



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

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May 6, 2026

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

Re: **Request for Legislation** – Ratification of the Association of Federal, State, County and Municipal Employees (AFSCME Local 100) Collective Bargaining Agreement and Pay Band Legislation (Section 8) – May 18, 2026 Meeting

Dear Council President Griffin:

I am requesting legislation be passed **under suspension** at the May 18, 2026 meeting:

- Ratification of the successor collective bargaining agreement for 04/01/25 – 03/31/28 reached between the Association of Federal, State, County and Municipal Employees (AFSCME Local 100) and;
- Amend Pay Band - Section 8 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: Ryan Puente, Chief of Staff  
Jessica Trivisonno, Deputy Chief of Staff/Chief Strategy Officer  
Mike Culp, Chief of Government Affairs  
Rachon Long, Director of Civil Service  
Egdilio Morales, Assistant Director of Human Resources

Mark Chimo, Labor Relations Manager  
Andre Reynolds, Legislation Liaison, Department of Finance  
Lonya Moss-Walker, Commissioner of Accounts, Department of Finance  
Tiffany Fischbach, Chief Assistant Director of Law  
Katherine Nielson, Senior Advisor for Policy  
Nancy Lanzola, Project Director, Department of Law  
Ursula O'Hannon, Project Specialist, Department of Law