

SIDE LETTER OF AGREEMENT
BETWEEN CUYAHOGA COUNTY AND
LABORER'S INTERNATIONAL UNION OF NORTH AMERICA
LOCAL NO. 860 HEALTH AND HUMAN SERVICES
REGARDING 2022 COLA

Cuyahoga County Department of Health and Human Services, Division of Children and Family Services, Division of Job and Family Services, Office of Child Support Services, and the Department of Information Technology and the Laborer's International Union of North America Local No. 860 are parties to a Collective Bargaining Agreement for the period of January 1, 2021, through December 31, 2023.

Pursuant to Resolution No. R2022-0120, the County Executive recommended, and Cuyahoga County Council approved, an across-the-board cost of living adjustment (COLA) for non-bargaining County Executive employees for an additional one percent (1%) over current 2022 pay rates for the period July 3, 2022, through December 31, 2022.

For bargaining unit employees, the Resolution authorizes Side Letters to amend the various collective bargaining agreements to incorporate the same across-the-board one percent (1%) increase to the COLA approved for non-bargaining unit County Executive employees with the same effective date.

Accordingly, the current 2022 pay rates set forth in the Wage Article of this Collective Bargaining Agreement (Article 58, Section 1) shall be increased by an additional one percent (1%) effective July 3, 2022, through December 31, 2022. The revised Wage Table set forth in Appendix A of the CBA is attached and incorporated with this Side Letter of Agreement.

This Side Letter does not apply to any other compensation and/or wage increases provided to other County employees and shall expire December 31, 2023.

FOR THE COUNTY:



Armond Budish
County Executive

Date: 6-7-20

FOR THE UNION:



Anthony Liberatore, Jr.
Business Manager/Secretary-Treasurer

Date: June 6, 2022

Approved as to legal form:



Nora L. Hurley
Cuyahoga County Law Department

APPENDIX A

Wages

Wage Grade	Classification(s) Included	Year	1	2	3	4	5	6	7	8	9	10
Wage Grade 1	Account Clerk	2021	\$15.06	\$15.59	\$16.10	\$16.64	\$16.93	\$17.27				
		2022	\$15.36	\$15.90	\$16.42	\$16.97	\$17.27	\$17.62				
		7/3/2022-12/31/2022	\$15.51	\$16.06	\$16.58	\$17.14	\$17.44	\$17.80				
		2023	\$15.82	\$16.38	\$16.92	\$17.48	\$17.79	\$18.15				
Wage Grade 2	Secretary	2021	\$15.19	\$15.61	\$16.07	\$16.48	\$16.92	\$17.35	\$17.79	\$18.23	\$18.56	\$18.89
		2022	\$15.49	\$15.92	\$16.39	\$16.81	\$17.26	\$17.70	\$18.15	\$18.59	\$18.93	\$19.27
		7/3/2022-12/31/2022	\$15.64	\$16.08	\$16.55	\$16.98	\$17.43	\$17.88	\$18.33	\$18.78	\$19.12	\$19.46
		2023	\$15.96	\$16.40	\$16.88	\$17.32	\$17.78	\$18.23	\$18.70	\$19.15	\$19.50	\$19.85
Wage Grade 3	Senior Employment Service Specialist	2021	\$16.68	\$17.17	\$17.65	\$18.11	\$18.59	\$19.07	\$19.56	\$20.04	\$20.41	\$20.74
		2022	\$17.01	\$17.51	\$18.00	\$18.47	\$18.96	\$19.45	\$19.95	\$20.44	\$20.82	\$21.15
		7/3/2022-12/31/2022	\$17.18	\$17.69	\$18.18	\$18.65	\$19.15	\$19.64	\$20.15	\$20.64	\$21.03	\$21.36
		2023	\$17.52	\$18.04	\$18.54	\$19.03	\$19.53	\$20.04	\$20.55	\$21.06	\$21.45	\$21.79
Wage Grade 4	Administrative Assistant 1 Senior Account Clerk	2021	\$17.17	\$17.65	\$18.11	\$18.59	\$19.07	\$19.56	\$20.04	\$20.41	\$20.78	\$21.15
		2022	\$17.51	\$18.00	\$18.47	\$18.96	\$19.45	\$19.95	\$20.44	\$20.82	\$21.20	\$21.57
		7/3/2022-12/31/2022	\$17.69	\$18.18	\$18.65	\$19.15	\$19.64	\$20.15	\$20.64	\$21.03	\$21.41	\$21.79
		2023	\$18.04	\$18.54	\$19.03	\$19.53	\$20.04	\$20.55	\$21.06	\$21.45	\$21.84	\$22.22
Wage Grade 5	Business Administrator 1 Foster/Adoption Specialist	2021	\$19.71	\$20.27	\$20.84	\$21.39	\$21.97	\$22.51	\$23.09	\$23.65	\$24.10	\$24.52
		2022	\$20.10	\$20.68	\$21.26	\$21.82	\$22.41	\$22.96	\$23.55	\$24.12	\$24.58	\$25.01
		7/3/2022-12/31/2022	\$20.30	\$20.89	\$21.47	\$22.04	\$22.63	\$23.19	\$23.79	\$24.36	\$24.83	\$25.26
		2023	\$20.50	\$21.09	\$21.69	\$22.26	\$22.86	\$23.42	\$24.02	\$24.60	\$25.07	\$25.51
Wage Grade 6	Administrative Assistant 2	2021	\$20.26	\$20.83	\$21.38	\$21.97	\$22.51	\$23.08	\$23.65	\$24.10	\$24.52	\$24.96
		2022	\$20.67	\$21.25	\$21.81	\$22.41	\$22.96	\$23.54	\$24.12	\$24.58	\$25.01	\$25.46
		7/3/2022-12/31/2022	\$20.88	\$21.46	\$22.03	\$22.63	\$23.19	\$23.78	\$24.36	\$24.83	\$25.26	\$25.71
		2023	\$21.29	\$21.89	\$22.47	\$23.09	\$23.65	\$24.25	\$24.85	\$25.32	\$25.77	\$26.23

Wage Grade 7	Classification(s) Included Case Control Reviewer	2021	\$22.72	\$23.38	\$24.04	\$24.66	\$25.33	\$25.97	\$26.62	\$27.25	\$27.76	\$28.26
		2022	\$23.17	\$23.85	\$24.52	\$25.15	\$25.84	\$26.49	\$27.15	\$27.80	\$28.32	\$28.83
		7/3/2022- 12/31/2022	\$23.40	\$24.09	\$24.77	\$25.40	\$26.10	\$26.75	\$27.42	\$28.08	\$28.60	\$29.12
		2023	\$23.87	\$24.57	\$25.26	\$25.91	\$26.62	\$27.29	\$27.97	\$28.64	\$29.18	\$29.70
Wage Grade 8	Classification(s) Included Program Officer 2	2021	\$22.96	\$23.40	\$24.11	\$24.59	\$25.08	\$25.58	\$26.09	\$26.63	\$27.16	\$27.72
		2022	\$23.42	\$23.87	\$24.59	\$25.08	\$25.58	\$26.09	\$26.61	\$27.16	\$27.70	\$28.27
		7/3/2022- 12/31/2022	\$23.65	\$24.11	\$24.84	\$25.33	\$25.84	\$26.35	\$26.88	\$27.43	\$27.98	\$28.55
		2023	\$24.13	\$24.59	\$25.33	\$25.84	\$26.35	\$26.88	\$27.41	\$27.98	\$28.54	\$29.12
Wage Grade 9	Classification(s) Included Service Desk Specialist	2021	\$24.19	\$24.68	\$25.16	\$25.67	\$26.17	\$26.69	\$27.22	\$27.76	\$28.33	\$28.88
		2022	\$24.67	\$25.17	\$25.66	\$26.18	\$26.69	\$27.22	\$27.76	\$28.32	\$28.90	\$29.46
		7/3/2022- 12/31/2022	\$24.92	\$25.42	\$25.92	\$26.44	\$26.96	\$27.49	\$28.04	\$28.60	\$29.19	\$29.75
		2023	\$25.42	\$25.93	\$26.43	\$26.97	\$27.50	\$28.04	\$28.60	\$29.18	\$29.77	\$30.35
Wage Grade 10	Classification(s) Included Senior Training Officer	2021	\$25.76	\$26.49	\$27.20	\$27.96	\$28.68	\$29.41	\$30.18	\$30.90	\$31.47	\$32.04
		2022	\$26.28	\$27.02	\$27.74	\$28.52	\$29.25	\$30.00	\$30.78	\$31.52	\$32.10	\$32.68
		7/3/2022- 12/31/2022	\$26.54	\$27.29	\$28.02	\$28.81	\$29.54	\$30.30	\$31.09	\$31.84	\$32.42	\$33.01
		2023	\$27.07	\$27.84	\$28.58	\$29.38	\$30.13	\$30.91	\$31.71	\$32.47	\$33.07	\$33.67
Wage Grade 11	Classification(s) Included Database Developer	2021	\$30.48	\$31.09	\$31.70	\$32.34	\$33.00	\$33.65	\$34.32	\$35.01	\$35.71	\$36.42
		2022	\$31.09	\$31.71	\$32.33	\$32.99	\$33.66	\$34.32	\$35.01	\$35.71	\$36.42	\$37.15
		7/3/2022- 12/31/2022	\$31.40	\$32.03	\$32.65	\$33.32	\$34.00	\$34.66	\$35.36	\$36.07	\$36.78	\$37.52
		2023	\$32.03	\$32.67	\$33.31	\$33.99	\$34.68	\$35.36	\$36.07	\$36.79	\$37.52	\$38.27