

CITY OF TOLEDO
DEPARTMENT OF HUMAN RESOURCES

MEMORANDUM

December 7, 2018

To: The Honorable Council President Matt Cherry and Members of Toledo City Council

Thru: Mayor Wade Kapszukiewicz *WK*
Catherine Crosby, Chief of Staff *CC*
Karen Poore, Deputy Chief of Staff/Director of Public Safety *Kp*

From: Victoria Coleman, Acting Director of Human Resources *VC 12-7-18*
Anthony Markwood, Chief of Bargaining and Representation *AM 12/7/18*

Re: **Tentative Agreement with AFSCME Local 2058, Communication Operators Supervisors**

On December 3, 2018, the City of Toledo and the AFSCME Local 2058, Communication Operators Supervisors reached a tentative agreement on the terms of a successor collective bargaining agreement.

As background, the AFSCME Local 2058, Communication Operators Supervisors, is one of the City's conciliation bargaining units, consisting of approximately eight (8) employees who work as 9-1-1 communication supervisors. Its current collective bargaining agreement with the City expired on May 31, 2018. Pursuant to the statutory bargaining process under the Ohio Revised Code, the City and the Union met multiple times during the last five (5) months to negotiate the terms of a successor agreement.

The tentative agreement reached provides for a more efficient progressive disciplinary process, which will streamline the timeframes for City administrators. In continuation of the City's efforts to civilianize the Communications Bureau Shift Supervisor positions, this agreement separates the Supervisor – Police Communications classification from the general supervisor position and establishes a new Supervisor – Fire Communications classification. The creation of this new classification will result in the reassignment of Fire Lieutenants to line operations and provide a career path for the current Fire Communications Specialists. Further, the agreement requires all new hires to enroll and remain in the direct deposit program for the duration of their employment.

Regarding the economic terms, effective January 1, 2019, the agreement provides for a salary group upgrade for Supervisor - Police Communications from a salary group 11 to a salary group 13. Further, the agreement establishes the Supervisor – Fire Communications classification as a salary group 11. The purpose of the Supervisor – Police Communications upgrade is to assist the City's retention and recruiting efforts for positions at the Fire Communications Bureau ("Bureau") and make the wage rates competitive with those offered by surrounding municipalities. Other than the change in salary group assignment, the agreement does not provide annual base salary increases for the life of the agreement. To help curb health

care costs, the agreement provides for an increase in the emergency room co-pay from \$100 to \$200. The remaining terms of the health care provision remain the same, with the Parties agreeing to continue to negotiate that issue together with the other affected bargaining units as part of a multi-unit bargaining.

On December 4, 2018, the Union ratified the agreement. The Administration likewise recommends that City Council adopt and approve this tentative agreement.

Please advise if you have any questions or concerns.