

REQUESTED BY:  
GREATHOUSE

LAW DEPARTMENT  
DRAFT NO. 0397

TITLE

AN ORDINANCE FOR THE PURPOSE OF APPROVING AND IMPLEMENTING THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF WARREN, OHIO, AND THE OHIO PATROLMEN'S BENEVOLENT ASSOCIATION FOR POLICE OFFICERS AND DECLARING AN EMERGENCY.

ORDINANCE NO. 13252/2023

WHEREAS, negotiations with THE OHIO PATROLMEN'S BENEVOLENT ASSOCIATION FOR POLICE OFFICERS have been recently completed; and

WHEREAS, this Council desires to approve, implement and ordain as law the collective bargaining agreement entered into as a result of the aforementioned negotiations; NOW THEREFORE

BE IT ORDAINED by the Council of the City of Warren, State of Ohio:

Section 1: That the collective bargaining agreement entered into on June 30, 2023, by and between the City of Warren, Ohio, and THE OHIO PATROLMEN'S BENEVOLENT ASSOCIATION FOR POLICE OFFICERS, be, and the same hereby is, approved and ordained as law as to those employees expressly covered by said agreement, all to be effective on and after the effective date of said agreement as expressly stated within said agreement. A copy of said collective bargaining agreement is attached hereto as "EXHIBIT A". Said "EXHIBIT A" is hereby incorporated within this Ordinance as if fully rewritten herein.

Section 2: That the City Auditor be, and hereby is, authorized and directed to pay those employees covered by this Ordinance. Said employees shall be paid only the compensation and pay set forth in the appropriate sections of the aforementioned agreement. The Director of Public Service and Safety shall have the responsibility of administering the pay plan and the provisions of the aforementioned agreement.

Section 3: That effective January 1, 2023, Ordinance No. 12969/2020 be, and the same hereby is, repealed in its entirety.

Section 4: That this ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health, welfare, and safety, and for the further reason that the wages, terms, and conditions of employment of the employees covered by the aforementioned agreement should be brought up to date without any undue delay. WHEREFORE, this Ordinance shall go into immediate effect.

Passed in Council this 12th day of JULY, 2023

SIGNED: [Signature]  
PRESIDENT OF COUNCIL

ATTEST: [Signature]  
CLERK

FILED WITH THE MAYOR: 7-12-2023

DATE APPROVED: 7-12-2023

[Signature]  
MAYOR, CITY OF WARREN, OHIO

**AGREEMENT BETWEEN THE CITY OF WARREN, OHIO**

**and;**

**OHIO PATROLMEN'S BENEVOLENT ASSOCIATION (BLUE)**

**Effective January 1, 2023/Expires December 31, 2025**

**Substantial Contractual Changes:**

Three (3) year agreement, expires December 31, 2025

**PAY RATES:**

Effective January 1, 2023 the hourly rate for all bargaining unit members shall increase by 4.0%.

Effective January 1, 2024 the hourly rate for all bargaining unit members shall increase by 2.0%.

Effective July 1, 2024 the hourly rate for all bargaining unit members shall increase by 2.0%.

Effective January 1, 2025 the hourly rate for all bargaining unit members shall increase by 2.0%.

Effective July 1, 2025 the hourly rate for all bargaining unit members shall increase by 2.0%.

Eliminate bottom two tiers

**HEALTH CARE BENEFITS:**

The monthly premium contribution will increase from ten percent (10%) of the total monthly premium to thirteen percent (13%) of the total monthly premium in year three (3) of the contract as determined by the insurance carrier's actuary for medical, hospitalization, prescription and dental coverage. OPBA employee monthly premium contributions will increase \$20.00/month in year two (2) of the contract and \$20.00/month in year three (3) of the contract. During the first year of this agreement, the employee's monthly contribution shall not exceed \$100.00 per month for single coverage and \$175.00 per month for family coverage.