

## MEMORANDUM OF UNDERSTANDING

The City of Cleveland and The Cleveland Police Patrolmen's Association are parties to a collective bargaining agreement ratified on August 10, 2022. The following paragraph was added to paragraph 73 of Article 28 – Suspensions from Duty:

*A disciplinary suspension shall be administered as eight (8) hours for each day of suspension. However, an officer working a ten (10) hour shift who receives a disciplinary suspension and who will be suspended for fewer than ten (10) hours on a shift, shall use compensatory time to account for the remaining hours in that shift. If the officer does not have sufficient compensatory time, the officer shall be required to work the hours.*

It has become apparent to the parties that this paragraph can be interpreted in different ways. This Memorandum of Understanding has been reached between the parties in order to clarify their intent.

The parties intended to express that days of suspension are to be fixed as 8-hour days whether an officer's usual day consists of 8 or 10-hour long shifts so that officers are serving cost-equivalent suspensions. A 10-day suspension is equivalent to an 80-hour suspension (8 hours per day for 10 days) for an officer working either 8 or 10-hour days. An officer working 8-hour days would be off work serving the suspension for 10 days; an officer working 10-hour days or shifts would be off work serving the suspension for 8 days.

Certain suspensions will result in a partial day suspension for those officers working 10-hour days. For example, an 8-day suspension is equivalent to a 64-hour suspension (8 hours per day for 8 days) for an officer working either 8 or 10-hour days. An officer working 8-hour days would be off work serving the suspension for 8 days; an officer working 10-hour days would be off work serving the suspension for 6 days plus an additional 4 hours on a seventh day. The remaining 6 hours on the seventh day would be deducted from the officer's compensatory time bank if compensatory time is available, otherwise the officer would work those hours. Partial suspension days may be served either at the beginning or the end of the period of suspension. See the attached Suspension Conversion Table.

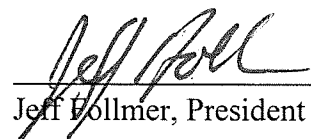
IN WITNESS WHEREOF, the parties hereto have set their hands this \_\_\_\_\_ day of November, 2022.

CITY OF CLEVELAND

CLEVELAND POLICE PATROLMEN'S  
ASSOCIATION

  
\_\_\_\_\_  
Karrie Howard, Director  
Department of Public Safety

11/10/22  
Date

  
\_\_\_\_\_  
Jeff Bollmer, President

11-11-2022  
Date

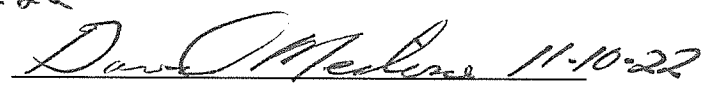
  
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Dornat Drummond, Chief Date

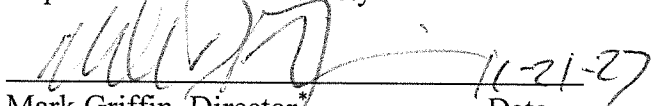
Division of Police

Department of Public Safety

11-14-22

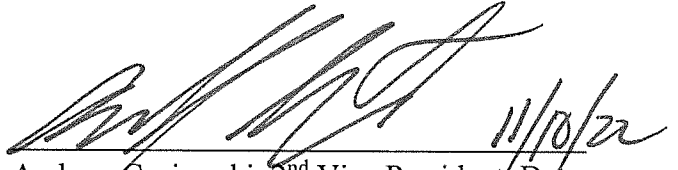
  
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David Medina, 1<sup>st</sup> Vice President Date

  
\_\_\_\_\_

Mark Griffin, Director\* Date

Department of Law

  
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Andrew Gasiewski, 2<sup>nd</sup> Vice President Date

  
\_\_\_\_\_

William Menzalora Date

Chief Assistant Director of Law

Department of Law

11/14/22

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\* Under Section 125.03 of the Codified Ordinances of the City of Cleveland, only the Director of Law can bind the City of Cleveland to a settlement agreement. Thus, no settlement is final until the Director of Law has signed and delivered the agreement.

**SUSPENSION CONVERSION TABLE**

<u>8-Hour</u> <u>Days</u>	<u>Hours</u>	<u>10-Hour</u> <u>Full Days</u>	<u>Remaining</u> <u>Suspension Hours</u>	<u>Comp Time or</u> <u>Work Hours<sup>1</sup></u>
1	8	0	8	2
2	16	1	6	4
3	24	2	4	6
4	32	3	2	8
5	40	4	0	0
6	48	4	8	2
7	56	5	6	4
8	64	6	4	6
9	72	2	2	8
10	80	8	0	0
11	88	8	8	2
12	96	9	6	4
13	104	10	4	6
14	112	11	2	8
15	120	12	0	0
16	128	12	8	2
17	136	13	6	4
18	144	14	4	6
19	152	15	2	8
20	160	16	0	0
21	168	16	8	2
22	176	17	6	4
23	184	18	4	6
24	192	19	2	8
25	200	20	0	0
26	208	20	8	2
27	216	21	6	4
28	224	22	4	6
29	232	23	2	8
30	240	24	0	0

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<sup>1</sup> These hours are deducted from the officer's compensatory time bank if compensatory time is available, otherwise the officer works those hours on the partial suspension day.