City of Cleveland
Justin M. Bibb, Mayor

October 2, 2026

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 – October 19 Meeting

Dear Council President Griffin:

I am requesting legislation to be passed **under suspension** at the October 19, 2026 meeting:

> **Sections 4-6, 30-41, 43, and 45**
> Passage the above-cited sections amends the pay band for all affected **non-bargaining** classifications except for 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 $16.85 hourly or $35,048.00 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". Effective October 1, 2026, the minimum rates have been adjusted to reflect the CPI for our region, which increased by 3.6%.

This legislation is requested to be passed under suspension as it may relate 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: 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
Meredith Baumgartner, Legislation Liaison, 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