

**EXECUTIVE SUMMARY****between****THE FRATERNAL ORDER OF POLICE, LODGE 8****(Sergeants and Lieutenants Unit)****(Approximately 224 employees currently in the bargaining unit)**

<b>City Final Offer Presented:</b>	<b>April 10, 2025</b>
<b>Ratified by Membership:</b>	<b>April 24, 2025</b>

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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 and the Fraternal Order of Police, Lodge 8, Promoted Rank Unit, as ratified by the membership on April 24, 2025.

**1. SALARIES – ARTICLE 32**

- 3 percent base wage increase in each year of the contract based on the existing 16% rank differential with CPPA Patrol Officer Unit and applied to each promoted rank.

**2. INSURANCE – ARTICLE 18**

- Add language allowing the City to add additional coverage tiers.

**3. BILL OR RIGHTS – ARTICLE 4**

- Incorporate terms of the 2023 mid-term agreement between the City and FOP providing that any member accused of a Group I policy violation during an O.P.S. or internal investigation, under certain circumstances, will only receive a non-disciplinary letter of reinstruction.

**4. OVERTIME – ARTICLE 7**

- Add language providing that all members are entitled to two days off per quarter using compensatory time.

- Add language providing that members assigned to a 12-hour shift will receive two hours of compensatory time per tour of duty in which they perform the duties of a supervisory training officer.

#### **5. REPRIMAND – ARTICLE 11**

- Incorporate terms of the 2023 mid-term agreement providing that verbal warnings and written reprimands shall not be used for progressive discipline purposes after one (1) year from the date the discipline was issued; and disciplinary suspensions shall not be used for progressive discipline purposes after three (3) years from the date the discipline was issued.

#### **6. FURLOUGH – ARTICLE 12**

- Revise Furlough chart to provide employees with 120 hours of vacation time after five (5) years of service (reduced from eight (8) years of service) in accordance with City policy.

#### **7. SICK LEAVE – ARTICLE 13**

- Increase maximum amount of sick leave an employee may donate to another to 144 hours annually.

#### **8. CLOTHING ALLOWANCE/MAINTENANCE – ARTICLE 17**

- Increase uniform allowance from \$400.00 to \$450.00.
- Increase uniform maintenance payment from \$800.00 to \$850.00.

#### **9. TRANSFERS – ARTICLE 29**

- Add language providing that members not selected for specialized unit assignments will receive email notification from the interviewing supervisor(s), which may include recommendations for improvement for future consideration.

#### **10. VOLUNTARY COMPENSATORY TIME BUYOUT PROVISION – ARTICLE 33**

- Increased amount required to be budgeted for compensatory time buyout to \$375,000.00 (from \$300,000) in 2025.
- Increase amount required to be budgeted from compensation time buyout to \$400,000.00 in 2026.

## **11. SIDE LETTER – PHYSICAL FITNESS WORKING GROUP**

- Attach side letter providing that the City and Union will convene a working group to investigate the best means of evaluating officer fitness, with the goal of establishing a voluntary Physical Fitness Program for bargaining unit members.