

EMERGENCY

City of Cincinnati

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An Ordinance No. 318

- 2024

AUTHORIZING the City Manager to execute and implement the Non-Supervisors and Supervisors labor management agreements between the City of Cincinnati and the Fraternal Order of Police, Local 69, the updated terms of which are reflected in the attached summary.

WHEREAS, the current Non-Supervisors and Supervisors labor management agreements between the City of Cincinnati and the Fraternal Order of Police, Local 69 (“FOP, Local 69”) expired on April 27, 2024; and

WHEREAS, the City and FOP, Local 69, through their respective negotiating teams, have reached tentative agreement on the terms of successor agreements, the updated terms of which are reflected in the attached summary; and

WHEREAS, the tentative agreements have a duration of three years beginning on April 28, 2024 and expiring on April 24, 2027; and

WHEREAS, all employees in the FOP, Local 69, Non-Supervisors and Supervisors bargaining units will receive a five percent increase to their base wage retroactive to April 28, 2024; a four percent increase to their base wage effective April 27, 2025; and a three percent increase to their base wage effective April 26, 2026; and

WHEREAS, the grade of Police Officer 2 will be created and replace the current top step of the Police Officer Rank and will receive, in addition to the across-the-board increases to the base wage for all employees in the FOP, Local 69, Non-Supervisors and Supervisors bargaining units, a two percent increase to the base wage in the first year of the contract, a one percent increase to the base wage in the second year of the contract, and a two percent increase in the base wage in the third year of the contract, and also will have a two percent rank differential between the rank of Police Officer 2 and the grade of Senior Police Officer and an eight percent rank differential between the rank of Police Officer 2 and the grade of Police Specialist; and

WHEREAS, the shift differential rate will be increased to three percent of the top step of a Police Officer 2’s hourly rate of pay; and

WHEREAS, members of the SWAT Team who receive less than 48-hours’ notice of an assignment outside of their normal working hours will be eligible for call back pay and Gun Crime Intelligence Supervisors will be eligible for special on-call pay when assigned by the Police Chief; and

WHEREAS, an employee who selects Option 1 Terminal Benefits shall not receive Police Officer certification pay while on the payroll in an inactive status; and

WHEREAS, Injured with Pay benefits will be adjusted to ensure that employees disclose relevant medical restrictions to the department and that a failure to disclose will result in forfeiture of injury with pay benefit for that injury; and

WHEREAS, the special assignment pay rate for Field Training Officers will be increased from \$0.65 per hour to \$1 per hour and Police Sergeants and/or Police Lieutenants designated to work as a certified Field Training Sergeant or Field Training Lieutenant will be eligible for special assignment pay; and

WHEREAS, effective February 1, 2025, the Non-City Sponsored Detail Rates will be increased from 1.2 times the employee's hourly rate to 1.5 times the employee's regular salary rate, which will be paid by the City and reported to the Ohio Police and Fire Pension Fund; and

WHEREAS, promotions to the position of Police Lieutenant and Police Captain will now require an individual to serve at least 24 months in the next lower rank; and

WHEREAS, the City and FOP, Local 69, will enter into a Memorandum of Understanding allowing the City to utilize non-sworn personnel to perform positions within specific sections/units that are currently being performed by sworn personnel; and

WHEREAS, the terms and conditions of the successor agreements as agreed to by the parties represent fair and equitable gains for both parties; now, therefore,

BE IT ORDAINED by the Council of the City of Cincinnati, State of Ohio:

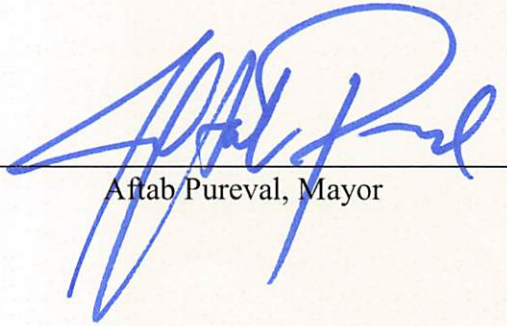
Section 1. That the City Manager is authorized to execute and implement the Non-Supervisors and Supervisors labor management agreements between the City of Cincinnati and the Fraternal Order of Police, Local 69, the updated terms of which are reflected in the attached summary.

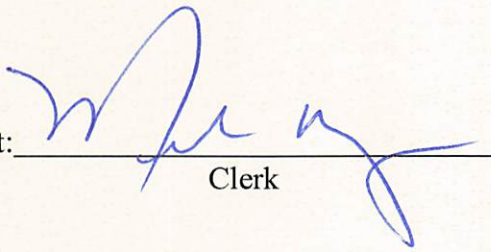
Section 2. That the proper City officials are authorized to do all things necessary and proper to carry out the terms of Section 1.

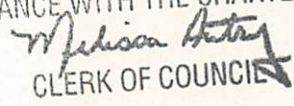
Section 3. That this ordinance shall be an emergency measure necessary for the preservation of public peace, health, safety, and general welfare and shall, subject to the terms of Article II, Section 6 of the Charter, be effective immediately. The reason for the emergency is the

immediate need to implement successor labor management agreements between the City and the Fraternal Order of Police, Local 69 to replace the agreements which expired on April 27, 2024.

Passed: October 2, 2024


Aftab Pureval, Mayor

Attest: 
Clerk

I HEREBY CERTIFY THAT ORDINANCE NO. 318-2024
WAS PUBLISHED IN THE CITY BULLETIN
IN ACCORDANCE WITH THE CHARTER ON 10/15/2024

CLERK OF COUNCIL