

October 4, 2022

**To:** Members of the Public Safety and Governance Committee

**From:** Sheryl M. M. Long, City Manager

202201883

**Subject: Emergency Ordinance – CODE Fact-Finder Report**

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Attached is an Emergency Ordinance captioned:

**APPROVING** the fact-finding report of James M. Mancini, issued on September 29, 2022, between the City of Cincinnati and Cincinnati Organized and Dedicated Employees, Inc. (“CODE”), which in addition to terms mutually agreed upon by the parties, recommends that the following terms be incorporated into the parties’ collective bargaining agreement: an immediate wage increase of 5% retroactive to March 20, 2022, a wage increase of 4% in 2023, and a wage increase of 3% in 2024; a provision allowing CODE employees to elect to be paid overtime in cash or compensatory time; a 10% salary increase upon a CODE employee’s permanent promotion; language clarifying the hiring process for CODE employees, eliminating competitive examinations for middle management positions that require specialized education or experience, and replacing competitive examinations with a non-competitive process; and an updated Appendix A of current CODE classifications.

cc: William P. Weber, Assistant City Manager  
Virginia Tallent, Interim Assistant City Manager

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