

**CITY OF TOLEDO
DEPARTMENT OF HUMAN RESOURCES**

MEMORANDUM

December 13, 2018

To: The Honorable Council President Matt Cherry and Members of Toledo City Council

Thru: Mayor Wade Kapszukiewicz
Catherine Crosby, Chief of Staff
Karen Poore, Deputy Chief of Staff/Director of Public Safety

From: Victoria Coleman, Acting Director of Human Resources
Anthony Markwood, Chief of Bargaining and Representation

Re: **Tentative Agreement with Toledo Fire Chiefs' Association, IAFF Local 3382**

On December 10, 2018, the City of Toledo and the Toledo Fire Chiefs' Association ("TFCA") reached a tentative agreement on the terms of a successor collective bargaining agreement.

As background, TFCA is one of the City's conciliation bargaining units, consisting of approximately twenty-one (21) employees who work as Battalion Chiefs, the Chief Financial Officer, and Deputy Fire Chiefs. Its current collective bargaining agreement with the City expired on December 31, 2017. Pursuant to the statutory bargaining process under the Ohio Revised Code, the City and the Union met multiple times during the last couple of months to negotiate the terms of a successor agreement.

The tentative agreement reached establishes a five (5) year timeframe from which the City can recoup educational expenses for those employees who take advantage of that benefit, only to leave the City upon completion of their studies. Further, the agreement requires all new members to enroll and remain in the direct deposit program for the duration of their employment.

Regarding the economic terms, the agreement does not change the spread between the ranks. Further, the agreement adds Veterans' Day and Martin Luther King Day as major holidays to reflect parity with the other safety forces bargaining units. In addition, the tentative agreement slightly increases the pay differential for the Career Enhancement Program ("CEP") from 2.5% to 3%. The CEP provides an incentive for employees to further their education and training. To help curb health care costs, the agreement provides for an increase in the emergency room co-pay from \$100 to \$200 and eliminates the time constraints that waive the co-pay. The remaining terms of the health care provision remain the same, with the Parties agreeing to continue to negotiate that issue together with the other affected bargaining units as part of a multi-unit bargaining.

On December 13, 2018, the Union ratified the tentative agreement. The Administration likewise recommends that City Council adopt and approve this tentative agreement.

Please advise if you have any questions or concerns.