



**MEMORANDUM**

October 22, 2021

**Human Resources**

One Government Center  
Suite 1920  
Toledo, Ohio 43604  
phone 419-245-1500  
fax 419-245-1511

→ [toledo.oh.gov](http://toledo.oh.gov)

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

Thru: Mayor Wade Kapszukiewicz  
Karen Poore, Chief of Staff/Director of Public Safety

From: Tyrome Alexander, Director of Human Resources  
Angie Seiple, Chief - Bargaining and Representation

Re: **Tentative Agreement with the Toledo Firefighters Association, IAFF Local 92**

*Handwritten notes: TY 10/22/21, AS 10/22/21*

On October 1, 2021, the City of Toledo and the Toledo Firefighters Association, IAFF Local 92 reached a tentative agreement on the terms of a successor collective bargaining agreement.

As background, Local 92 is one of the City's conciliation bargaining units, consisting of approximately 516 employees who work as Firefighters, Firefighter/Paramedics, Fire Lieutenants, and Fire Captains. Its current collective bargaining agreement with the City expired on December 31, 2020. Due to concerns surrounding the COVID-19 pandemic, the City and the Union mutually agreed to extend the terms of the collective bargaining agreement. 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 the Fire Chief with increased management rights regarding the number and type of apparatus in service. In addition, this agreement enhances the safety of the citizens of Toledo by separating the two-piece companies, which allows fire engines and medic transports to respond to calls for service independently in appropriate circumstances. This separation allows units to remain available for other calls for service and also results in a lower run volume for employees. The language the parties agreed upon is attached hereto as Exhibit A.

The tentative agreement also includes a grievance settlement, which resolves fifty-one (51) grievances regarding self-trades and minimum staffing. In exchange for the closure of these grievances, the parties agreed to a more defined process for approving and completion of self-trades. Further, the parties agreed to decrease the average number of hours worked per week to forty-seven as well as decreasing the amount of sick time hours used per tour for those on the platoon schedule. This change results in two (2) additional days off per year and an equitable earning to usage ratio when comparing a staff schedule to a platoon schedule.

The settlement agreement discussed above provides for a one-time \$1,000 lump sum payment to each bargaining unit member employed as of



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the Union ratification date. Additional economic terms include a 4% base pay increase retroactive to January 2021, another 4% increase in January 2022, and a 4% increase in January 2023. The agreement also provides for a one-time \$2,500 lump sum payment to each bargaining unit member employed as of the execution of the agreement, in exchange for the increased management rights regarding the number and type of fire apparatus mentioned above. Finally, the agreement provides for a one-time COVID premium payment amount of \$3,500.00. The purpose of the COVID premium payment is to recognize the Toledo Firefighters for their work during the COVID-19 pandemic. Employees who are employed as of the union ratification date, October 22, 2021, as well as those members who worked in 2020 during the pandemic and retired in 2021, are entitled to the COVID premium payment.

On October 22, 2021, 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.