



MEMORANDUM

November 19, 2021

Human Resources

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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 Police Command Officers' Association**

On November 8, 2021, the City of Toledo and the Toledo Police Command Officers' Association reached a tentative agreement on the terms of a successor collective bargaining agreement.

As background, the Toledo Police Command Officers' Association, is one of the City's conciliation bargaining units, consisting of approximately 136 employees who work as Police Sergeants, Lieutenants, and 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 two (2) months to negotiate the terms of a successor agreement.

The tentative agreement reached provides increased flexibility in scheduling shifts, including guidelines for shift elimination and re-deployment of personnel. In addition, the bid process for vacancies and training opportunities is now more clearly defined. The language the parties agreed upon is attached hereto as Exhibit A.

Regarding the economic terms, the agreement provides for a 4% base pay increase in 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 shift selection language mentioned above. In addition, 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 Police Command Officers for their work during the COVID-19 pandemic. Employees who are employed as of the union ratification date, November 17, 2021, as well as those Command Officers who worked in 2020 during the pandemic and retired in 2021, are entitled to the COVID premium payment. Finally, a sick time payout program has been established for personnel who meet certain criteria.



On November 17, 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.

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