

EXECUTIVE SUMMARY**between****THE CITY OF CLEVELAND****and****THE CLEVELAND POLICE PATROLMEN'S ASSOCIATION****(Non-Civilian Unit)****(Approximately 1,123 employees currently in the bargaining unit)****Reached: February 25, 2025****Ratified by Membership: March 6, 2025**

There follows a summary of the key amended terms of the April 1, 2025, through March 31, 2027, labor contract based on the negotiated agreement of the City of Cleveland and the Cleveland Police Patrolmen's Association, Non-Civilian Unit, as ratified by the membership on March 6, 2025.

1. COMPENSATION – ARTICLE 25

- 3 percent base wage increase in each year of the contract.
- Incorporate terms of the 2023 mid-term agreement between the City and CPPA, including:
 - Trainee wage rate at 83% of Patrol Office IV rate of pay;
 - Trainee signing bonus totaling up to \$5,000.00; and
 - Language regarding wage scale placement of trainees upon becoming sworn officers.

2. INSURANCE – ARTICLE 17

- Add language allowing the City to add additional coverage tiers.

3. BILL OF RIGHTS – ARTICLE 7

- Incorporate terms of the 2023 mid-term agreement between the City and CPPA providing that any member accused of a Group I policy violation during an O.P.S. or internal investigation, under certain circumstances, will only receive a non-disciplinary letter of reinstruction.

4. HOURS, OVERTIME, COURT-TIME, COMPENSATORY TIME, LUNCH BREAK – ARTICLE 10

- Add language providing that if the City does not comply with start-time parameters applying to support units, affected Officers will be given three (3) hours of non-FLSA compensatory time.

5. FURLOUGH – ARTICLE 11

- Revised Furlough chart to provide employees with 120 hours of vacation time after five (5) years of service (reduced from eight (8) years of service) in accordance with City policy.
- Add language providing that newly hired employees will be credited with eighty (80) hours of non-FLSA compensatory time after thirty (30) days of continuous service in accordance with City policy and that such time may be used only after the employee obtains the rank of Patrol Office IV or higher.
- Add language providing that calculation of an employee's years of service, for purposes of vacation time, will include any time the employee served as a sworn peace officer in any municipal or state government entity.

6. SICK LEAVE, CONTAGIOUS DISEASE, FUNERAL, MATERNITY, MILITARY – ARTICLE 12

- Increase maximum amount of sick leave an employee may donate to another to 144 hours annually.
- Amend language regarding funeral leave to clarify that employees may be absent up to five (5) consecutive days to plan and attend a memorial service in Ohio, or up to seven (7) consecutive days for a service outside of Ohio, including scheduled work days and scheduled days off (no change from current policy).
- Add language defining "immediate family" for the purpose of funeral leave (no change from current policy).

7. HOLIDAYS – ARTICLE 13

Add language providing that Officers who are not scheduled to work on a holiday will receive ten (10) hours of non-FLSA compensatory time.

8. TERMINATION BENEFITS – ARTICLE 14

- Increase time to receive pre-retirement fringe benefits from three (3) to five (5) years prior to retirement in accordance with state pension law.
- Amend language so that Officers with twenty (20) years of service may work their furlough at straight time and be paid for it in the same pay period (reduced from twenty-two (22) years of service) in accordance with state pension law.

9. UNIFORM ALLOWANCE – ARTICLE 16

- Increase uniform allowance from \$400.00 to \$450.00.
- Increase uniform maintenance payment from \$800.00 to \$850.00.

10. ASSIGNMENT AND TRANSFERS – ARTICLE 19

Add language providing that personnel demoted from supervisory ranks will be assigned to Basic Patrol.

11. EXHIBIT E – EXPERIMENTAL DISTRICTS/PROJECTS

Revise language to provide that the City and Union must mutually agree on implementation of an experimental project if the implementation requires amendment of existing Contract language.

12. SIDE LETTER – PHYSICAL FITNESS WORKING GROUP

Attach side letter providing that the City and Union will convene a working group to investigate the best means of evaluating Officer fitness, with the goal of establishing a voluntary Physical Fitness Program for bargaining unit members.

13. SIDE LETTER – ON-DUTY INJURIES

Attach side letter that providing that the City and Union will discuss the process for evaluating, rehabilitating, and returning Officers injured in the line of duty to work in full-capacity as quickly as possible.