

Council Summary  
Department of Public Safety

August 13, 2025

Ordinance No.: 801-2025

Legislative Purpose: To amend Section 171.37 of the Codified Ordinances of the City of Cleveland, Ohio, 1976, as amended by Ordinance No. 92-11, passed April 25, 2011, relating to reimbursement of tuition for employee education

Legislative Summary:

Amendments to CCO §171.37 – Tuition Reimbursement for Employee Education

**Purpose**

The proposed amendments to Cleveland Codified Ordinance §171.37 are intended to modernize the City’s tuition reimbursement policy to better reflect current educational costs and workforce needs. The goals of the amendments are:

- To support employees in obtaining education or training that enhances their ability to perform their duties.
- To fully reimburse employees for tuition costs when professional credentials or academic degrees are required to remain in their current positions.

**Summary of Key Amendments**

- **Increased Reimbursement Cap**  
Raises the annual reimbursement limit from \$1,000 to \$5,000 per employee per calendar year, the first increase since 1986.
- **Full Reimbursement for Required Credentials**  
Authorizes full tuition reimbursement when the course of study leads to a credential or degree that is a condition of continued employment in the employee’s current position.
- **Appointing Authority Discretion**  
Permits appointing authorities to impose additional, department-specific conditions for reimbursement, so long as those conditions are communicated in writing at the time of approval.

**Conclusion**

These amendments strengthen the City’s investment in workforce development, promote employee retention, and ensures that the ordinance more closely reflects the current cost of education and professional credentialing.