

**ORDINANCE NO. 2025 - 102**

**AN ORDINANCE APPROVING AND AUTHORIZING THE ADMINISTRATION TO EXECUTE A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF PARMA HEIGHTS AND THE OHIO PATROLMEN'S BENEVOLENT ASSOCIATION SERGEANTS AND CAPTAINS IN THE POLICE DEPARTMENT OF THE CITY OF PARMA HEIGHTS, AND DECLARING AN EMERGENCY**

**WHEREAS**, the parties have tentatively agreed to a Collective Bargaining Agreement, effective from January 1, 2026, through December 31, 2028, between the City of Parma Heights and the Ohio Patrolmen's Benevolent Association with respect to terms and conditions of employment of members of the Sergeants and Captains bargaining unit in the Police Department of the City.

**NOW, THEREFORE, BE IT ORDAINED** by the Council of the City of Parma Heights, County of Cuyahoga and State of Ohio:

Section 1. The Collective Bargaining Agreement with the Ohio Patrolmen's Benevolent Association covering Sergeants and Captains, attached hereto and incorporated herein as "Exhibit A", is adopted, ratified, and approved, and the Administration is authorized and empowered to execute and enter into said Collective Bargaining Agreement for and on behalf of the City of Parma Heights.

Section 2. All prior legislation inconsistent with this Ordinance in whole or in part is hereby repealed to the extent necessary to avoid conflict with this Ordinance.

Section 3. This Council finds and determines that all formal actions of this Council concerning and relating to the adoption of this Ordinance were taken in an open meeting of this Council and that all deliberations of the Council and of any of its Committees comprised of a majority of the members of the Council that resulted in those formal actions were in meetings open to the public, in compliance with the law.

Section 4. This Ordinance is declared to be an emergency measure for the public peace, health, and safety of the Municipality and for the further reason that the provisions of this Ordinance are immediately required in order to continue the highest possible level of efficiency and service of certain employees in the Police Department of the City; wherefore, this Ordinance shall be in full force and effect immediately upon its passage by Council and approval by the Mayor.

PASSED November 24, 2025

Thomas Rounds

PRESIDENT OF COUNCIL

ATTEST: Barbara Allen  
CLERK OF COUNCIL

November 24, 2025  
APPROVED

FILED WITH  
THE MAYOR: November 24, 25

Marie Gallo  
MAYOR MARIE GALLO