



**City of Cleveland**  
Justin M. Bibb, Mayor

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April 29, 2025

Mr. Blaine A. Griffin, President  
Cleveland City Council  
601 Lakeside Ave.  
Cleveland, Ohio 44114

Re: Ratification of SEME Collective Bargaining Agreement and Pay Band Legislation –  
May 12, 2025 Meeting

Dear President Griffin:

I am requesting legislation to be passed under suspension at the May 12, 2025 meeting:

- Ratification of the successor collective bargaining agreement for 04/01/25 – 03/31/28 reached between the City of Cleveland and the Service Employees, Maintenance Employees Local 1 (SEME – Local 1).
- Amend Pay Band – Section 18 in Ordinance 194-2021. The maximum rates are increased by one-half (1/2) percent to account for any rounding issues at time of implementation.

I am requesting this legislation be addressed under suspension, as it became effective 04/01/25, for the implementation of terms and conditions of the collective bargaining, including compensation.

If you have any questions, please contact me at (216) 664-2458

Thank you for your consideration of this request.

Sincerely,

Matthew J. Cole  
Director of Human Resources

Cc: Bradford Davy, Chief of Staff  
Ryan Puente, Deputy Chief of Staff/Chief of Government Affairs  
Mark Griffin, Director of Law  
Rachon Long, Director of Civil Service  
Egdilio Morales, Assistant Director of Human Resources  
Tiffany Fischbach, Chief Assistant Director of Law  
Nancy Lanzola, Project Director, Department of Law  
Ursula O'Hannon, Project Specialist, Department of Law