

**EXECUTIVE SUMMARY**  
**between**  
**THE CITY OF CLEVELAND**  
**and**  
**IAFF LOCAL 93 - ARFF**  
**(Safety Supervisors/Safety Commanders)**  
  
**(Approximately 14 employees)**

**Agreement Reached:**  
**Ratified by Membership:**

**November 11, 2025**  
**November 18, 2025**

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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 International Association of Fire Fighters, Local 93 - ARFF, as ratified by the membership on November 18, 2025.

**1. WAGES – ARTICLE 18**

- a. Update wage chart per Attachment A.
- b. 3 percent base wage increase for all employees who obtain and maintain the Airport Master Firefighter Certification (AMFC), in addition to the base wage increases captured in the wage chart in Attachment A.

**2. INSURANCE – ARTICLE 24 (Per City Pattern Bargaining Position)**

- Add language allowing the City to add additional coverage tiers mid-term.
- Allow City to increase life insurance coverage mid-term.

**3. RECOGNITION – ARTICLE 1**

- Add language to bargaining unit description adding Shift Commanders (Captains) to the bargaining unit per SERB's Directive in Case No. 2025-REP-01-0008

**4. WORKWEEK – ARTICLE 6**

- Add new section allowing the City to assign employees to Temporary Restricted Duty for up to 60 days where employees are unable to perform the essential functions of their jobs due to illness or injury.

**5. OVERTIME – ARTICLE 7**

- Add language stating hours paid for compensatory time off, exclusive of Family Days, will not be counted as hours worked for the purpose of overtime.

- Add new section providing employees with two “Family Days” off annually, to be charged against their accumulated compensatory time.

**6. LEAVES OF ABSENCE – ARTICLE 11**

- Add language providing that bargaining unit members will receive Paid Safe Leave pursuant to City Codified Ordinance § 171.67 in accordance with City pattern bargaining position.

**7. VACATION – ARTICLE 13 (Per City Pattern Bargaining Position)**

- Revise Vacation chart to provide employees with 15 days (8-hour employees) or six shifts (24-hour employees) after five (5) years of service (reduced from eight (8) years of service) in accordance with City policy.

**8. HOLIDAYS – ARTICLE 14**

- Add language regarding holiday pay so that members who actually work on designated holidays are paid at one and one-half (1½) times their straight time hourly rate for all hours actually worked.
- Add language providing members who work 24-hour shifts with 144 hours of paid holiday time annually.
- Add language providing employees who work on a holiday when not regularly scheduled to work with one-half (½) hour of non-FLSA compensatory time for every hour actually worked on the holiday.

**9. SAFETY AND CLOTHING – ARTICLE 23 (Per City Pattern Bargaining Position)**

- Increase annual uniform allowance to \$450.00 (increased from \$400.00).
- Increase annual uniform maintenance allowance to \$500.00 (increased from \$450.00).