

# Ordinance No. 1405-2025

**By Council Member Griffin  
(by departmental request)**

**FOR PASSAGE**  
**November 10, 2025**

## **AN EMERGENCY ORDINANCE**

Approving the collective bargaining agreement with the Service Employees International Union (SEIU), Local 1 and to amend Section 7 of Ordinance No. 194-2021, passed March 29, 2021, as amended, relating to salaries for various classifications.

WHEREAS, this ordinance constitutes an emergency measure providing for the usual daily operation of a municipal department; now, therefore,

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF CLEVELAND:

**Section 1.** That under division (B) of Section 4117.10 of the Revised Code, this Council approves the collective bargaining agreement with the Service Employees International Union (SEIU), Local 1, under the terms contained in File No. **1405-2025-A**, for the period from April 1, 2025, through March 31, 2028, and which provides, among other things, for an increase in the salaries and wages for members of the bargaining unit under the following schedule:

<u>Increase</u>	<u>Approximate Date of Increase</u>
3%	April 1, 2025
3%	April 1, 2026
3%	April 1, 2027

**Section 2.** That Section 7 of Ordinance No. 194-2021, passed March 29, 2021, is amended to read as follows:

**Section 7.** Service Employees International Union, Local 1. That salaries and compensation in the following classifications shall be fixed by the appointing authority in accordance with the schedule appearing after each classification:

		<u>Minimum</u>	<u>Maximum</u>
1	Animal Care Worker	<u>17.10</u>	<u>19.94</u> <u>21.33</u> <u>23.31</u>
2	Bridge Oiler	<u>19.64</u>	<u>22.24</u> <u>25.55</u> <u>27.95</u>
3	Canine Enrichment Specialist		<u>16.56</u> <u>19.94</u> <u>21.33</u>
<u>23.31</u>			
4	Custodial Worker	<u>17.89</u>	<u>19.94</u> <u>21.33</u> <u>23.31</u>
5	Window Washer	<u>17.89</u>	<u>19.94</u> <u>25.55</u> <u>27.95</u>

**Section 3.** That Section 7 of Ordinance No. 194-2021, passed March 29, 2021, is repealed.

**Section 4.** That this ordinance is declared to be an emergency measure and, provided it receives the affirmative vote of two-thirds of all the members elected to Council, it shall take effect and be in force immediately upon its passage and approval by the Mayor; otherwise it shall take effect and be in force from and after the earliest period allowed by law.

KR:uo

11-10-25

FOR: Director Cole

**By Council Member Griffin (by departmental request)****AN EMERGENCY ORDINANCE**

Approving the collective bargaining agreement with the Service Employees International Union (SEIU), Local 1 and to amend Section 7 of Ordinance No. 194-2021, passed March 29, 2021, as amended, relating to salaries for various classifications.

**READ FIRST TIME**  
and referred to**REPORTS**

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**CITY CLERK**

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**READ SECOND TIME**

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**CITY CLERK**

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**READ THIRD TIME on NOVEMBER 10, 2025**

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**PRESIDENT**

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**CITY CLERK**

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**APPROVED**

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**MAYOR**