



Legislation Text

File #: O-355-18, **Version:** 1

Toledo Firefighters Association, IAFF Local 92 Tentative Agreement
HR Dept.-Michael Niedzielski (x2182); Anthony Markwood (x1525)

Approving the revision of the current Collective Bargaining Agreement between the City of Toledo and the Toledo Firefighters Association, IAFF Local 92, for a successor agreement, consistent with the bargained understandings; and declaring an emergency.

SUMMARY & BACKGROUND:

The City of Toledo and the Toledo Firefighters Association, IAFF Local 92 ("Local 92") 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 August 23, 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 during the last several months to negotiate the terms of a successor agreement.

The tentative agreement reached provides the City with the ability to reassign six (6) Lieutenants from the Communications Bureau to line operations and civilianize those Fire Communications Bureau Shift Supervisor positions. Also, this agreement enhances the safety of the citizens of Toledo as well as the firefighters by providing a process to achieve all four-person engines by the end of the agreement. In addition, the agreement provides revisions to the drug and alcohol testing policy to include discretionary testing for alcohol and post-accident drug and alcohol testing. Further, the agreement decreases the amount of union release time and reduces the number of members permitted to negotiate a successor collective bargaining agreement.

Regarding the economic terms, the agreement provides for a 1.5% base pay increase in January 2018, another 2.5% increase in January 2019, and a 3% increase in January 2020. Also, the agreement provides on-call pay to members of the Fire Investigation Unit, to reflect parity with members of the Toledo Police Department working in the unit. The agreement also adds Veterans' Day and Easter as major holidays to reflect parity with the Toledo Police Patrolman's Association ("TPPA.") In exchange for the civilianization of positions in the Communications Bureau, the agreement increases the amount paid into the Local 92 Career Enhancement Program ("CEP") from 51% of the amount spent on TPPA CEP to 75% in 2019 and 2020. Subsequently, by 2021, Local 92's CEP will be completely separate from the TPPA CEP. In order to improve the efficiency and effectiveness of the Toledo Fire and Rescue Department, the agreement establishes a Field Training Officer/Paramedic Training Officer Program to train and mentor firefighters within the Department. Finally, reflecting the ever-increasing costs of healthcare, the agreement provides for increased contributions to the Union's Health and Welfare Fund. The City's monthly contributions will be based on the City's PEPM from the previous year.

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

SECTION 1. That the economic terms of the tentative agreement between the City of Toledo and the Toledo Firefighters Association, IAFF Local 92, 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 2125 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