



## Legislation Details (With Text)

**File #:** O-544-18      **Version:** 1      **Name:**  
**Type:** Ordinance      **Status:** Approved  
**File created:** 12/14/2018      **In control:** Human Resources Department  
**On agenda:** 12/18/2018      **Final action:** 12/31/2018  
**Title:** Approving the revision of the current Collective Bargaining Agreement between the City of Toledo and the Toledo Fire Chiefs' Association, IAFF Local 3382, for a successor agreement, consistent with the bargained understandings; and declaring an emergency.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Exhibit A, 2. Memo, 3. CBA 2015-2017, 4. Audio: O-544-18 Council Meeting 12/18/2018

Date	Ver.	Action By	Action	Result
12/18/2018	1	City Council	Dispense with the rules of Council requiring...	Pass
12/18/2018	1	City Council	declare emergency	Pass
12/18/2018	1	City Council	passage	Pass

Toledo Fire Chiefs' Association Tentative Agreement  
HR Dept- Victoria Coleman (x1503); Anthony Markwood (x1525)

**Approving the revision of the current Collective Bargaining Agreement between the City of Toledo and the Toledo Fire Chiefs' Association, IAFF Local 3382, for a successor agreement, consistent with the bargained understandings; and declaring an emergency.**

**SUMMARY & BACKGROUND:**

The City of Toledo and the Toledo Fire Chiefs' Association reached a tentative agreement over terms that revise the current collective bargaining agreement, which expired on December 31, 2017, for a successor agreement, for the new term of January 1, 2018 through December 31, 2020. The Union ratified that tentative agreement on December 13, 2018. Pursuant to Ohio Revised Code section 4117.10(B), the economic provisions of that agreement are now being submitted to City Council for consideration and passage. If not acted upon within 30 days, the agreement is deemed approved.

Pursuant to the statutory bargaining process under the Ohio Revised Code, the City and the Union met multiple times over the past 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.

NOW, THEREFORE, Be it ordained by the Council of the City of Toledo:

SECTION 1. That the terms of the tentative agreement between the City of Toledo and the Toledo Fire Chiefs' Association, as set forth in the attached Exhibit A, are approved.

SECTION 2. That the Mayor and the Department of Human Resources are hereby directed to prepare and present to Council, as soon as practicable after the passage of this Ordinance, legislation to amend the relevant sections of Chapter 2113 of the Toledo Municipal Code to comport with the agreement approved herein.

SECTION 3: That this Ordinance is declared to be an emergency measure and shall be in force and effect from and after its adoption. The reason for the emergency lay in the fact that same is necessary for the immediate preservation of public peace, health, safety, and property, and for the further reason that same is necessary to timely exercise Council's rights and responsibilities under Ohio Revised Code Chapter 4117 pursuant thereto.

Vote on emergency clause: yeas \_\_\_\_\_, nays \_\_\_\_\_.

Passed: \_\_\_\_\_, as an emergency measure: yeas \_\_\_\_\_, nays \_\_\_\_\_.

Attest: \_\_\_\_\_  
Clerk of Council

\_\_\_\_\_  
President of Council

Approved: \_\_\_\_\_

\_\_\_\_\_  
Mayor

I hereby certify that the above is a true and correct copy of an Ordinance passed by Council  
\_\_\_\_\_.

Attest: \_\_\_\_\_  
Clerk of Council