

October 15, 2025

To: Mayor and Members of City Council

From: Sheryl M.M. Long, City Manager

202501880

Subject: Emergency Ordinance: Authorizing the Implementation of the Cincinnati Organized and Dedicated Employees, Inc. Labor Management Agreement

Attached is an Emergency Ordinance captioned:

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.

This agreement provides the employees with a 5.0% wage increase (effective March 16, 2025), a 4.0% wage increase (effective March 15, 2026), and a 3.0% wage increase (effective March 14, 2027). The agreement incorporates significant changes to Health Insurance premium caps and prescription costs that represent substantial gains for the City. A summary of the agreement is attached hereto.

The reason for the emergency is the immediate need to enter into the labor management agreement.

The Administration recommends passage of this Emergency Ordinance.

cc: Latisha Hazell, Human Resources Director