

NEGOTIATIONS BETWEEN
THE CITY OF CLEVELAND
AND
FOP, LODGE 8

TENTATIVE AGREEMENT FOR 2019-2022 CBA

October 24, 2019

1. WAGES – ARTICLE 32

- Wage Increases
 - Retroactive to April 1, 2019 2.0%
 - Effective April 1, 2020 2.0%
 - Effective April 1, 2021 2.0%
- Modify language such that employees entitled to wage increases and retroactivity are those employed as of the date that both parties ratify agreement or the date of the conciliator's award.

2. INSURANCE – ARTICLE 18

Current contract on benefits to be maintained except that the following enhancements as proposed by the City shall be implemented:

- Modify life insurance coverage effective April 1, 2020 from \$15,000 to \$25,000; and
- Identify following supplemental benefit changes in side letter such that terms of Article 18 are not altered:

Dental: Reduce Deductible to \$25 per person and \$50 per family

 Increase Basic Coinsurance to 90%

 Increase Orthodontia Lifetime Maximum to \$2,000

 Increase Annual Maximum to \$2,000

Vision: Increase Frame Allowance to \$150

 Reduce UV copay to \$0

 Increase Eye Exam Frequency to once every 12 months

3. UNION SECURITY / CHECK OFF – ARTICLE 3

- Union Security
Delete references to “fair share fee(s)”
- Check Off
Revise withdrawal period to the month of March every year, and upon contract expiration.

4. HOURS OF WORK – ARTICLE 7

- ¶(e) – Modify per the attached.
- ¶(p) – Modify as follows:

(p) ~~Sector supervisors~~ Basic Patrol Supervisors assigned to an 8-hour shift shall receive one (1) hour of compensatory time, and ~~sector supervisors~~ Basic Patrol Supervisors assigned to a 10-hour shift shall receive one and one-half (1½) hours of compensatory time, per tour of duty for performing the responsibilities of a supervisory training officer when probationary patrol officers ~~in that sector~~ under their supervision, who is within the original six (6) month probationary period works that same tour of duty.

5. SHIFT DIFFERENTIAL – ARTICLE 9

Modify as follows:

All employees shall receive an hourly shift differential of thirty-five cents (35¢) or forty-seven cents (47¢) per hour worked as follows: ~~when employed on the Second Platoon, thirty five cents (35¢) per hour worked when employed on the Third Platoon; and forty seven cents (47¢) per hour worked when employed on the Fourth Platoon.~~

For purposes of determining the appropriate Shift Differential and Court premium pay only, the “starting time” listed at/during the below times shall designate the ~~respective platoon and applicable premium rate for employees assigned to eight-hour shifts.~~

From 0500 hours (5:00 a.m.) to 1159 hours (11:59 a.m.) – no shift differential

From 1200 hours (12 noon) to 1759 hours (5:59 p.m.) - 35¢

From 1800 hours (6:00 p.m.) to 0459 hours (4:59 a.m.) - 47¢

~~1st Platoon = From 0500 hours (5:00 a.m.) To 1159 hours (11:59 a.m.)~~

~~2nd Platoon = From 1200 hours (12 noon) To 1759 hours (5:59 p.m.)~~

~~4th Platoon = From 1800 hours (6:00 p.m.) To 2129 hours (9:29 p.m.)~~

~~3rd Platoon = From 2130 hours (9:30 p.m.) To 0459 hours (4:59 a.m.)~~

~~For purposes of determining the appropriate Shift Differential and Court premium pay only, for employees assigned to ten (10) hour shifts the "starting time" listed at/during the below times shall designate the respective platoon and applicable premium rate.~~

~~A Platoon from 0500 hours (5:00 a.m.) to 0900 hours (9:00 a.m.)~~

~~B Platoon from 1400 hours (2:00 p.m.) to 1800 hours (6:00 p.m.)~~

~~C Platoon from 1800 hours (6:00 p.m.) to 2200 hours (10:00 p.m.)~~

6. REPRIMAND – ARTICLE 11

Modify second paragraph as follows:

Employees will be subject to immediate discharge for, including but not limited to, the following offenses: 1) accumulation of any combination of two (2) OVI convictions and/or two (2) physical control convictions which have been reduced down from an OVI charge within two (2) years; and or 2) convictions for drug related offenses.

7. FURLOUGH – ARTICLE 12

Add the following language to the end of the first paragraph:

The City may vary from these vacation-scheduling parameters prior to the annual selection due to a large-scale scheduled event (e.g. "the RNC).

8. CLOTHING ALLOWANCE – ARTICLE 17

- Effective in 2020 increase maintenance allowance by fifty dollars (\$50.00).
- Effective for promotions made subsequent to ratification, increase one-time promotion uniform allowance as follows:
 - For patrol officer to sergeant – from \$250 to \$350
 - For sergeant to lieutenant – from \$250 to \$500

- For lieutenant to captain – from \$250 to \$350
- For captain to commander – from \$250 to \$350

9. HAZARDOUS DUTY INJURY – ARTICLE 19

Modify ¶(a) as follows:

(a) Because of the hazardous nature of active police duty, ~~days lost by~~ where an officer is injured as herein defined, due to a hazardous duty injury, ~~he/she shall not affect~~ maintain normal bi-weekly salary, and shall not have their holiday, accumulated overtime, accumulated furlough time, sick time and vacation days deducted. Nor shall an officer be deprived of any other benefit because of hazardous duty injury so determined by the Safety Director and confirmed by a physician designated by the City, except that employees shall not continue to accrue sick leave while on HDI. ~~and a~~ Any time lost due to such an injury shall not affect the formula for sick leave conversion at the time of retirement.

10. TERMINATION BENEFITS – ARTICLE 30

Modify eligibility for termination benefits from three (3) years to five (5) years prior to retirement.

11. DURATION – ARTICLE 37

Date of ratification or conciliation award through March 31, 2022.

HOURS OF WORK – ARTICLE 7

(e) 10-Hour Shifts. The City shall implement 10 -hour shifts for sergeants and lieutenants assigned to the B and C Platoons in basic patrol. Contingent upon mutual agreement of the parties, ten hour shifts may be implemented on A Platoon in basic patrol and for one or more specialized units. For ten-hour shifts and subject to the City’s ability to modify start times set forth below, “B” platoon shift coverage would be from 1300 to 2300 for sector 1 and 1500 to 0100 for sector 2. “C” platoon shift coverage will be from 2000 to 0800, with the following start times, 2100 for sector 1 and 2200 for sector 2. The following range of start times for those in basic patrol on eight-hour and ten-hour shifts shall be adhered to by the City.

A Platoon – 0500 to 0900

B Platoon – 1300 to ~~1800~~1759

C Platoon – 1800 to 2200

The City shall have the right to adjust shifts within these parameters. However, start times can be changed no more often than monthly [thirty (30) days] for those in basic patrol on ten-hour shifts, and the City shall notify an employee at least seven (7) calendar days in advance of any change of his/her normal starting time.

For employees assigned to ten-hour shifts, the following will be the work-day to off-day cycle.

4 on 4 off = 8 days

5 on 3 off = 8 days

5 on 3 off = 8 days

5 on 3 off = 8 days

5 on 4 off = 9 days

4 on 4 off = 8 days, then repeat from the top.

This cycle does not represent a "work period" for the purposes of FLSA. (29 U.S.C. 207(k)). This cycle must be implemented in a fashion which does not create built-in overtime.

~~For purposes of determining shift differential for those officers on basic patrol, the start times will be consistent with the ranges specified above (A Platoon 0500-0900, B Platoon 1300-1800 and C Platoon 1800-2200). A Platoon will continue on the eight hour shift schedule with platoon coverage at 0600 to 1400 for sector 1, and 0800 to 1600 for sector 2, subject to the City's right to modify starting times as set forth above.~~