City of Cleveland
Justin M. Bibb, Mayor

September 9, 2025

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

Re: Legislation for Passage (Payband Ordinance Updates) Pursuant to Ordinance 189.02(a)(1) Regarding Fair Employment Wages – September 22, 2025 Meeting

Dear Council President Griffin:

I am requesting legislation to be passed **under suspension** at the September 22, 2025 meeting:

Sections 4-6, 30-41, 43, and 45
Passage the above-cited sections amends the pay band for all affected non-bargaining classifications with the exception of Section 50 ("Municipal Court Employees"), Section 51 ("Housing Court Employees") and Section 52 ("Clerk of Court Employees").

Specifically, it amends multiple classifications to a minimum rate of either $16.26 hourly or $33,820.80 annually pursuant to Ordinance 189.02 (a)(1) which in part states, "The Fair Employment Wage shall be adjusted by the City of Cleveland on an annual basis, beginning October 1, 2024 and each year thereafter in proportion to the Consumer Price Index for Northeast Ohio, as published by the Bureau of Labor Statistics, U.S. Department of Labor". The minimum rates have been adjusted to reflect the CPI for our region, which increased by 2.6%.

This legislation is requested to be passed under suspension as it relates to employees' compensation. Thank you for your consideration of this request.

If you have any questions, please contact me at (216) 664-2458.

Sincerely,

Matthew J. Cole
Director of Human Resources

CC: Bradford Davy, Chief of Staff
Ryan Puente, Deputy Chief of Staff/Chief of Government Affairs
Rachon Long, Director of Civil Service
Mike Culp, Senior Advisor
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
Nancy Lanzola, Project Director, Department of Law
Ursula O'Hannon, Project Specialist, Department of Law