

**NEGOTIATIONS BETWEEN THE
CITY OF CLEVELAND
AND
CLEVELAND POLICE PATROLMEN'S ASSOCIATION
(CIVILIAN)**

EXECUTIVE SUMMARY

December 17, 2019

1. WAGES – ARTICLE 24

- **Wage Increases**
 - 2.0% increase retroactive to 4/1/19
 - 2.0% increase effective 4/1/20
 - 2.0% increase effective 4/1/21
- Modify eligible employees language as follows:

Employees not on the active payroll at the time the contract is executed ratified by the Association and City Council are not entitled to retroactive payments of wages or other monetary benefits.

2. INSURANCE – ARTICLE 22

3. UNION DUES – ARTICLE 7

Eliminate references to “fair share fees.”

4. DUTIES PREFERENCE – ARTICLE 11

Modify as follows:

Duties Preference. Not less often than annually, coincident with Platoon and Shift Bidding, all Dispatchers who have completed two (2) years of service in the job classification following completion of their probationary period shall declare their preference for working telephones, channels, or both. Dispatchers desiring to change their preference designation during the year may do so only in writing during the last week of each calendar month. The City will make reasonable efforts to assure ~~that each~~ qualified satisfy Dispatcher's preferences, subject to the operational needs of the Bureau of Communications. ~~are respected.~~ Overtime worked shall

not be counted in assessing whether a Dispatcher's preference has been respected. Assigning a Dispatcher to work outside his or her preference more than eight (8) times in a calendar month shall be considered a violation of this paragraph unless the assignments are made pursuant to an established rotation (such as two consecutive shifts in preference then one out of preference then two in preference, etc.) agreed to in writing by the Association.

5. **LEAVES OF ABSENCE – ARTICLE 13**

¶ d) – Add following language to the end of the second-last sub-paragraph:

(The terms of this paragraph are subject to modification consistent with implementation of a no-fault attendance policy.)

6. **HOURS OF WORK – ARTICLE 18**

Implement 12-hour shift schedules effective January 1, 2020.

7. **OVERTIME – ARTICLE 21**

Management to provide as much advance notice as possible of the need for emergency overtime and will undertake reasonable efforts not to mandate overtime more than two (2) successive days.

8. **UNIFORM ALLOWANCE – ARTICLE 27**

Modify second paragraph as follows:

An employee must be on the City's payroll at the time of payment. Newly hired employees shall receive their payment after an initial allotment of uniforms as determined by the City upon successful completion of their probationary period. The uniform maintenance payment for newly-hired employees shall be paid upon successful completion of probation and shall be prorated.

9. **FURLOUGHS – ARTICLE 29**

Add language allowing City, per its discretion, to allocate or deny credit for prior City employment for an employee resigning and then being rehired.

10. **DISCIPLINE – ARTICLE 31**

Employees not to be assigned to investigate conduct of fellow bargaining-unit members.

11. **GRIEVANCE PROCEDURE – ARTICLE 33**

Streamlining of timeframes and allow for submission of grievances to mediation upon mutual agreement of the parties.

12. **DURATION**

Date of ratification through March 31, 2022.

1604-19-05