

EMERGENCY

City of Cincinnati

KKF *ESW*

An Ordinance No. _____ -2022

MODIFYING the salary schedule for the classification of Police Recruit by amending existing Section 376 of Division POL, Chapter 307, of the Cincinnati Municipal Code to establish a new salary schedule for said classification.

WHEREAS, the City of Cincinnati Police Department (“CPD”) employs personnel under the classification of Police Recruit who, upon completion of the recruit class, will be promoted to the position of Police Officer, and will provide services for the purpose of protecting life and property, preventing crime, enforcing laws and ordinances, arresting violators, making forcible arrests when necessary, investigating accidents and complaints, securing evidence, and preserving the peace within an assigned beat (geographical unit) within the City; and

WHEREAS, there was a significant decrease in the number of applicants for Police Recruit between 2020 and 2021, so the modified salary rates provide opportunities to attract and retain Police Recruits which will enhance safety in the City; and

WHEREAS, the City’s Human Resources Department has determined that modification of the salary schedule for Police Recruit is consistent with the market and the scope of services provided and the level of responsibilities for the position, and is necessary for the recruitment and retention of quality Police Recruits; and

WHEREAS, in addition to modifying the salary schedule, in order to recruit and retain Police Recruits to better serve Cincinnati residents, the CPD has determined to create a bonus plan of compensation; and

WHEREAS, under the bonus plan, each Police Recruit will receive a sign-on bonus of \$2,000 after successful completion of the recruit class; and

WHEREAS, a Police Recruit may also receive an additional sign-on bonus of up to \$2,000 for lateral experience in accordance with criteria established under the authority of the City Manager; now, therefore,

BE IT ORDAINED by the Council of the City of Cincinnati, State of Ohio:

Section 1. That existing Section 376 of Division POL, Chapter 307 of the Cincinnati Municipal Code is hereby amended as shown below:

Classification	Hourly	Annual
Police Recruit	\$19.18 <u>\$25.00</u>	\$39887.26 <u>\$52,000</u>

Section 2. That a bonus plan of compensation is authorized for the Police Recruit classification to permit a sign-on bonus of \$2,000, plus an additional sign-on bonus of up to \$2,000 for lateral experience in accordance with criteria established under the authority of the City Manager.

Section 3. That this ordinance shall be an emergency measure necessary for the preservation of the public peace, health, safety, and general welfare and shall, subject to the terms of Article II, Section 6 of the Charter, be effective immediately. The reason for the emergency is the immediate need to adjust the compensation of the Police Recruit classification to ensure competitive recruitment and retention for the 2022-2023 recruit class.

Passed: _____, 2022

Aftab Pureval, Mayor

Attest: _____
Clerk

Deletions are struck through. Additions are underlined.