

City of Cincinnati



Interdepartmental
Correspondence Sheet

December 14, 2020

To: Mayor and Members of Council **202002222**

From: Paula Boggs Muething, City Manager

Subject: Emergency Ordinance – Authorizing the Implementation of the FOP,
Local 69 Labor Management Agreement

Attached is an Emergency Ordinance captioned:

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.

This agreement incorporates community input and the previously-stated goals of the Mayor and Council which are based on national recommendations to increase police accountability and strengthen the Police Chief and City Manager's ability to impose appropriate discipline with due process protections by removing Peer Review from the grievance process, requiring an anonymous decision rendered by a three-person panel for arbitrations to mitigate systemic incentives to favor one side over the other, and retain disciplinary actions resulting in a 56-hour suspension or more in a member's personnel service record for an increased time of 7 years. The three-year agreement provides the members with a 5.0% wage increase in the first year of the contract (effective May, 2, 2021), a 4.0% wage increase in the second year of the contract (effective May, 1, 2022), and a 3.0% wage increase in the final year of the contract (effective April 30, 2023). A summary of the tentative agreement is attached hereto.

The Administration recommends approval of this Emergency Ordinance.

cc: William M. Brown, Human Resources Director