


October 15, 2025

To: Mayor and Members of City Council

From: Sheryl M.M. Long, City Manager 

202501880

Subject: Emergency Ordinance: Authorizing the Implementation of the Cincinnati Organized and Dedicated Employees, Inc. Labor Management Agreement

Attached is an Emergency Ordinance captioned:

Authorizing the City Manager to execute and implement the labor management agreement between the City of Cincinnati and the Cincinnati Organized and Dedicated Employees, Inc. (CODE), the updated terms of which are reflected in the attached summary.

This agreement provides the employees with a 5.0% wage increase (effective March 16, 2025), a 4.0% wage increase (effective March 15, 2026), and a 3.0% wage increase (effective March 14, 2027). The agreement incorporates significant changes to Health Insurance premium caps and prescription costs that represent substantial gains for the City. A summary of the agreement is attached hereto.

The reason for the emergency is the immediate need to enter into the labor management agreement.

The Administration recommends passage of this Emergency Ordinance.

cc: Latisha Hazell, Human Resources Director

Summary of Tentative Agreement with the Cincinnati Organized and Dedicated Employees, Inc. (CODE)

Article 7: Discipline

- Added language that discipline shall be served upon employees without the presence of Union representation.
- Adjusted the timelines and disciplinary retention periods for suspensions.

Article 8: Grievances

- Added the ability to use an external mediator with mutual agreement.
- Added cost-sharing with the Union for mediation services.

Article 13: Sick Leave

- Added a definition for "immediate family."
- Added "off days" to patterned usage to ensure that departments can request a doctor's note if an employee displays a pattern of calling off adjacent to their off day.
- Added a definition of "excessive absenteeism."

Article 15: Hours of Work & Overtime

- Updated on-call pay to align with existing Memorandum of Understanding's.

Article 16: Wages & Compensation

- 5% effective in the first year of the contract (March 16, 2025).
- 4% effective in the second year of the contract (March 15, 2026) and a \$1,500 lump sum payment to be paid in Pay Period 8.
- 3% effective in the third year of the contract (March 14, 2027).
- Revamped the working out of classification process.
- Clarified that an employee may only be moved up on salary step on their annual review date.
- Streamlined the shift differential process to clarify when an employee would be paid shift differential.
- Added a new longevity article with the following tiers:
 - 12-19 years of service: \$1000
 - 20 years of service and above: \$1100

Article 17: Health Insurance

- Increased the Family premium cap from \$200 to \$275
- Increased the Single premium cap from \$85 to \$115

Article 18: General Provisions

- Adjusted the definition of “vacancy” to allow for increased flexibility in filling positions.
- Clarified the methods to fill CODE classifications.
- Expanded the tested classifications and added a requirement for separate promotional and open eligibility lists for tested positions.

Article 22: Length of Agreement

- 3-year agreement

Appendix B: Overtime Eligible Positions

- Added two new classifications to the overtime eligibility list.

Appendix D (Health Insurance Deductibles and Co-Insurance Requirements)

- Increased the prescription tiers to \$15/\$30/\$40.
- Added spousal surcharge of \$25 per month.

**** There were a few other articles that contained housekeeping changes. ****

The remaining articles will stay as current contract language.