

**EXECUTIVE SUMMARY****between****THE OHIO PATROLMEN'S BENEVOLENT ASSOCIATION****(Protective Services Unit)****(Approximately 50 employees currently in the bargaining unit)**

<b>City Final Offer Presented:</b>	<b>March 28, 2025</b>
<b>Ratified by Membership:</b>	<b>May 20, 2025</b>

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There follows a summary of the key amended terms of the April 1, 2022, through March 31, 2025, labor contract based on the negotiated agreement of the City of Cleveland and the Ohio Patrolmen's Benevolent Association, Protective Services Unit, as ratified by the membership on May 20, 2025.

**1. WAGES – ARTICLE 32**

Base Wage Increases:

- Year 1 – retroactive to April 1, 2022 - 2% base wage increase
- Year 2 – retroactive to April 1, 2023 - 2% base wage increase
- Year 3 – retroactive to April 1, 2024 - 2% base wage increase

**2. NON-DISCRIMINATION – ARTICLE 5**

Amend to comport with protected classifications identified in City non-discrimination policy.

**3. LEAVES OF ABSENCE – ARTICLE 11**

Amend to incorporate by reference the City's military leave ordinance – C.O. 171.57.

**4. HOLIDAYS – ARTICLE 20**

Amend to include the Juneteenth holiday.

**5. PERSONNEL RECORDS – ARTICLE 29; DISCIPLINE – ARTICLE 30**

Amend to increase the lookback period for disciplinary determinations from two to three years.