

LEGUSLATIVE SUMMARY
between
THE CITY OF CLEVELAND
and
THE CLEVELAND POLICE PATROLMEN'S ASSOCIATION
Civilian Unit

(Approximately 110 employees are currently in the bargaining unit)

City Final Tentative Agreement Presented: **December 19, 2025**
Ratified by Membership: **February 26, 2026**

There follows a summary of the key amended terms of the April 1, 2025, through March 31, 2028, labor contract based on the negotiated agreement of the City of Cleveland ("City") and the Cleveland Police Patrolmen's Association, Civilian Unit ("CPPA"), as ratified by the membership on February 26, 2026.

1. WAGES – ARTICLE 24

- Retroactive to April 1, 2025, all salaries will be increased by three percent (3.0%).
- Effective during the first full pay period of January 2026, Bilingual Communication Specialist, Police Radio Dispatcher, and Safety Telephone Operator classification salaries will be increased by two percent (2.0%).
- Effective April 1, 2026, all salaries will be increased by three percent (3.0%).
- Effective April 1, 2027, all salaries will be increased by three percent (3.0%).
- Effective during the first full pay period of October 2027, Bilingual Communication Specialist, Police Radio Dispatcher, and Safety Telephone Operator classification salaries will be increased by two percent (2.0%).

2. HEALTH COVERAGE/HOSPITALIZATION – ARTICLE 22 (Pattern Settlement)

Amend Article 22 as follows:

Additional Coverage Tiers

The City reserves the right to introduce new health-care coverage tiers.

Life Insurance. The City shall provide all unit employees with Group Life Insurance in the **minimum** amount of \$15,000.00. ~~Effective April 1, 2020, the Group Life Insurance amount shall be increased to \$25,000.00.~~

Premium-Rate Stability Side Letter

The City and the Union agree that the percentage of the fully insured equivalent rates that were charged to employees during the 2024-2025 plan year will not change for the 2025-2026 plan year. If the City intends to change the rates it charges to employees in the 2026-2027 or 2027-2028 plan years, it will notify the Union and meet and discuss such increases prior to implementation.

3. SENIORITY - ARTICLE 10

- **Rehire of recent retirees (within 12 months)**

The City may rehire former employees who retired from the bargaining unit within the past 12 months. If rehired, the employee will retain all previously earned benefits that were not paid out at retirement. Their seniority and service credit will resume from their original departure date, but they will not receive credit for the period between retirement and rehire.

- **Rehire of Former Communications Bureau Employees (within 12 months)**

Former bargaining-unit employees of the Cleveland Division of Police Bureau of Communications who seek re-employment within 12 months may be reinstated at their previous pay step and seniority level, provided they:

- Maintained required certifications in good standing;
- Worked as an emergency dispatcher for a governmental law enforcement agency during the break in service;
- Have no duty-related restrictions preventing full assignment to prior responsibilities.

- **The City is not obligated to rehire any former employee.**

4. NEW ARTICLE ATTENDANCE - ARTICLE 13A

New Article 13A creates attendance standards, a points accrual system for expressly identified absences (accounting for statutory and approved leaves), progressive discipline based on point accrual, and reduction of points for periods of perfect attendance.

5. OVERTIME- ARTICLE 19

a. Amend Article 19 to read as follows:

For those bargaining unit employees on the normal eight (8) hour day, five (5) days per work week, shifts are defined as follows:

1st Shift: An employee for whom the majority of his normal hours of work fall after 7:30 a.m. and before 3:00 p.m.

2nd Shift: An employee for whom the majority of his normal hours of work fall after 3:00 p.m. and before 12:30 a.m. receives a shift premium of ~~thirty-five cents (\$35)~~ **forty-seven cents (\$47)** per hour.

3rd Shift: An employee for whom the majority of his normal hours of work fall between 12:30 a.m. and 7:30 a.m. receives shift premium of ~~thirty-five cents (\$35)~~ **forty-seven cents (\$47)** per hour.

Employees rotating between all three shifts shall receive a shift premium of ~~thirty-five cents (\$35)~~ **forty-seven cents (\$47)** per hour.

b. Amend Article 19 to read as follows:

All employees in the job classifications covered by this Contract shall receive not less than ~~time~~ one and one-half (1-1/2) times their regular rate of pay for all hours ~~voluntarily~~ worked in excess of ~~eight (8) hours~~ **their regularly scheduled hours** in one **work** day; ~~employees required to work in excess of their regularly scheduled hours shall receive not less than two (2) times their regular rate of pay for all hours worked.~~ **All employees in the job classifications covered by this Contract shall receive not less than one and one-half times their regular rate of pay for all hours worked on a regularly scheduled day off.**

6. HEALTH COVERAGE/HOSPITALIZATION - ARTICLE 22 (Pattern Settlement)

Additional Coverage Tiers

The City reserves the right to introduce new health-care coverage tiers.

Life Insurance Benefit Update

The Life Insurance section is clarified to ensure that all bargaining-unit employees receive a Group Life Insurance in the minimum amount of \$25,000.

Premium-Rate Stability Side Letter

A side letter guarantees no increase in the percentage of employee-paid health-care premiums for the 2025-2026 plan year. For the 2026-2027 and 2027-2028 plan years, if the City intends to adjust employee rates, it must notify the Union and meet to discuss such changes before implementation.

7. LONGEVITY - ARTICLE 26

Amend the longevity schedule to read as follows:

5 through 9 years	\$300.00
10 through 14 years	\$475.00
15 through 19 years	\$575.00
20 through 24 years	\$700.00
Over 24 years	\$800.00

After 5 years	\$300.00
After 10 years	\$475.00
After 15 years	\$575.00
After 20 years	\$750.00

8. UNIFORM ALLOWANCE - ARTICLE 27

a. Amend the first paragraph of Article 27 to read as follows:

All regular full-time employees in the job classification of Police Dispatcher, Bilingual Communication Specialist, and Safety Telephone Operator, shall receive an annual uniform credit of Three Hundred Dollars (\$300.00) and a

cash uniform maintenance payment of Three Hundred Fifty Dollars (\$350.00) on a date established by the City. An employee must be on the City's active payroll at the time of payment. Uniform maintenance payments to retirees may be prorated based upon the employee's date of retirement. Effective in ~~2024-2026~~, the annual uniform credit will be increased to ~~Three~~ **Four** Hundred ~~and Fifty~~ Dollars (~~\$350~~**400**.00) and the cash uniform maintenance payment will be increased to Four Hundred ~~and~~ **Fifty** Dollars (~~\$400~~**450**.00).

- b. Amend the fifth paragraph of Article 27 to read as follows:

~~Beginning in 2012, employees who have been employed in the Bureau of Communications for at least ten (10) years as of March 1 will have the option of receiving their uniform credit in cash. Beginning in 2024, e~~**Employees** who have been employed in the Bureau of Communications for at least five (5) years as of March 1 will have the option of receiving their uniform credit in cash.

9. FURLOUGHS - ARTICLE 29

- a. Amend the first paragraph to read as follows:

All regular full-time employees shall be granted the following furlough with full pay for each year based upon their length of City service as of December 31 of the preceding year, as follows:

<u>Years of Service</u>	<u>Furlough</u>
After 1 year	10 days
After 8 5 years	15 days
After 12 years	20 days
After 22 years	25 days

- b. Add the following to the first paragraph:

In lieu of receiving two weeks (eighty (80) hours) of furlough (vacation) time after thirty (30) days of continuous service as set forth in City policy, newly hired employees in this bargaining unit will be credited with eighty (80) hours of non-FLSA compensatory time after thirty (30) days of continuous service which will be available for use as paid time off after a newly hired employee has successfully completed all required initial training, are approved to operate independently, and are counted toward

operational staffing. Employees who have not met these conditions may not convert these eighty (80) hours to cash payment upon separation.

c. Add an appropriately numbered subparagraph reading as follows:

Unused furlough at the end of the calendar year will be converted to non-FLSA compensatory time.

10. GRIEVANCE PROCEDURE – ARTICLE 33

Amend Step 1-A to read as follows (removes right of alternative Civil Service appeal):

~~Step 1-A: Any disciplinary action involving suspension of eleven (11) working days or more, or a disciplinary reduction in rank or pay may be appealed to the Civil Service Commission in accordance with its rules and regulations. An employee may choose to appeal such disciplinary action by filing either a grievance, or an appeal to the Civil Service Commission, but in no case shall an employee be permitted to utilize both procedures. If an employee does not file a grievance within the fourteen (14) calendar day time limit or files an appeal through both the grievance procedure and the Civil Service Commission, the employee shall be deemed to have chosen to appeal to the Civil Service Commission. Decisions of the Civil Service Commission are not appealable through the grievance procedure.~~

11. DRUG AND ALCOHOL TESTING – ARTICLE 35

Amend Article 35 to read as follows:

1) Policy Statement: Both the Union and the City recognize illegal **and/or prohibited** drug usage and workplace alcohol abuse/misuse as a threat to the public safety and welfare and to the employees of the Police division. **Thus, the Division will take the necessary steps, including drug and alcohol testing, education, prevention, and rehabilitation, to maintain an illegal and/or prohibited drug/and alcohol free workplace which is the goal of this Article.** ~~Thus, the Division will take the necessary steps, including drug and alcohol testing, to maintain drug/alcohol-free workplace. The goal of this policy is education, prevention and rehabilitation rather than termination.~~

2) Definitions:

a) The term “**illegal and/or prohibited drug**” includes **tetrahydrocannabinol (“THC”)** ~~cannabis~~ as well as other controlled substances as defined in the Ohio Revised Code.

b) The term “**illegal and/or prohibited drug usage**” includes the ~~use~~ **intake or consumption** of ~~cannabis~~ **THC** or any controlled substance which has not been legally prescribed and/or dispensed, or the abusive use of a legally prescribed **or dispensed** drug.

e) The term “Alcohol Test” means a breath analysis test selected and certified under Federal Standards. An initial positive level of .03 grams per 210L of breath shall be considered positive for purposes of authorizing a confirming alcohol test. If initial screen results are negative, *i.e.*, below the positive level, testing shall be discontinued, ~~all samples destroyed~~ and records of the testing ~~expunged from~~ **shall not be placed in** the employee’s personnel file. Only employees with screen test results that are positive on the initial screen shall be subject to confirmation testing for alcohol. With respect to confirmation testing, a positive alcohol level shall be .03 grams per 210L of breath. ~~If~~ confirmatory breath testing results are negative, *i.e.*, below the positive level, all records of the testing shall ~~not be expunged from~~ **placed in** the employee’s personnel file.

3) **Prohibited Conduct.** The following is prohibited on City property, while working for the City, conducting City business, or while operating City vehicles:

- **Reporting to work under the influence of illegal and/or prohibited drugs or alcohol or testing positive for illegal and/or prohibited drugs or alcohol following random or reasonable suspicion testing.**
- **Being in possession of, using, selling or distributing illegal and/or prohibited drugs.**
- **Being impaired by prescription or over-the-counter medication that affects job performance or safety.**
- **Possessing, consuming, selling, or distributing alcohol in City buildings, or vehicles while conducting City business and/or operating City vehicles.**

12. **DURATION – ARTICLE 44**

Amend Article 44 to read as follows:

This Contract represents a complete and final understanding on all bargainable issues between the City and the C.P.P.A. and it shall be effective as of the date of ratification by the Association and City Council (~~July 12, 2023~~ **March 16, 2026**) or conciliation award, if applicable, and remain in full force and effect through March 31, ~~2025~~**2028**.

13. **12-HOUR SHIFT ADDENDUM**

Amend the 12-Hour Shift Addendum as follows:

Emergency Overtime – Emergency, ~~holdover or early call-in~~ overtime is limited to four (4) hours. **before or after an employee’s regularly scheduled shift and eight (8) hours on a regularly scheduled day off, subject to the provisions of Article 21. Employees required to work on a regularly scheduled day off may split their required shift with another employee or employees. Each such employee shall receive credit for having worked emergency overtime.** ~~Emergency overtime may be invoked to require employees to work on a day off but only in the event an inadequate number of volunteers or holdover/early call-in candidates are available to work the assignment.~~

Employees regularly scheduled to work on a holiday will be paid at their regular hourly rate for all hours actually worked and will receive non-FLSA compensatory time at 1.5 times the hours actually worked.

Employees not regularly scheduled to work on a holiday who nevertheless work will be paid 1.5 times their regular hourly rate for all hours actually worked and will receive non-FLSA compensatory time for the hours worked.

Employees not scheduled to work on a holiday who do not work will receive eight (8) hours of non-FLSA compensatory time.

Employees assigned to 12-hour shifts will receive a shift premium of forty-seven cents (\$.47) per hour for all hours worked.