

**CITY OF TOLEDO  
DEPARTMENT OF HUMAN RESOURCES**

**MEMORANDUM**

August 24, 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 8/24/18*

From: Michael Niedzielski, Director of Human Resources *mjn 8/24/18*  
Anthony Markwood, Chief of Bargaining and Representation *AM 8/24/18*

Re: **Tentative Agreement with Toledo Firefighters Local 92**

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On August 16, 2018, the City of Toledo and the Toledo Firefighters Association, IAFF Local 92 ("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 505 employees who work as firefighters, firefighter/paramedics, fire lieutenants, and fire captains. Its current collective bargaining agreement with the City expired on December 31, 2017. Pursuant to the statutory bargaining process under the Ohio Revised Code, the City and the Union met multiple times during the last several months to negotiate the terms of a successor agreement.

The tentative agreement reached provides the City with the ability to reassign six (6) Lieutenants from the Communications Bureau to line operations and civilianize those Fire Communications Bureau Shift Supervisor positions. Also, this agreement enhances the safety of the citizens of Toledo as well as the firefighters by providing a process to achieve all four-person engines by the end of the agreement. In addition, the agreement provides revisions to the drug and alcohol testing policy to include discretionary testing for alcohol and post-accident drug and alcohol testing. Further, the agreement decreases the amount of union release time and reduces the number of members permitted to negotiate a successor collective bargaining agreement.

Regarding the economic terms, the agreement provides for a 1.5% base pay increase in January 2018, another 2.5% increase in January 2019, and a 3% increase in January 2020. Also, the agreement provides on-call pay to members of the Fire Investigation Unit, to reflect parity with members of the Toledo Police Department working in the unit. The agreement also adds Veterans' Day and Easter as major holidays to reflect parity with the Toledo Police Patrolman's Association ("TPPA.") In exchange for the civilianization of positions in the Communications

Bureau, the agreement increases the amount paid into the Local 92 Career Enhancement Program ("CEP") from 51% of the amount spent on TPPA CEP to 75% in 2019 and 2020. Subsequently, by 2021, Local 92's CEP will be completely separate from the TPPA CEP. In order to improve the efficiency and effectiveness of the Toledo Fire and Rescue Department, the agreement establishes a Field Training Officer/Paramedic Training Officer Program to train and mentor firefighters within the Department. Finally, reflecting the ever-increasing costs of healthcare, the agreement provides for increased contributions to the Union's Health and Welfare Fund. The City's monthly contributions will be based on the City's PEPM from the previous year. The aforementioned economic terms are consistent with other City agreements, other settled agreements from around the State of Ohio, and fact-finding awards around the State of Ohio.

On August 24, 2018, the Union ratified the tentative agreement. The Administration likewise recommends that City Council adopt and approve this tentative agreement.

Please advise if you have any questions or concerns.