FILE NO. 973-2025-A

LEGISLATIVE SUMMARY

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 93

(Approximately 765 employees currently in the bargaining unit)

City Final Offer Presented:	July 18, 2025
Agreement Reached:	July 23, 2025
Ratified by Membership:	July 29, 2025

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, as ratified by the membership on July 30, 2025.

1. COMPENSATION – ARTICLE 22

Base Wage Increases -

- Year 1 – retroactive to April 1, 2025 – 12% + 3% base wage increase (Parity with Police)
- Year 2 – retroactive to April 1, 2026 - 3% base wage increase
- Year 3 – retroactive to April 1, 2027 - 3% base wage increase

2. HOURS OF DUTY – ARTICLE 7

Hours paid for sick leave and compensatory time off shall not be counted for the purpose of determining overtime payments during a pay period with the exception of specific circumstances.

3. VACATIONS – ARTICLE 8

Amended language to comport with the vacation accrual procedures for non-bargaining employees. Employees will receive three (3) weeks of vacation after five (5) years rather than eight (8) years.

4. HOLIDAYS – ARTCLE 9

Payments for employees assigned to twenty-four (24) hour shifts will be discontinued and only employees who work on a holiday will be paid one and one-half (1 ½) times their hourly rate for hours actually worked on the holiday.

5. LEAVES OF ABSENCE – ARTICLE 12

Employees will receive Paid Safe Leave in accordance with City Ordinance 171.67.

6. BILL OF RIGHTS – ARTICLE 30

Pre-Disciplinary Hearings will no longer be required for verbal or written reinstructions.