



## Legislation Details (With Text)

**File #:** O-586-21      **Version:** 1      **Name:**  
**Type:** Ordinance      **Status:** Approved  
**File created:** 11/19/2021      **In control:** Human Resources Department  
**On agenda:** 11/23/2021      **Final action:** 11/23/2021

**Title:** Approving the revision of the current Collective Bargaining Agreement between the City of Toledo and the Toledo Police Command Officers' Association for a successor agreement, consistent with the bargained understandings; and declaring an emergency.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Exhibit A, 2. Memo

Date	Ver.	Action By	Action	Result
11/23/2021	1	City Council	Suspension	Pass
11/23/2021	1	City Council	Emergency	Pass
11/23/2021	1	City Council	Passage	Pass

Toledo Police Patrolman's Association Tentative Agreement  
HR Dept-Tyrome Alexander (x1031)

**Approving the revision of the current Collective Bargaining Agreement between the City of Toledo and the Toledo Police Command Officers' Association for a successor agreement, consistent with the bargained understandings; and declaring an emergency.**

**SUMMARY & BACKGROUND:**

The City of Toledo and the Toledo Police Command Officers' Association reached a tentative agreement over terms that revise the current collective bargaining agreement, which expired on December 31, 2020, for a successor agreement, for the new term of January 1, 2021 through March 31, 2024. The Union ratified that tentative agreement on November 17, 2021. 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 two (2) months to negotiate the terms of a successor agreement.

The tentative agreement reached provides increased flexibility in scheduling shifts, including guidelines for shift elimination and re-deployment of personnel. In addition, the bid process for vacancies and training opportunities is now more clearly defined. The language the parties agreed upon is attached hereto as Exhibit A.

Regarding the economic terms, the agreement provides for a 4% base pay increase retroactive to 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 shift selection language mentioned above. In addition, the agreement provides

for a one-time COVID premium payment amount of \$3,500.00. The purpose of the COVID premium payment is to recognize the Toledo Police Command Officers for their work during the COVID-19 pandemic. Employees who are employed as of the union ratification date, November 17, 2021, as well as those Command Officers who worked in 2020 during the pandemic and retired in 2021, are entitled to the COVID premium payment. Finally, a sick time pay out program has been established for personnel who meet certain criteria.

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 Police Command Officers' 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 2109 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