Form 100-326
01-12-22

Greater Cleveland Regional Transit Authority
STAFF SUMMARY AND COMMENTS

TITLE/DESCRIPTION:	Resolution No.: 2026- 72
RATIFYING A MEMORANDUM OF UNDERSTANDING BETWEEN THE GCRTA AND THE FRATERNAL ORDER OF POLICE/OHIO LABOR COUNCIL, INC. BLUE UNIT	Date: November 12, 2026
	Initiator: Human Resources Division

ACTION REQUEST:

☒ Approval ☐ Review/Comment ☐ Information Only ☐ Other _____

1.0 PURPOSE/SCOPE: This action will ratify a Memorandum of Understanding ("MOU") that was entered into between the Fraternal Order of Police/Ohio Labor Council, Inc. ("FOP/OLC") Blue Unit and the Greater Cleveland Regional Transit Authority ("GCRTA") on April 3, 2025 and expired on February 28, 2026. The MOU increased the contractual September 2025 wage increase from 2% to 3% for GCRTA employees represented by the FOP/OLC Blue Unit, directly affecting police officers, sergeants, dispatchers, and security officers while indirectly affecting the wage rates of lieutenants. Employees covered by the FOP/OLC comprise approximately 5% of GCRTA's currently active positions.

2.0 DESCRIPTION/JUSTIFICATION: The GCRTA and FOP/OLC negotiated the MOU to align FOP/OLC Blue Unit represented employees with the level of wage increase GCRTA provided to members of the Amalgamated Transit Union, Local 268, and non-represented employees in September 2025. This was done to help ensure fairness to FOP/OLC members and provide efficiency in the implementation of an increase in wages from 2% to 3%, effective the first full pay period of September 2025 (September 14, 2025). The MOU was fully executed and became effective April 3, 2025. However, through an oversight by the Human Resources Division, approval by the Board of Trustees was not obtained. Ratification by the Board of Trustees is necessary to comply with the terms of the FOP/OLC Blue Unit collective bargaining agreement as well as the MOU.

3.0 PROCUREMENT BACKGROUND: Does not apply.

4.0 DBE BACKGROUND: Does not apply.

5.0 POLICY IMPACT: Ratification is necessary in order to comply with terms of the FOP/OLC Blue Unit bargaining agreement as well as the MOU.

6.0 ECONOMIC IMPACT: The cost of the wage increase granted in the MOU was $30,974.57 for 2025 and $16,598.00 in 2026 for a total amount of $47,572.57.

7.0 ALTERNATIVES: Reject ratification of the MOU. Management would be required to recoup the additional 1% wage increase from FOP/OLC employees (former and active).

8.0 RECOMMENDATION: It is recommended that the Board of Trustees ratify the MOU with the FOP/OLC Blue Unit.

9.0 ATTACHMENTS: None

Recommended and certified as appropriate to the availability of funds legal form and conformance with the Procurement requirements.

General Manager, Chief Executive Officer

Memorandum of Understanding Between the

Fraternal Order of Police/OLC
Blue Unit

And

The Greater Cleveland Regional Transit Authority

Open Contract for Wage Addendum & Longevity Update

Effective upon execution, this memorandum of understanding will confirm the following agreement regarding the opening of the current contract. The Greater Cleveland Regional Transit Authority ("GCRTA") and the Fraternal Order of Police/OLC ("FOP"), having met and conferred, agree to the following changes:

1. GCRTA and the FOP agree to reopen the collective bargaining agreement that is effective from March 1, 2023, through February 28, 2026.

2. GCRTA and the FOP agree that while reopening the contract, the only topics that will be addressed are addendums to Article 37 - Longevity and Article 46 - Wages.

3. GCRTA agrees to modify the longevity year calculation period from December 1 to December 1 to November 1 to November 1. This will be effective beginning with the 2025 longevity payment. Accordingly, the 2025 longevity payment eligibility will be calculated based on the hours worked or paid for from November 1, 2024, through November 1, 2025.

4. GCRTA will increase the amount of the September 2025 wage increase from 2% to 3%, and will become effective the first full pay period of September 2025.

5. GCRTA and the FOP acknowledge and understand that the GCRTA Board of Trustees and the FOP membership must vote and ratify any agreement that the Parties consent to in discussions regarding the reopened contract.

6. Except as outlined in this agreement, no other terms and conditions shall be affected in the collective bargaining agreement that expires on February 28, 2026.

Executed in Cleveland, Cuyahoga County, Ohio, this 3rd day of April 2025.

FOP/OLC Representative — Date: 4/3/25

Scott Ferraro, SPHR/SHRM-SCP
Sr. Director of Labor & Employee Relations & Compliance
GCRTA — Date: 4/3/25

RESOLUTION NO. 2026-72

RATIFYING A MEMORANDUM OF UNDERSTANDING ENTERED INTO WITH THE FRATERNAL ORDER OF POLICE/OHIO LABOR COUNCIL, INC. BLUE UNIT ON APRIL 3, 2025

WHEREAS, the current Collective Bargaining Agreement ("CBA") between the Fraternal Order of Police/Ohio Labor Council, Inc. Blue Unit ("FOP/OLC") and the Greater Cleveland Regional Transit Authority ("GCRTA") was renewed for a three-year term on March 1, 2026, and will remain in effect until February 28, 2028; and

WHEREAS, collective bargaining between representatives of the FOP/OLC and representatives of the GCRTA executed a memorandum of understanding ("MOU") on April 3, 2025, adjusting the September 2025 wage increase from 2% to 3%, effective with the first pay period of September 2025; and

WHEREAS, this wage increase was taken to ensure fairness as a result of changes in wages for members of the Amalgamated Transit Union, Local 268 ("ATU") as well as non-bargaining employees.

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Greater Cleveland Regional Transit Authority, Cuyahoga County, Ohio:

Section 1. The Board of Trustees hereby approves and ratifies the MOU with the FOP/OLC that became effective with the first pay period of September 2025 and ended on February 28, 2026, for the employees and classifications identified therein.

Section 2. The Board of Trustees acknowledges that this ratification is limited to the wage adjustments and applicable period expressly identified in the subject MOU and does not authorize any additional wage adjustment or modification of the current collective bargaining agreement.

Section 3. The cost of the wage increase granted in the MOU was $30,974.57 for 2025 and $16,598.00 in 2026 for a total amount of $47,572.57 which was funded through the General Fund.

Section 4. That this resolution shall become effective immediately upon its adoption.

Attachment: MOU Between the FOP/OLC Blue Unit and the GCRTA

Adopted: NOVEMBER 17, 2026

President

Attest:

Interim Secretary-Treasurer