

EMERGENCY

City of Cincinnati

EESW

AWB

An Ordinance No. 413 - 2020

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”) will expire on May 1, 2021; and

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

WHEREAS, the Tentative Agreements incorporate community input and the previously-stated goals of the Mayor and Council, which are based on national recommendations; and

WHEREAS, the terms of the Tentative Agreements demonstrate the City’s support of its police force and a commitment to increase officer morale and retention; and

WHEREAS, the Tentative Agreements include innovative reforms to increase police accountability and strengthen the Police Chief and City Manager’s ability to impose appropriate discipline with due process protections; and

WHEREAS, Peer Review will be removed from the grievance process; and

WHEREAS, arbitrations will now be conducted in front of three-arbitrator panels who will release anonymous decisions to mitigate systemic incentives to favor one side over the other; and

WHEREAS, disciplinary actions resulting in a 56-hour suspension or more will remain in a member’s personnel service record for an increased time of 7 years; and

WHEREAS, the Tentative Agreements have a duration of three years beginning on May 2, 2021 and expiring on April 27, 2024; and

WHEREAS, all employees in the FOP, Local 69, Non-Supervisors and Supervisors bargaining units will receive a 5.0% increase to their base wage effective May 2, 2021, a 4.0% increase to their base wage effective May 1, 2022, and a 3.0% increase to their base wage effective April 30, 2023; 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:

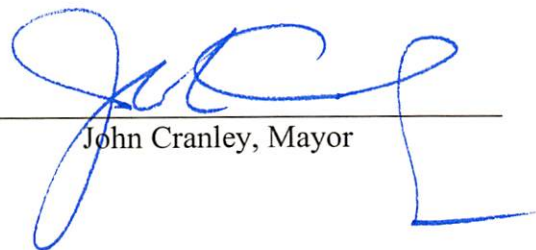
Section 1. That the City Manager is hereby authorized to execute and implement the Non-Supervisors and Supervisors labor management agreements between the City of Cincinnati and the Fraternal Order of Police, Local 69, the updated terms of which are reflected in the attached summary.

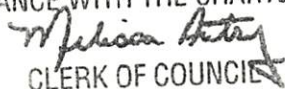
Section 2. That the proper City officials are authorized to do all things necessary and proper to carry out the terms of Section 1 herein.

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 Fraternal Order of Police, Local 69 with its significant systemic changes and for budgetary planning purposes before the current agreement expires on May 1, 2021.

Passed: December 16, 2020

Attest: 
Clerk


John Cranley, Mayor

I HEREBY CERTIFY THAT ORDINANCE NO 413-2020
WAS PUBLISHED IN THE CITY BULLETIN
IN ACCORDANCE WITH THE CHARTER ON 12-29-2020

CLERK OF COUNCIL