

ORDINANCE NO. 125-2024(AS), *First Reading*

By Mayor Seren

An Ordinance to accept the fact-finding recommendations in the matter of the City of Cleveland Heights and the Cleveland Heights Fire Fighters Association, Local No. 402, International Association of Fire Fighters, AFL-CIO, ("Union") SERB Case No. 2024-MED-01-0022; authorizing the Mayor to enter into a successor collective bargaining agreement between the City and the Union covering the period commencing April 1, 2024, through March 31, 2027, in SERB Case No. 2024-MED-01-0022; amending Section 3 of Ordinance No. 38-2023, "Wage and Salary Ordinance," to incorporate the labor agreement, and declaring an emergency.

WHEREAS, the Union was certified as the exclusive representative of specified classifications within the Division of Fire, Department of Public Safety, by the State Employment Relations Board on December 3, 1984, (SERB Case No.: 84-VR-07-1597); and

WHEREAS, on March 15, 2024, the City and Union commenced negotiations for a successor agreement to the agreement that expired on March 31, 2024, (SERB Case No. 2024-MED-01-0022); and

WHEREAS, on July 2, 2024, negotiations proceeded to a fact-finding hearing in which both parties presented evidence and testimony supporting their positions, and the presiding fact-finder issued a report and recommendations; and

WHEREAS, the fact-finder issued his report and recommendations on July 22, 2024, consistent with the provisions of R.C. 44117.14(C)(5); and

WHEREAS, under R.C. 4117.14(C)(6), if neither the Council nor the Union reject the recommendations, the recommendation shall be deemed agreed upon as the final resolution of the issues. Additionally, the Council may accept the recommendations by a vote of three-fifths of the total membership; and

WHEREAS, upon review, the Mayor and the Council have determined the fact-finding recommendations to be acceptable as a whole in consideration of the interests of the City and the interest and welfare of the public;

BE IT ORDAINED by the Council of the City of Cleveland Heights, Ohio, that:

SECTION 1. The Council hereby accepts the recommendations of the fact-finder in SERB Case No. 2024-MED-01-0022.

SECTION 2. The Mayor is hereby authorized to enter into a successor collective bargaining agreement between the City and the Union covering the period commencing April 1, 2024, through March 31, 2027, in SERB Case No. 2024-MED-01-0022;

ORDINANCE NO. 125-2024(AS)

SECTION 3. Section 3 of Ordinance No. 38-2023, the “Wage and Salary Ordinance,” shall be and hereby is amended to henceforth read as follows:

Sworn members of the Fire Department who are represented by the International Association of Fire Fighters shall have the terms, conditions, and benefits of employment as described in the labor agreement and other related documents between the City of Cleveland Heights and the International Association of Fire Fighters. The agreement covers the period commencing April 1, 2024, through March 31, 2027, and may be extended by agreement of the parties. The paramedic compensation, academic achievement bonus, and the clothing maintenance allowance shall apply to all sworn members of the Department. A copy of the labor agreement and other related documents are on file in the Office of the Mayor.

SECTION 4. Notice of the passage of this Ordinance shall be given by publishing the title and abstract of its contents, prepared by the Director of Law, once in one newspaper of general circulation in the City of Cleveland Heights.

SECTION 5. This Ordinance is hereby declared to be an emergency measure immediately necessary for the preservation of the public peace, health and safety of the inhabitants of the City of Cleveland Heights, such emergency being the need to timely accept the fact-finding report and recommendations. Wherefore, provided it receives the affirmative vote of five (5) or more of the members elected or appointed to this Council, this Ordinance shall take effect and be in force immediately upon its passage; otherwise, it shall take effect and be in force from and after the earliest time allowed by law.



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TONY CUD  
President of Council



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ADDIE BALESTER  
Clerk of Council

ORDINANCE NO. 125-2024(AS)

PASSED: August 5, 2024

Presented to Mayor: 08.08.2024

Approved: 08.15.2024

A handwritten signature in blue ink, appearing to read 'Kahlil Seren', is positioned above a horizontal line.

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KAHLIL SEREN  
Mayor