



Legislation Details (With Text)

File #: O-016-22 **Version:** 1 **Name:**
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File created: 1/7/2022 **In control:** Human Resources Department
On agenda: 1/18/2022 **Final action:** 1/18/2022
Title: Approving the revision of the current Collective Bargaining Agreement between the City of Toledo and the Toledo Fire Chiefs' Association for a successor agreement, consistent with the bargained understandings; and declaring an emergency.

Sponsors:**Indexes:****Code sections:**

Attachments: 1. Exhibit A, 2. Memorandum, 3. Audio: Agenda Review January 11, 2022, 4. Audio: City Council January 18, 2022

Date	Ver.	Action By	Action	Result
1/18/2022	1	City Council	Suspension	Pass
1/18/2022	1	City Council	Emergency	Pass
1/18/2022	1	City Council	Passage	Pass

Toledo Fire Chiefs' 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 Fire Chiefs' Association 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, 2020, for a successor agreement, for the new term of January 1, 2021 through March 31, 2024. The Union ratified that tentative agreement on January 5, 2022. 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 three (3) months to negotiate the terms of a successor agreement.

The tentative agreement reached provides increased flexibility in recalling Battalion Chiefs for overtime and clarifies the promotional process and its requirements. The language the parties agreed upon is attached hereto as Exhibit A.

Regarding the economic terms, pursuant to the wage spread between Toledo Firefighters' Local 92 and the Toledo Fire Chiefs' Association, the members already received a 4% base pay increase retroactive to January 2021, they will receive 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 Battalion Chief recall 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 Fire Chiefs for their work during the COVID-19 pandemic. Employees who are employed as of the union ratification date, January 5, 2022, as well as those Fire Chiefs who worked in 2020 during the pandemic and retired in 2021, are entitled to the COVID premium payment. Finally, beginning in January 2022, members will receive an annual stipend, totaling \$1,000, for safety equipment, physical fitness, and to recognize the unique nature of their position. The Toledo Firefighters' Local 92, Toledo Police Patrolman's Association, and Toledo Police Command Officers' Association receive similar stipends for the same reasons.

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 9, nays 0.

Passed: January 18, 2022, as an emergency measure: yeas 9, nays 0.

Attest:

Gerald E. Dendinger
Clerk of Council

Matt Cherry
President of Council

Approved:

January 24, 2022
Wade Kapszukiewicz
Mayor