

**NEGOTIATIONS BETWEEN
THE
CITY OF CLEVELAND
AND
CLEVELAND FIREFIGHTERS
LOCAL 93**

EXECUTIVE SUMMARY

NOVEMBER 17, 2022

1. WAGES – ARTICLE 22

- Apply five percent (5%) equity adjustment to wages retroactive to 4/1/22
- Apply following general wage increases:
 - Retroactive to 4/1/22 – 2%
 - Effective 4/1/23 – 2%
 - Effective 4/1/24 – 2%
- Condense step schedule to top out at five (5) years instead of ten (10) years.
- Increase Trainee rate to \$16.00/hour effective November 1, 2022 and increase to \$16.50/hour effective April 1, 2024

2. INSURANCE – ARTICLE 15

Maintain current benefit levels.

3. RECOGNITION – ARTICLE 1

Eliminate Apprentice Firefighter, Medic and Journeyman job titles and change to I, II, III and IV Grade Firefighter job titles.

4. SENIORITY – ARTICLE 4

Modify language to clarify that any change to a shift selection within a Unit or Battalion must be approved by the Chief or an Assistant Chief.

5. TRANSFERS – ARTICLE 5

- Paragraph A.1 – Modify such that when an employee who has been temporarily promoted vacates the promoted position by separation from employment or permanent transfer, both the

temporarily-promoted position and the member's permanent position shall be posted for transfer.

- Paragraph A.9 – Require that election of employee to revert back to Company or Unit assignment be exercised within thirty (30) days of the completion of the administrative transfer.
- Paragraph D – Establish incentives for employees assigned to FPB of up to two (2), three percent (3%) licensure premiums (maximum of 6%) added to their base pay.

6. HOURS OF DUTY – ARTICLE 7

- Paragraph A – Specify that Bureau of Emergency and Rescue Services to work 8-hour day/40-hour week schedule.
- Paragraph F -- Effective in 2023, increase annual comp-time cash-out budget to \$200,000 (currently \$175,000).
- Paragraph J – Identify 45-day time limit for Safety Director to determine whether an injury qualifies for hazardous duty injury (HDI) leave.

7. HOLIDAYS – ARTICLE 9

Add Juneteenth as a paid holiday.

8. LEAVES OF ABSENCE –ARTICLE 12

Paragraph E – Specify that any member or company officer placed on light or restricted duty may be assigned by management to an eight (8) or ten (10) hour schedule, forty (40) hours per week or a 24-hour shift schedule.

9. DISCIPLINE – ARTICLE 25

Add language requiring employees to report any felony indictments upon receipt of legal notice, as well as any resulting convictions.

10. LEGAL REPRESENTATION – ARTICLE 27

Require employees challenging a decision by the Director of Law to decline representation to do so through the arbitration process rather than in court.

11. **SUBSTANCE ABUSE – ARTICLE 28**

Eliminate outdated language requiring the ninety (90) day education and information period prior to the implementation of the random testing policy.

12. **BILL OF RIGHTS – ARTICLE 30**

Add language requiring the Director of Public Safety to dispose of administrative charges filed against an employee that do not give rise to a criminal indictment within ninety (90) days of the filing of the charges.

13. **COMPENSATORY TIME – ARTICLE 33**

Reduce the minimum written notice requirement for use of Family Days from fourteen (14) days to twelve (12) hours.

14. **MILITARY LEAVE – ARTICLE 34**

Modify language to specifically reference and apply City Ordinance §171.57.

15. **DURATION – ARTICLE 35**

Expiration date of March 31, 2025.