



## Legislation Text

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**File #:** O-152-25, **Version:** 1

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Toledo Police Patrolman's Association  
TPPA Local 10 Tentative Agreement  
HR Dept-Michael Niedzielski (x2182); Kayla Frasco (x1508)

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

### SUMMARY & BACKGROUND:

The City of Toledo and Toledo Police Patrolman's Association ("TPPA"), Local 10, reached a tentative agreement over terms that revise the current collective bargaining agreement, which expired on March 31, 2024, for a successor agreement, for the new term of April 1, 2024 through December 31, 2026. The Union ratified that tentative agreement on March 26, 2025. 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 nine (9) months to negotiate the terms of a successor agreement.

The terms of the successor agreement focus on recruitment and retention of officers. The agreement incentivizes officers from other law enforcement agencies to join the Toledo Police Department by linking the officers' pay and vacation time accrual with their years of service with any other qualifying agencies. The agreement also includes an additional means for offering overtime to members prior to forcing officers to work overtime shifts. Further, the agreement details a specific process for disciplining members who decline to participate in the disciplinary hearing procedure.

Regarding the economic terms, the agreement provides for an initial equity adjustment of 6%, a 3% base pay increase in April 2024, another 3% increase in January 2025 and a 4% increase in January 2026. There is also an increase in the Police Service Allowance, which exists to recognize the unique nature of services performed by Police Officers, from \$750 annually to \$818. In addition, Police Officers who are employed with the Department on December 1, 2025 will receive a one-time retention bonus. Also, the agreement increases the stipend for safety shoes, from \$100 to \$200 for two pair of shoes. Further, the agreement provides additional compensation for both forced overtime and overtime worked on certain major holidays. In an effort to recruit and retain officers, the agreement modifies the existing Career Enhancement Program and vacation time schedule to reward officers earlier on in their service to the Department. Lastly, the agreement includes a new sick time payout program that aims to reduce sick time usage.

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 Police Patrolman's 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 2129 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 12, nays 0.

Passed: April 8, 2025, as an emergency measure: yeas 12, nays 0.

Attest:

Julie A. Gibbons  
Clerk of Council

Carrie Hartman  
President of Council

Approved:

April 8, 2025  
Wade Kapszukiewicz  
Mayor