

November 3, 2021

To: Mayor and Members of City Council 202103060
From: Paula Boggs Muething, City Manager
Subject: **Emergency Ordinance: Authorizing the Implementation of the AFSCME 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 American Federation of State, County and Municipal Employees, Locals 190, 223, 240, 250, 1543, and 3119, the updated terms of which are reflected in the summary attached hereto.

This agreement provides the employees with a 5.0% wage increase (effective August 7, 2022), a 4.0% wage increase (effective August 6, 2023), and a 3.0% wage increase (effective August 4, 2024). Additionally, the agreement authorizes a one-time lump sum payment of \$1,000 of Premium Pay, also called "Hazard Pay," to be paid to employees. For eligible employees, this payment will be reimbursed using funds allocated under the American Rescue Plan Act of 2021, wherever applicable. The agreement incorporates significant reforms in the corrective action process that creates administrative efficiencies and limits liability for the City. The parties agreed to additional operational and language changes. A summary of the agreement is attached hereto.

The reason for the emergency is the immediate need to enter into the labor and management agreement and provide Premium Pay, also called Hazard Pay, to employees in the American Federation of State, County and Municipal Employees, Locals 190,223, 240, 250, 1543, and 3119 at the earliest possible date.

The Administration recommends passage of this Emergency Ordinance.

cc: Edward G. Ramsey, Interim Human Resources Director