



Human Resources

One Government Center
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MEMORANDUM

April 3, 2025

To: The Honorable Council President Carrie Hartman and Members of Toledo City Council

Thru: Mayor Wade Kapszukiewicz
George Kral, Director of Public Safety

From: Michael Niedzielski, Director of Human Resources
Angie Seiple, Chief - Bargaining and Representation

Re: **Tentative Agreement with the Toledo Police Patrolman's Association**

On March 12, 2025, 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 March 31, 2024. Pursuant to the statutory bargaining process under the Ohio Revised Code, the City and the Union met multiple times during the last nine (9) months to negotiate the terms of a successor agreement.

The terms of the successor agreement focus on recruitment and retention of officers. The agreement incentivizes officers from other law enforcement agencies to join the Toledo Police Department by linking the officers' pay and vacation time accrual with their years of service with any other qualifying agencies. The agreement also includes an additional means for offering overtime to members prior to forcing officers to work overtime shifts. Further, the agreement details a specific process for disciplining members who decline to participate in the disciplinary hearing procedure.

Regarding the economic terms, the agreement provides for an initial equity adjustment of 6%, a 3% base pay increase in April 2024, another 3% increase in January 2025 and a 4% increase in January 2026. There is also an increase in the Police Service Allowance, which exists to recognize the unique nature of services performed by Police Officers, from \$750 annually to \$818. Additionally, Police Officers who are employed with the Department on December 1, 2025 will receive a one-time retention bonus. Also, the agreement increases the stipend for safety shoes, from \$100 to \$200 for two pair of shoes. Further, the agreement provides additional compensation for both forced overtime and overtime worked on certain major holidays. In an effort to recruit and retain officers, the agreement modifies the existing Career Enhancement Program and vacation time schedule to reward officers earlier on in their service to the Department. Lastly, the agreement includes a new sick time payout program that aims to reduce sick time usage.



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On March 26, 2025, 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.