

NEGOTIATIONS BETWEEN  
CITY OF CLEVELAND  
AND  
OHIO PATROLMEN'S BENEVOLENT ASSOCIATION  
UTILITIES POLICE

EXECUTIVE SUMMARY

June 30, 2021

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1. WAGES – ARTICLE 32

- Wages

- Retroactive to 4/1/19 – 2% increase
- Retroactive to 4/1/20 – 2% increase
- Retroactive to 4/1/21 – 2% increase

2. INSURANCE – ARTICLE 23

Current contract on benefits to be maintained except:

- Modify life insurance coverage effective July 1, 2021 from \$15,000 to \$25,000; and
- Modify dental and vision benefits effective July 1, 2021 as follows:

Dental: Reduce Deductible to \$25 per person and \$50 per family (from \$50 per person and \$150 per family)  
Increase Basic Coinsurance to 90% (from 80%)

Increase Orthodontia Lifetime Maximum to \$2,000 (from \$1,500)

Increase Annual Maximum to \$2,000 (from \$1,000)

Vision: Increase Frame Allowance to \$150 (from \$120)

Reduce UV copay to \$0 (from \$10)

Increase Eye Exam Frequency to once every 12 months (from once every 24 months for member aged 20 or over)

3. **RECOGNITION – ARTICLE 2**

Change reference from “Utilities Police Officer” to “Protective Services Officer.”

4. **UNION DUES – ARTICLE 6**

¶¶ (13) and (14) – Modify as follows:

(1) Employees covered by this Contract who have signed a form authorizing the payment of union dues shall be required to pay those dues in an amount determined by the Union. Employees are not required to join the Union as a condition of employment. The Employer shall deduct dues as appropriate.

(2) The Union must provide the City with at least thirty (30) days advance notice of any change in the union dues amounts. The City shall deduct this amount from the pay of said employee(s) and remit it to the Union.

5. **JOB DESCRIPTION – ARTICLE 13**

Change reference from “Utilities Police” and “Utilities Police Officer” to “Protective Services Officer.”

6. **OVERTIME EQUALIZATION – ARTICLE 17**

Modify second half of ¶76 as follows:

When overtime is filled through a bidding process, the City shall attempt to equalize anticipated overtime among all bargaining unit members based off the employee’s actual overtime worked. When the weekly bidding process is complete, the City shall offer anticipated overtime to those employees by rotating through the call-in list according to job classification seniority. The City shall possess the right, based on operational needs, to require an employee to work anticipated overtime if the City is unable to fill a particular opportunity for anticipated overtime with an individual from the call-in list. The City shall also possess the right, based on operational needs, to require an employee to work anticipated overtime without first being required to progress through the call-in list.

7. **UNIFORMS – ARTICLE 26**

- Paragraph 109 – Effective in 2021, increase uniform maintenance allowance by \$100 (from \$550 to \$650).
- Change reference from “Utilities Police Officer” to “Protective Services Officer.”

8. **LABOR MANAGEMENT COMMITTEE – ARTICLE 28**

Modify as follows:

(122) The City Labor Relations Representative and/or the Personnel Administrator of the Department of Public Utilities, together with other representatives of the Union, shall meet quarterly if requested by either party, for the purpose of discussing items of mutual interest, including but not limited to: safety issues, regulations or clarifications of City policy or ordinance, grievances and other workplace issues, and for the purpose of sharing information. The City and the Union shall name three (3) representatives to attend such meetings, other representatives may be added on an ad hoc basis upon mutual agreement. A party intending on introducing an item or items for discussion will provide an agenda of those items ten (10) days prior to the scheduled date of such meeting. Issues of safety shall be addressed by the Committee if requested by either party.

(123) The parties will provide a written response to the concerns raised by the other party within ten (10) days of the meeting, or may mutually agree to the joint submission of minutes of the meeting. Both parties agree that LMC meetings will not be used for the purpose of renegotiating this Contract.

9. **PROMOTIONS SIDE LETTER**

Modify as follows:

The City agrees that for the Civil Service process for filling the Assistant Security Manager (“lieutenant”) position, it will not identify prior supervisory experience as a requirement for the position.