

ORDINANCE NO. 107-2025(AS), *Second Reading*

Introduced by All City Councilmembers

An Ordinance amending Chapter 131 to add provisions for equity pay adjustments and benefits for the Chiefs of the Police and Fire Departments and Assistant Fire Chief.

WHEREAS, Article 5, Section 4 of the Cleveland Heights Charter requires this Council to “fix by ordinance the salary, rate, or amount of compensation of all officers and employees of the City;” and

WHEREAS, Cleveland Heights Codified Ordinance Section 139.21 generally requires this Council to “establish employees’ wages, hours of work, sick leave benefits, paid hospitalization benefits, vacations, legal holidays, and all other forms of fringe benefits and other conditions of employment by ordinance;” and

WHEREAS, the City of Cleveland Heights is committed to fair and equitable compensation practices that promote retention, recognize leadership performance, and retain talented and experienced public employees; and

WHEREAS, the City of Cleveland Heights recognizes the critical role of the Police Chief in ensuring public safety, maintaining law and order, and leading the police department with integrity and professionalism; and

WHEREAS, the position of Police Chief carries significant responsibilities, including strategic planning, departmental oversight, and community engagement, and requires extensive experience and leadership capabilities; and

WHEREAS, the City of Cleveland Heights recognizes the position of Fire Chief plays a critical leadership role in ensuring public safety, emergency response coordination, and overall management of the fire department; and

WHEREAS, the position of Fire Chief carries significant responsibilities, including strategic planning, department oversight and scope of the position has increased in recent years due to changes in emergency response demands, departmental operations, and interagency coordination; and

WHEREAS, the members of the police and fire departments, represented by their respective bargaining units, have negotiated salary, certain benefits and conditions of employment through collective bargaining agreements; and

WHEREAS, the salary compensation and benefits enjoyed by some members of the bargaining units exceeds or potentially exceeds the current base compensation for the Police Chief, Fire Chief and Assistant Fire Chief positions a salary adjustment is

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needed to address internal equity and ensure external competitiveness within the public safety sector; and

WHEREAS, it would be equitable to provide the Police Chief, Fire Chief and Assistant Fire Chief with benefits that are comparable to those provided to members of the respective bargaining units, in recognition of their responsibilities and to promote fairness and consistency within the departments; and

WHEREAS, aligning the benefits of the Police Chief, Fire Chief and Assistant Fire Chief with those of their departmental personnel promotes morale, recruitment, and retention of qualified leadership; and

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

SECTION 1. Chapter 131 of the Codified Ordinances of Cleveland Heights is hereby amended to add section 131.25 COMPENSATION OF POLICE CHIEF as set forth in Exhibit 1 attached hereto and incorporated herein.

SECTION 2. Chapter 131 of the Codified Ordinances of Cleveland Heights is hereby amended to add section 131.26 COMPENSATION OF FIRE CHIEF and Assistant Fire Chief as set forth in Exhibit 1 attached hereto and incorporated herein.

SECTION 3. Chapter 131 of the Codified Ordinances of Cleveland Heights is hereby amended to add section 131.27 BENEFITS FOR DEPARTMENT CHIEFS AND ASSISTANT as set forth in Exhibit 1 attached hereto and incorporated herein.

SECTION 4. Upon passage of this Ordinance the provisions of 131.25 and 131.26 shall be applied retroactively to April 1, 2024 to align with the effective dates of the Agreements between the City of Cleveland Heights and Cleveland Heights Firefighters Assoc. Local 402 and Ohio Patrolmen's Benevolent Association.

SECTION 5. It is found and determined that all formal actions of the Council relating to the adoption of this Ordinance were adopted in an open meeting of this Council, and that all deliberations of this Council and any of its committees that resulted in such formal action, were in meetings open to the public, in compliance with all legal requirements.

SECTION 6. Notice of the passage of this Resolution 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 or by posting the full text of this Resolution to the City of Cleveland Heights website.

SECTION 7. This Ordinance shall take effect and be in force at the earliest time permitted by law.



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TONY CUD  
President of Council



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ADDIE BALESTER  
Clerk of Council

PASSED: June 16, 2025

Presented to Mayor: 06/18/2025 Effective date: 06/27/2025\*

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KAHLIL SEREN  
Mayor

\*Effective date per Article IV, Section 5 of the Codified Ordinances of the City of Cleveland Heights

**EXHIBIT 1**

**131.25 COMPENSATION OF POLICE CHIEF**

Subject to the maximum annual compensation provided in the then-current wage and salary ordinance, the base compensation for the Chief of Police shall be 13% higher than the base pay rate for Police Captain established in the collective bargaining agreement between the City of Cleveland Heights and the Ohio Patrolmen's Benevolent Association.

**131.26 COMPENSATION OF FIRE CHIEF AND ASSISTANT FIRE CHIEF.**

Subject to the maximum annual compensation provided in the then-current wage and salary ordinance, the base compensation for the Chief of the Fire Department shall be 22% higher than the base pay rate for Battalion Chief, as established in the collective bargaining agreement between the City of Cleveland Heights and the Cleveland Heights Firefighters Association Local No. 402. The base compensation for the Assistant Fire Chief, subject to the maximum compensation set forth in the then-current wage and salary ordinance, shall be 11% higher than the base pay rate for Battalion Chief.

**131.27 BENEFITS FOR DEPARTMENT CHIEFS AND ASSISTANT**

In addition to base salary, the Chief of the Police Department and the Chief and Assistant Chief of the Fire Department shall be entitled to the same benefits they would otherwise be entitled to if they were a member of the union whose membership they supervise including, but not necessarily limited to, longevity pay, health and fitness bonus and any other incidental remuneration.