

**CITY OF CLEVELAND AND  
CLEVELAND ASSOCIATION OF RESCUE EMPLOYEES/ILA, LOCAL 1975**

**TENTATIVE AGREEMENT 2019-2022 CBA**

SERB Case No. 2019-MED-04-0429

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The City of Cleveland ("City") and the Cleveland Association of Rescue Employees/ILA, Local 1975 ("CARE" or "Union") (collectively "the Parties") tentatively agree to resolve the parties' successor Collective Bargaining Agreement ("CBA") under the following terms:

1. **Articles 31 (Compensation)** and **32 (Step Schedule)** shall be modified to reflect the following wage increases for all CARE bargaining unit members:

- a. 2.0% wage increase effective April 1, 2019
- b. 2.0% wage increase effective April 1, 2020
- c. 2.0% wage increase effective April 1, 2021

[Updated Step Schedule attached]

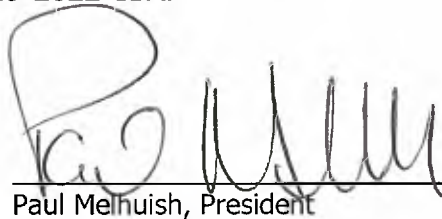
2. **Article 28 (Health Coverage)** shall remain current contract language from the terms of the 2016-2019 CBA, except as to updating the referenced dates and attaching the vision/dental coverage side letter, as agreed upon by the Parties in the Agreement to Amend Conciliation Award ("Settlement Agreement #1"), for the duration of the 2019-2022 CBA.

3. **Article 50 (Duration)** shall be modified to read as follows:

This Contract represents a complete and final understanding on all operational policy between the City and the Union and it shall be effective from the date of ratification through March 31, 2022.

4. All other terms of the 2016-2019 CBA, including the Parties' tentative agreements for the 2016-2019 CBA, the terms of the Conciliation Award issued by David Stanton in AAA Case No. 01-17-0007-3460, and the Parties' agreed upon amendments to the Conciliation Award as set forth in Settlement Agreement #1, shall be incorporated unchanged into the 2019-2022 CBA.

**FOR THE UNION:**

  
Paul Melhuish, President 8-26-20  
Date

**FOR THE CITY OF CLEVELAND:**

  
Nicole Carlton, Commissioner 8/27/2020  
Date  
Division of Emergency Medical Service  
Department of Public Safety

RECOMMENDED FOR APPROVAL BY:

  
William Menzalora 8/27/20  
Date  
Chief Assistant Director of Law  
Department of Law

**ARTICLE 32**  
**STEP SCHEDULE**

Emergency Medical Technician

	<u>4/1/2019</u>	<u>4/1/2020</u>	<u>4/1/2021</u>
Start	\$38,530.25	\$39,300.86	\$40,086.87
After 1 Year	\$40,266.96	\$41,072.30	\$41,893.75
After 2 Years	\$43,161.70	\$44,024.94	\$44,905.43
After 3 Years	\$45,666.48	\$46,579.81	\$47,511.41
After 4 Years	\$48,171.24	\$49,134.67	\$50,117.36
After 5 Years	\$53,636.31	\$54,709.04	\$55,803.22
After 10 Years	\$54,884.79	\$55,982.49	\$57,102.14

Paramedic I (Functioning Paramedic 0-12 Months)

	<u>4/1/2019</u>	<u>4/1/2020</u>	<u>4/1/2021</u>
Start	\$40,485.46	\$41,295.17	\$42,121.08
After 1 Year	\$42,109.89	\$42,952.08	\$43,811.13
After 2 Years	\$45,116.89	\$46,019.23	\$46,939.62
After 3 Years	\$47,621.65	\$48,574.08	\$49,545.57
After 4 Years	\$50,126.41	\$51,128.94	\$52,151.52
After 5 Years	\$55,591.47	\$56,703.30	\$57,837.37
After 10 Years	\$56,841.01	\$57,977.83	\$59,137.39

Paramedic II (Functioning Paramedic 12-36 Months)

	<u>4/1/2019</u>	<u>4/1/2020</u>	<u>4/1/2021</u>
After 1 Year	\$42,570.61	\$43,422.02	\$44,290.46
After 2 Years	\$45,605.70	\$46,517.81	\$47,448.17
After 3 Years	\$48,110.42	\$49,072.63	\$50,054.08
After 4 Years	\$50,615.18	\$51,627.49	\$52,660.03
After 5 Years	\$56,080.25	\$57,201.86	\$58,345.90
After 10 Years	\$57,328.73	\$58,475.31	\$59,644.81

Paramedic III (Functioning Paramedic 36 Months or Longer)

	<u>4/1/2019</u>	<u>4/1/2020</u>	<u>4/1/2021</u>
After 3 Years	\$48,599.22	\$49,571.20	\$50,562.62
After 4 Years	\$52,359.41	\$53,406.60	\$54,474.74
After 5 Years	\$57,824.52	\$58,981.01	\$60,160.63
After 10 Years	\$59,073.00	\$60,254.46	\$61,459.55

Emergency Medical Dispatcher

	<u>4/1/2019</u>	<u>4/1/2020</u>	<u>4/1/2021</u>
Start	\$36,343.45	\$37,070.32	\$37,811.73
After 1-2 Years	\$38,434.17	\$39,202.85	\$39,986.91
After 3 Years	\$41,757.94	\$42,593.09	\$43,444.96
After 4 Years	\$45,081.70	\$45,983.34	\$46,903.00
After 5 Years	\$49,324.86	\$50,311.36	\$51,317.58
After 10 Years	\$50,573.34	\$51,584.81	\$52,616.50

**SIDE LETTER**  
**DENTAL AND VISION BENEFITS**

Effective July 1, 2020, the City agrees to modify the Dental and Vision benefits as follows:

- Dental:**        **Reduce Deductible to \$25 per person and \$50 per family**
- Increase Basic Coinsurance to 90%**
- Increase Orthodontia Lifetime Maximum to \$2,000**
- Increase Annual Maximum to \$2,000**
- Vision:**        **Increase Frame Allowance to \$150**
- Reduce UV copay to \$0**
- Enhance Eye Exam Frequency to once every 12 months (for member aged 20 or over)**
- Increase Elective Contact Allowance to \$100**

**This side letter does not otherwise alter the terms of Article 28, Health Coverage.**