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AGREEMENT TO AMEND
THE COLLECTIVE BARGAINING AGREEMENT BETWEEN
CUYAHOGA COUNTY AND
THE WASTEPAPER DRIVERS UNION, LOCAL 244, AFFILIATED WITH THE
INTERNATIONAL BROTHERHOOD OF TEAMSTERS

Parties: This Agreement is entered by and between Cuyahoga County, Ohio, as the public employer (“County”), and the Waste Paper Drivers Union, Local 244, affiliated with the International Brotherhood of Teamsters (“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 Deputy Dog Wardens. The CBA is effective from January 1, 2015 through December 31, 2017 and includes a provision for the negotiation of wage re-openers for 2016 and 2017 in Article 38, Section 2. The Parties engaged in good faith negotiations and reached an agreement as stated below.

Terms: Article 38, Section 2 of the CBA between the Parties is amended as follows (deleted language is stricken and new language appears in **Bold**):

ARTICLE 38
WAGES

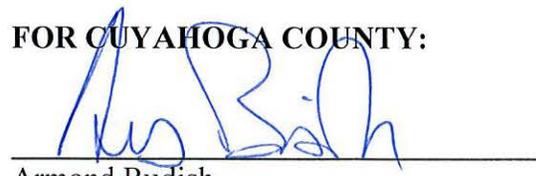
SECTION 2. For 2016 and 2017, the base wage rate shall be subject to a wage reopener, with negotiations to commence during the month of September 2015. **Effective January 1, 2016, the base wage rate for 2016 shall be increased by two percent (2%). Effective January 1, 2017, the base wage rate for 2017 shall be increased by two percent (2%).**

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:

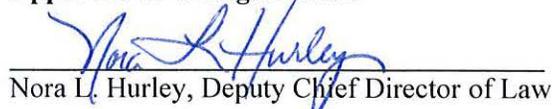
FOR THE UNION:


Jarrell Williams,
President-Chief Negotiator
Local 244

FOR CUYAHOGA COUNTY:


Armond Budish,
Cuyahoga County Executive

Approved as to Legal Form:


Nora L. Hurley, Deputy Chief Director of Law