

MEMORANDUM OF AGREEMENT

The City of Cleveland ("City") and the Cleveland Police Patrolmen's Association ("CPPA"), after discussions concerning measures to enhance recruitment of candidates to serve as Police Officers with the Cleveland Division of Police for the benefit of the public and current Police Officers and notwithstanding the provisions of Article 25 of the parties' current collective bargaining agreement ("Contract") concerning the compensation of Police Trainees and newly sworn Police Officers, agree as follows:

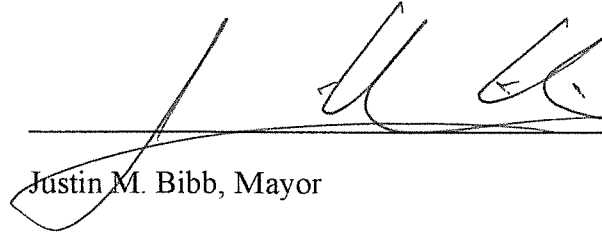
1. Police Trainees will be paid at a rate that is 83% of the Patrol Officer IV rate of pay.
2. A Police Trainee who holds a Bachelor's degree or higher academic degree from an accredited college or university at the time of hire and provides documentation of such degree will attain the rank of Patrol Officer III upon being sworn in as a Police Officer and will remain in that rank for the remainder of one year (52 total weeks); progression through other ranks shall continue at one (1) year intervals in accordance with past practice.
3. A Police Trainee who has served on active duty in the Armed Forces of the United States for 180 consecutive days or more prior to the date of hire and provides Proof of Active Service Form DD 214 including the length of such service and stating that the Police Trainee has received an honorable discharge or separation or a general discharge under honorable conditions will attain the rank of Patrol Officer III upon being sworn in as a Police Officer and will remain in that rank for the remainder of one year (52 total weeks); thereafter progression through other ranks shall continue at one (1) year intervals in accordance with past practice.
4. A Police Trainee who has received OPOTA certification prior to the date of hire and provides documentation of such certification will receive payment for the cost of the OPOTA certification course (class and textbooks only) upon being sworn in as a Police Officer and successfully completing the six (6) month probationary period following swearing in.
5. Police Trainees will receive a signing bonus totaling up to \$5,000 (subject to required withholdings), distributed as follows, and subject to the terms of any required training cost reimbursement agreement executed with the City:
 - a. \$1,000 as part of the Police Trainee's first paycheck after starting at the Cleveland Police Academy;
 - b. \$1,000 within 30 days of being sworn in as a Police Officer; and

- c. \$3,000 within 30 days of successful completion of the six (6) month probationary period following swearing in.

The provisions of this Memorandum of Agreement take effect upon execution by the City and the CPPA, amend only the terms specifically addressed herein, and in no way alter or amend other Contract terms, rights, or obligations.

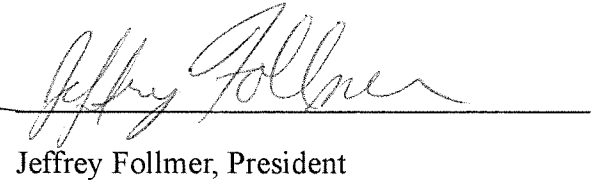
IT IS SO AGREED THIS 23RD DAY OF AUGUST, 2023:

FOR THE CITY OF CLEVELAND:

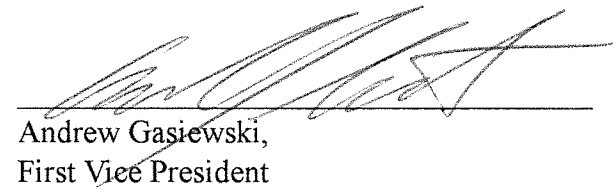


Justin M. Bibb, Mayor

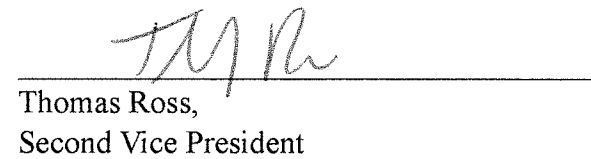
**FOR THE CLEVELAND POLICE
PATROLMEN'S ASSOCIATION:**



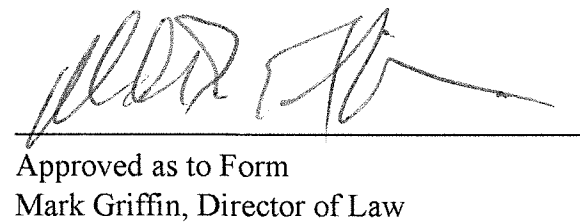
Jeffrey Follmer, President



Andrew Gasiewski,
First Vice President



Thomas Ross,
Second Vice President



Approved as to Form
Mark Griffin, Director of Law