



MEMORANDUM

July 14, 2025

Human Resources

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To: The Honorable Council President Carrie Hartman and Members of Toledo City Council

Thru: Mayor Wade Kapszukiewicz

From: Michael Niedzielski, Director of Human Resources
Kayla Frasco, Chief - Bargaining and Representation

Re: **Fact Finding with the Toledo Firefighters, IAFF Local 92**

On July 10, 2025, the City of Toledo and the Toledo Firefighters IAFF Local 92 ("Local 92") bargaining unit received the findings of Fact Finder Michelle Miller-Kotula on the issue of base wage increases for Local 92 members.

As background, Local 92 consists of approximately 557 employees who work as Firefighters, Firefighter/Paramedics, Fire Lieutenants, and Fire Captains. Its current collective bargaining agreement with the City expired on May 31, 2024. Pursuant to the statutory bargaining process under the Ohio Revised Code, the City and the Union met multiple times during the last nineteen (19) months to negotiate the terms of a successor agreement.

During this time, the parties reached tentative agreements on many contract issues and resolved all open contract sections besides Section 2125.84 "Base Wages." The tentative agreements reached focus on supporting recruitment and retention of paramedics through an increase to the paramedic differential, an increase to the minimum number of required paramedics, an improved paramedic program, a commitment to staffing rigs for ALS capability, and language which clarifies the paramedic recall process. Further, the agreement provides that Local 92 members who suffer from occupational illness may be eligible for paid leave under the City's injury pay program, and bolsters other fringe benefits such as paid holidays and funeral pay.

Although the parties were successful in reaching tentative agreements on multiple contract issues, they were unable to reach a full agreement, and so the parties exercised their right, pursuant to O.R.C. §4117.14, to engage in fact finding before a mutually-selected neutral. On April 23 and May 5, 2025, the City and Local 92 presented evidence and testimony to Fact Finder Miller-Kotula over the issue of base wages. On July 10, 2025, Fact Finder Miller-Kotula issued her report and recommendations, which included acknowledgement and consideration of the above-mentioned tentative agreements. Fact Finder Miller-Kotula recommended the following wage increases: a 6% equity adjustment and a 3% increase back paid to April 1, 2024, a 3% increase in 2025, and a 4% increase in 2026. A copy of the Fact Finder's report is attached and marked as Exhibit A, and a copy of the tentative agreements with Local 92 is attached and marked as Exhibit B.



The Administration recommends that City Council accept the findings of Fact Finder Miller-Kotula and adopt and accept this tentative agreement.

Please advise if you have any questions or concerns.

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