23.40	\$1,872.00	\$48,672.00
	12 Month	\$24.56	\$1,964.80	\$51,084.80
	24 Month	\$25.80	\$2,064.00	\$53,664.00
	36 Month	\$27.08	\$2,166.40	\$56,326.40
	48 Month	\$28.44	\$2,275.20	\$59,155.20
16	Single Rate	\$16.98	\$1,358.40	\$35,318.40
17	Single Rate	\$19.82	\$1,585.60	\$41,225.60

## APPENDIX F

Pay Range		July 1, 2016 - June 30, 2017		
		Hourly	Biweekly	Annual
1	Start	\$11.75	\$940.00	\$24,440.00
	12 Month	\$12.15	\$972.00	\$25,272.00
	24 Month	\$12.58	\$1,006.40	\$26,166.40
	36 Month	\$12.98	\$1,038.40	\$26,998.40
	48 Month	\$13.17	\$1,053.60	\$27,393.60
	60 Month	\$13.38	\$1,070.40	\$27,830.40
2	Start	\$12.29	\$983.20	\$25,563.20
	12 Month	\$12.73	\$1,018.40	\$26,478.40
	24 Month	\$13.17	\$1,053.60	\$27,393.60
	36 Month	\$13.64	\$1,091.20	\$28,371.20
	48 Month	\$13.86	\$1,108.80	\$28,828.80
	60 Month	\$14.12	\$1,129.60	\$29,369.60
3	Start	\$12.91	\$1,032.80	\$26,852.80
	12 Month	\$13.38	\$1,070.40	\$27,830.40
	24 Month	\$13.83	\$1,106.40	\$28,766.40
	36 Month	\$14.28	\$1,142.40	\$29,702.40
	48 Month	\$14.55	\$1,164.00	\$30,264.00
	60 Month	\$14.83	\$1,186.40	\$30,846.40
4	Start	\$13.64	\$1,091.20	\$28,371.20
	12 Month	\$14.12	\$1,129.60	\$29,369.60
	24 Month	\$14.58	\$1,166.40	\$30,326.40
	36 Month	\$15.07	\$1,205.60	\$31,345.60
	48 Month	\$15.33	\$1,226.40	\$31,886.40
	60 Month	\$15.62	\$1,249.60	\$32,489.60
5	Start	\$14.37	\$1,149.60	\$29,889.60
	12 Month	\$14.84	\$1,187.20	\$30,867.20
	24 Month	\$15.33	\$1,226.40	\$31,886.40
	36 Month	\$15.87	\$1,269.60	\$33,009.60
	48 Month	\$16.07	\$1,285.60	\$33,425.60
	60 Month	\$16.29	\$1,303.20	\$33,883.20
6	Start	\$14.37	\$1,149.60	\$29,889.60
	12 Month	\$14.84	\$1,187.20	\$30,867.20
	24 Month	\$15.33	\$1,226.40	\$31,886.40
	36 Month	\$15.87	\$1,269.60	\$33,009.60
	48 Month	\$16.07	\$1,285.60	\$33,425.60
	60 Month	\$16.29	\$1,303.20	\$33,883.20

## APPENDIX F

Pay Range	July 1, 2016 - June 30, 2017	Hourly	Biweekly	Annual
7	Start	\$15.16	\$1,212.80	\$31,532.80
	12 Month	\$15.62	\$1,249.60	\$32,489.60
	24 Month	\$16.10	\$1,288.00	\$33,488.00
	36 Month	\$16.55	\$1,324.00	\$34,424.00
	48 Month	\$16.80	\$1,344.00	\$34,944.00
	60 Month	\$17.06	\$1,364.80	\$35,484.80
8	Start	\$15.74	\$1,259.20	\$32,739.20
	12 Month	\$16.29	\$1,303.20	\$33,883.20
	24 Month	\$16.79	\$1,343.20	\$34,923.20
	36 Month	\$17.31	\$1,384.80	\$36,004.80
	48 Month	\$17.89	\$1,431.20	\$37,211.20
	60 Month	\$18.22	\$1,457.60	\$37,897.60
9	Start	\$16.65	\$1,332.00	\$34,632.00
	12 Month	\$17.31	\$1,384.80	\$36,004.80
	24 Month	\$17.89	\$1,431.20	\$37,211.20
	36 Month	\$18.58	\$1,486.40	\$38,646.40
	48 Month	\$19.28	\$1,542.40	\$40,102.40
	60 Month	\$19.67	\$1,573.60	\$40,913.60
10	Start	\$17.06	\$1,364.80	\$35,484.80
	12 Month	\$17.69	\$1,415.20	\$36,795.20
	24 Month	\$18.23	\$1,458.40	\$37,918.40
	36 Month	\$18.86	\$1,508.80	\$39,228.80
	48 Month	\$19.62	\$1,569.60	\$40,809.60
	60 Month	\$20.39	\$1,631.20	\$42,411.20
11	Start	\$18.23	\$1,458.40	\$37,918.40
	12 Month	\$19.24	\$1,539.20	\$40,019.20
	24 Month	\$20.21	\$1,616.80	\$42,036.80
	36 Month	\$21.22	\$1,697.60	\$44,137.60
	48 Month	\$22.28	\$1,782.40	\$46,342.40
	60 Month	\$23.40	\$1,872.00	\$48,672.00
11	72 Month	\$24.54	\$1,963.20	\$51,043.20
	84 Month	\$25.31	\$2,024.80	\$52,644.80
	96 Month	\$26.15	\$2,092.00	\$54,392.00

## APPENDIX F

Pay Range		July 1, 2016 - June 30, 2017		
		Hourly	Biweekly	Annual
12	Start	\$17.80	\$1,424.00	\$37,024.00
	12 Month	\$18.58	\$1,486.40	\$38,646.40
	24 Month	\$19.28	\$1,542.40	\$40,102.40
	36 Month	\$20.10	\$1,608.00	\$41,808.00
	48 Month	\$21.00	\$1,680.00	\$43,680.00
	60 Month	\$21.45	\$1,716.00	\$44,616.00
	72 Month	\$21.95	\$1,756.00	\$45,656.00
13	Start	\$19.16	\$1,532.80	\$39,852.80
	12 Month	\$20.10	\$1,608.00	\$41,808.00
	24 Month	\$21.00	\$1,680.00	\$43,680.00
	36 Month	\$21.95	\$1,756.00	\$45,656.00
	48 Month	\$23.00	\$1,840.00	\$47,840.00
	60 Month	\$23.54	\$1,883.20	\$48,963.20
	72 Month	\$24.15	\$1,932.00	\$50,232.00
14	Start	\$20.87	\$1,669.60	\$43,409.60
	12 Month	\$21.95	\$1,756.00	\$45,656.00
	24 Month	\$23.00	\$1,840.00	\$47,840.00
	36 Month	\$24.15	\$1,932.00	\$50,232.00
	48 Month	\$25.30	\$2,024.00	\$52,624.00
	60 Month	\$26.54	\$2,123.20	\$55,203.20
	72 Month	\$27.91	\$2,232.80	\$58,052.80
	84 Month	\$28.56	\$2,284.80	\$59,404.80
	96 Month	\$29.28	\$2,342.40	\$60,902.40
15	Start	\$22.23	\$1,778.40	\$46,238.40
	12 Month	\$23.40	\$1,872.00	\$48,672.00
	24 Month	\$24.56	\$1,964.80	\$51,084.80
	36 Month	\$25.80	\$2,064.00	\$53,664.00
	48 Month	\$27.08	\$2,166.40	\$56,326.40
	60 Month	\$27.71	\$2,216.80	\$57,636.80
	72 Month	\$28.44	\$2,275.20	\$59,155.20
16	Single Rate	\$16.98	\$1,358.40	\$35,318.40
17	Single Rate	\$19.82	\$1,585.60	\$41,225.60