

EMERGENCY

City of Cincinnati

IMD

EESW

An Ordinance No. 312 - 2022

**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.

WHEREAS, on September 29, 2022, the City received the report issued by James M. Mancini (the “Fact Finder”), who was appointed by the State Employment Relations Board (“SERB”) to preside at a fact-finding hearing between the City and Cincinnati Organized and Dedicated Employees, Inc. (“CODE”), after the parties were unable to reach agreement on all issues raised during the collective bargaining process; and

WHEREAS, the Fact Finder recommended that, in addition to terms mutually agreed upon by the parties, 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% effective 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; now, therefore,

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

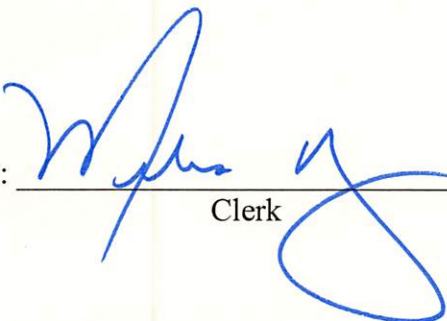
Section 1. That Council approves the fact-finding report of James M. Mancini (the “Fact Finder”), issued on September 29, 2022, between the City of Cincinnati and Cincinnati Organized and Dedicated Employees, Inc (“CODE”).

Section 2. That the City Manager is authorized to notify the State Employment Relations Board of the approval of the Fact Finder’s report, in the manner provided by the Ohio Revised

Code, and to take all other administrative actions necessary to implement the terms of the CODE collective bargaining agreement and the provisions of this ordinance.

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 comply with the terms of Chapter 4117 of the Ohio Revised Code, which require that the legislative body of a municipality take action on a fact finder's report not later than seven days after the issuance of the report.

Passed: October 5, 2022

Attest:   
Clerk

  
Aftab Pureval, Mayor