CITY OF STRONGSVILLE, OHIO

ORDINANCE NO. 2026 – 110

By: Mayor Perciak and All Members of Council

AN ORDINANCE AUTHORIZING THE MAYOR TO ENTER INTO A MEMORANDUM OF UNDERSTANDING BY AND BETWEEN THE CITY OF STRONGSVILLE AND THE FRATERNAL ORDER OF POLICE, PARMA LODGE #15 (CORRECTIONS OFFICERS), IN CONNECTION WITH A SICK LEAVE DONATION PROGRAM, AND DECLARING AN EMERGENCY.

WHEREAS, by and through Ordinance No. 2025-006, the Mayor was authorized to enter into a Collective Bargaining Agreement between the Fraternal Order of Police, Parma Lodge #15 (Corrections Officers) and the City of Strongsville through December 31, 2027; and

WHEREAS, at this time, both the City and Union have agreed to enter into a Memorandum of Understanding for a Sick Leave Donation Program, in order to allow employees to voluntarily provide assistance to their co-employees who are in need of sick leave due to a serious illness or injury of the employee or a member of his or her immediate family, as defined by the Family Medical Leave Act.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF STRONGSVILLE, COUNTY OF CUYAHOGA, AND STATE OF OHIO:

Section 1. That the Mayor be and is hereby authorized to enter into a Memorandum of Understanding by and between the City of Strongsville and the Fraternal Order of Police, Parma Lodge #15 (Corrections Officers), in order to supplement Article XVIII of the Collective Bargaining Agreement with a Sick Leave Donation Program, all as set forth in the Memorandum of Understanding attached hereto as Exhibit A, and which in all respects is hereby approved.

Section 2. That it is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were adopted in an open meeting of this Council; and that all deliberations of the 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 3. That this Ordinance is hereby declared to be an emergency measure immediately necessary for the preservation of the public peace, health, safety and welfare of the City, and for the further reason that it is immediately necessary to supplement the Collective Bargaining Agreement in order to provide for a Sick Leave Donation Program. Therefore, provided this Ordinance receives the affirmative vote of two-thirds of all members elected to Council, it shall take effect and be in force immediately upon its passage and approval by the Mayor; otherwise from and after the earliest period allowed by law.

President of Council

Approved: Thomas A. Perciak
Mayor

Date Passed: November 16, 2026

Date Approved: Nov. 16, 2026

	Yea	Nay
Carbone	✓	
Clark	✓	
Kaminski	Absent	
Kosek	✓	
Roff	Absent	
Short	✓	
Zacharyasz	✓	

Attest: Jennie Pientka
Clerk of Council

Ord. No. 2026-110 Amended:
1st Rdg. 11-16-26 Ref:
2nd Rdg. Suspended Ref:
3rd Rdg. Suspended Ref:

Public Hrg. Ref:
Adopted: 11-16-26 Defeated:

MEMORANDUM OF UNDERSTANDING

Sick Leave Donation Program

The City of Strongsville (City) and FOP Parma Lodge 15 (Union), representing the Corrections Officers bargaining unit, agree, pursuant to Section 27.03 of their 2025 through 2027 collective bargaining agreement (Agreement), to supplement Article XVIII with the following sick leave donation program:

The intent of the sick leave donation program is to allow employees to voluntarily provide assistance to their co-employees who are in need of sick leave due to a serious illness or injury of the employee or a member of his or her immediate family, as defined by the Family Medical Leave Act.

Employees may donate up to forty (40) hours each year of sick leave to a fellow employee in the Corrections Officers bargaining unit who is otherwise eligible to accrue and use sick leave, and only for leave associated with the serious health condition of the employee or the employee's immediate family member. Completion of a probationary period or one year of service is not required to receive donated sick leave under this program. An employee may not donate paid sick leave if it will result in the employee having less than forty (40) hours of accrued sick leave. An employee shall not receive more than one thousand and forty (1040) hours of donated sick leave over any one (1) year period. An employee is not entitled to receive donated paid sick leave until he/she first exhausts all of his/her accumulated vacation, holiday, comp time, and sick leave time. Donated sick leave hours will not be available for year-end or separation-from employment cash-out. An employee shall not work in any other employment while receiving sick leave time donations. Employees seeking sick leave donations must make a written request and submit such request to their immediate supervisor with a copy of the request provided to the bargaining unit representatives.

This Memorandum shall apply to qualifying absences on or after November 3, 2026.

Except as expressly modified by this Memorandum, all provisions of the Agreement remain in full force and effect.

FOR THE CITY OF STRONGSVILLE

Thomas R. Straub

Authorized representative

Date Nov. 14, 2026

FOR FOP PARMA LODGE 15

Dennis J. Soltes

Authorized representative

Date 11/06/2026

Ex. A