



## Human Resources

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## MEMORANDUM

July 14, 2025

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

Thru: Mayor Wade Kapszukiewicz

From: Michael Niedzielski, Director of Human Resources  
Kayla Frasco, Chief - Bargaining and Representation

Re: **Tentative Agreement with the Toledo Police Command Officers' Association**

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On July 11, 2025, the City of Toledo and the Toledo Police Command Officers' Association ("TPCOA") bargaining unit reached a tentative agreement on the terms of a successor collective bargaining agreement.

As background, TPCOA consists of approximately 133 employees who work as Police Sergeants, Lieutenants, and Captains. Its current collective bargaining agreement with the City expired on May 31, 2024. Pursuant to the statutory bargaining process under the Ohio Revised Code, the City and the Union met multiple times during the last eight (8) months to negotiate the terms of a successor agreement.

The tentative agreement reached provides a clearly defined process for promotions from Lieutenant to Captain and a new process for conducting recall for command officer vacancies. The language the parties agreed upon is attached hereto as Exhibit A.

Regarding the economic terms, the agreement reinstitutes a wage "spread" between TPCOA members and patrolmen. The agreement also provides improvements to fringe benefits such as vacation time, funeral pay, and holiday premium pay. Additionally, the agreement includes enhancements to the Career Enhancement Program and revisions to the tuition reimbursement program.

On July 14, 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.