



## MEMORANDUM

October 7, 2021

### Human Resources

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

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 Police Patrolman's Association**

---

On August 24, 2021, the City of Toledo and the Toledo Police Patrolman's Association reached a tentative agreement on the terms of a successor collective bargaining agreement.

As background, the Toledo Police Patrolman's Association, is one of the City's conciliation bargaining units, consisting of approximately 455 employees who work as Police Officers. 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 increased flexibility in scheduling Field Training Officers ("FTO") while they are training Probationary Officers in the Field Training Program. Specifically, the Department is now permitted to move FTOs to non-bid shifts in order to train Probationary Officers on all three (3) shifts. In addition, the Police Chief has more flexibility to fill vacancies.

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 FTO language mentioned above. In addition, the agreement provides for a one-time COVID premium payment amount of three thousand five hundred dollars and zero cents (\$3,500.00). The purpose of the COVID premium payment is to recognize the Toledo Police Officers for their work during the COVID-19 pandemic. Employees who are employed as of the union ratification date, October 1, 2021, as well as those Police Officers who worked in 2020 during the pandemic and retired in 2021, are entitled to the COVID premium payment.



### 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)

The aforementioned economic terms are consistent with other settled agreements and fact-finding awards around the State of Ohio. (Please see attached Exhibit B and Exhibit C). Furthermore, this agreement makes the City of Toledo competitive in the recruitment of police officer applicants.

On October 1, 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.