

EMERGENCY

City of Cincinnati

JWF

EESW

An Ordinance No. 323

- 2025

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.

WHEREAS, the current labor management agreement ("Agreement") between the City of Cincinnati and the Cincinnati Organized and Dedicated Employees, Inc. ("CODE") expired on March 15, 2025; and

WHEREAS, the City and CODE, through their respective negotiating teams, have tentatively agreed to the terms of a successor Agreement, as reflected in the attached summary; and

WHEREAS, the tentative Agreement begins as of March 15, 2025, and expires on March 11, 2028; and

WHEREAS, all employees in the CODE bargaining unit will receive a five percent increase to their base wage effective March 16, 2025, a four percent increase to their base wage effective March 15, 2026, and a lump sum payment of \$1,500, and a three percent increase to their base wage effective March 14, 2027; and

WHEREAS, the health insurance premium caps will be adjusted to \$275 for a family plan and \$115 for a single plan; and

WHEREAS, the prescription drug tiers will be increased to \$15/\$30/\$40; and

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

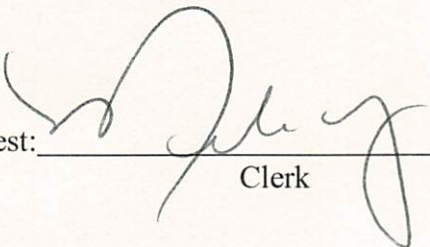
BE IT ORDAINED by the Council of the City of Cincinnati, State of Ohio:

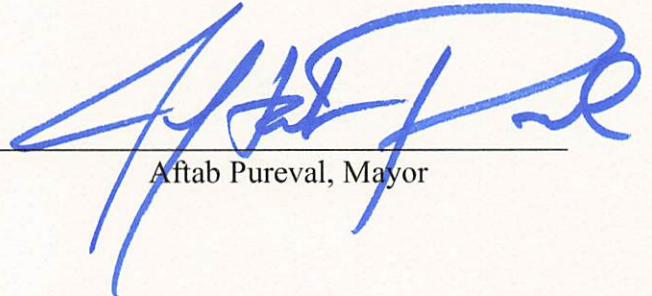
Section 1. That the City Manager is authorized to execute and implement the labor management agreement between the City of Cincinnati and the Cincinnati Organized and Dedicated Employees, Inc. ("CODE"), the updated terms of which are reflected in the attached summary.

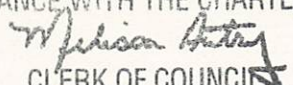
Section 2. That the proper City officials are authorized to do all things necessary and proper to carry out the terms of Section 1.

Section 3. That this ordinance shall be an emergency measure necessary for the preservation of the 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 a successor labor management agreement between the City and CODE to replace the agreement which expired on March 15, 2025.

Passed: October 22, 2025

Attest: 
Clerk


Aftab Pureval, Mayor

I HEREBY CERTIFY THAT ORDINANCE NO 323-2025
WAS PUBLISHED IN THE CITY BULLETIN
IN ACCORDANCE WITH THE CHARTER ON 11/14/2025

CLERK OF COUNCIL