



## MEMORANDUM

January 6, 2022

### 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**

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On December 21, 2021, the City of Toledo and the Toledo Fire Chiefs' Association reached a tentative agreement on the terms of a successor collective bargaining agreement.

As background, the Toledo Fire Chiefs' Association, is one of the City's conciliation bargaining units, consisting of approximately 24 employees who work as Fire Battalion Chiefs and Fire Deputy Chiefs. 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 three (3) months to negotiate the terms of a successor agreement.

The tentative agreement reached provides increased flexibility in recalling Battalion Chiefs for overtime and clarifies the promotional process and its requirements. The language the parties agreed upon is attached hereto as Exhibit A.

Regarding the economic terms, pursuant to the wage spread between Toledo Firefighters' Local 92 and the Toledo Fire Chiefs' Association, the members already received a 4% base pay increase retroactive to January 2021, they will receive 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 Battalion Chief recall 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 Fire Chiefs for their work during the COVID-19 pandemic. Employees who are employed as of the union ratification date, January 5, 2022, as well as those Fire Chiefs who worked in 2020 during the pandemic and retired in 2021, are entitled to the COVID premium payment. Finally, beginning in January 2022, members will receive an annual stipend, totaling \$1,000, for safety equipment, physical fitness, and to recognize the unique nature of their position. The Toledo Firefighters' Local 92, Toledo Police



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Patrolman's Association, and Toledo Police Command Officers' Association receive similar stipends for the same reasons.

On January 5, 2022, 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.