



City of Cincinnati

801 Plum Street
Cincinnati, OH 45202

Agenda - Final

Public Safety & Governance

Councilmember Scotty Johnson, Chair
Vice Mayor Jan-Michele Kearney, Vice Chair
Councilmember Mark Jeffreys
Councilmember Anna Albi

Wednesday, May 28, 2025

9:30 AM

Council Chambers, Room 300

PRESENTATIONS

Summer Safety & Violence Interventions

Teresa A. Theetge, Police Chief

Cincy Parks & Recreation Summer in Cincy

Daniel Betts, Director of Recreation

Jason Barron, Parks Director

AGENDA

1. [202500985](#) **ORDINANCE (EMERGENCY)** submitted by Sheryl M. M. Long, City Manager, on 5/14/2025, **MODIFYING** Chapter 307, "Classified Compensation Schedules," of the Cincinnati Municipal Code by **AMENDING** Sections 040, 155, 985, 993, 114 and 074 of Division D5 to ensure that the salary ranges of Budget Director, Human Resources Director, Director of Community and Economic Development, Director of Procurement, Director of Economic Inclusion, and the Citizen Complaint Authority Director are consistent with internal equity and each position's level of responsibility.

Sponsors: City Manager

Attachments: [Transmittal](#)
[Ordinance](#)

2. [202501042](#) **ORDINANCE** submitted by Sheryl M. M. Long, City Manager, on 5/21/2025, **MODIFYING** Chapter 307, "Classified Compensation Schedules," of the Cincinnati Municipal Code by **ORDAINING** new Section 596 of Division 4 to establish the classification title and salary range schedule for the position of Parks Specialist.

Sponsors: City Manager

Attachments: [Transmittal](#)
[Ordinance](#)

3. [202501088](#) **PRESENTATION**, submitted by Sheryl M. M. Long, City Manager, dated 5/28/2025, regarding Summer Safety & Violence Interventions.
- Sponsors:** City Manager
- Attachments:** [Transmittal](#)
[Presentation](#)
4. [202501079](#) **PRESENTATION**, submitted by Sheryl M. M. Long, City Manager, dated 5/28/2025, regarding Cincy Parks & Recreation Summer in Cincy.
- Sponsors:** City Manager
- Attachments:** [Transmittal](#)
[Presentation](#)

ADJOURNMENT

May 14, 2025

To: Mayor and Members of City Council

202500985

From: Sheryl M.M. Long, City Manager

Subject: Emergency Ordinance: Directors' Salary Modification

Attached is an Emergency Ordinance captioned:

MODIFYING Chapter 307, "Classified Compensation Schedules," of the Cincinnati Municipal Code by **AMENDING** Sections 040, 155, 985, 993, 114 and 074 of Division D5 to ensure that the salary ranges of Budget Director, Human Resources Director, Director of Community and Economic Development, Director of Procurement, Director of Economic Inclusion, and the Citizen Complaint Authority Director are consistent with internal equity and each position's level of responsibility.

The Department of Human Resources has done its due diligence and conducted appropriate internal comparisons to ensure that the modified salary ranges are consistent with the scope of services and the level of responsibility of these positions, considering such factors throughout the evaluation process including legal and financial liability, scope of responsibility, span of control, and internal equity considerations.

The Administration recommends passage of this Emergency Ordinance.

cc: Latisha Hazell, HR Director

EMERGENCY

MSS

-2025

MODIFYING Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code by **AMENDING** Sections 040, 155, 985, 993, 114 and 074 of Division D5 to ensure that the salary ranges of Budget Director, Human Resources Director, Director of Community and Economic Development, Director of Procurement, Director of Economic Inclusion, and Citizen Complaint Authority Director are consistent with internal equity and each position’s level of responsibility.

WHEREAS, Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code provides the current salary ranges for the positions of Budget Director, Human Resources Director, Director of Community and Economic Development, Director of Procurement, Director of Economic Inclusion, and Citizen Complaint Authority Director; and

WHEREAS, the City’s Human Resources Department completed its due diligence and comprehensively reviewed the internal organizational structure, responsibilities, and comparative compensation of these positions and conducted appropriate internal comparisons to evaluate whether the salary ranges are consistent with the level of responsibility and scope of services associated with the positions; and

WHEREAS, following its comprehensive review, the Human Resources Department recommends that the salary ranges of these positions be increased to ensure consistency and internal equity and reflect the strategic importance of the roles; now, therefore,

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

Section 1. That Sections 040, 155, 985, 993, 114 and 074 of Division D5 of Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code are amended as follows to update the salary ranges for the positions of Budget Director, Human Resources Director, Director of Community and Economic Development, Director of Procurement, Director of Economic Inclusion, and Citizen Complaint Authority Director:

Section	Position	Minimum Annual	Maximum Annual
040	Budget Director	\$123,638.95	\$171,919.91 <u>\$186,466.53</u>
155	Human Resources Director	\$123,638.95	\$171,919.91 <u>\$186,466.53</u>

Section	Position	Minimum Annual	Maximum Annual
985	Director of Community and Economic Development	\$107,856.21 <u>\$123,638.95</u>	\$157,102.65 <u>\$186,466.53</u>
993	Director of Procurement	\$136,627.44	\$171,919.91 <u>\$186,466.53</u>
114	Director of Economic Inclusion	\$136,627.44	\$171,919.91 <u>\$186,466.53</u>
074	Citizen Complaint Authority Director	\$123,638.95	\$171,919.91 <u>\$186,466.53</u>

Section 2. That the proper City officials are authorized to do all things necessary and proper to carry out the provisions of Section 1.

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 salary ranges of the positions affected to ensure consistency and internal equity.

Passed: _____, 2025

Aftab Pureval, Mayor

Attest: _____
Clerk

Deletions are indicated by strikethrough; additions are indicated by underline.

May 21, 2025

To: Mayor and Members of City Council 202501042
From: Sheryl M.M. Long, City Manager
Subject: Ordinance: Establishing the Classification and Salary Range for Parks Specialist

Attached is an Ordinance captioned:

MODIFYING Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code by **ORDAINING** new Section 596 of Division 4 to establish the classification title and salary range schedule for the position of Parks Specialist.

The Department of Human Resources has done its due diligence and conducted appropriate internal comparisons to ensure that the new classification titles and salary ranges align with the scope of services and level of responsibility required. These changes establish a structured career pathway, support employee retention, and maintain market competitiveness.

The Administration recommends passage of this Emergency Ordinance to facilitate immediate implementation, ensuring the City can effectively recruit and retain qualified personnel to support its planning and zoning objectives.

cc: Latisha Hazell, HR Director

MODIFYING Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code by **ORDAINING** new Section 596 of Division 4 to establish the classification title and salary range schedule for the position of Parks Specialist.

WHEREAS, the Department of Human Resources, in consultation with the Parks Department, has determined that it is necessary to create the Parks Specialist classification title to recruit and retain quality employees; and

WHEREAS, the new classification title and salary schedule are necessary to ensure consistency in the knowledge, skills, and abilities required to carry out the duties and tasks prescribed for the position, including assisting with various horticultural duties, the maintenance and enhancement of park landscapes, and managing plantings; and

WHEREAS, the new classification title and salary schedule provide the opportunity to increase effectiveness while maintaining a standard of excellence and a clear pathway for continued growth and career progression for employees; and

WHEREAS, the City’s Department of Human Resources completed its due diligence and conducted appropriate internal comparisons to ensure that the new classification title and salary schedule are consistent with the scope of services and the level of responsibility for this new position; now, therefore,

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

Section 1. That new Section 596 of Division 4 of Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code is ordained as follows to establish the classification title and salary range schedule for the position of Parks Specialist:

Section	Classification	Minimum Annual Salary	Maximum Annual Salary	Division
596	Parks Specialist	\$35,360.00	\$41,600.00	D4

Section 2. That the proper City officials are authorized to do all things necessary to carry out the provisions of Section 1.

Section 3. That this ordinance shall take effect and be in force from and after the earliest period allowed by law.

Passed: _____, 2025

Aftab Pureval, Mayor

Attest: _____
Clerk

May 28, 2025

To: Members of the Public Safety & Governance Committee

202501088

From: Sheryl M.M. Long, City Manager

Subject: Presentation – Summer Safety & Violence Interventions

Attached is a presentation regarding Summer Safety and Violence Interventions.

Cc: Teresa A. Theetge, Police Chief

Cincinnati Police Department

Teresa A. Theetge

Police Chief



Summer Safety & Violence Interventions

May 28, 2025

City-Wide Violence Update:

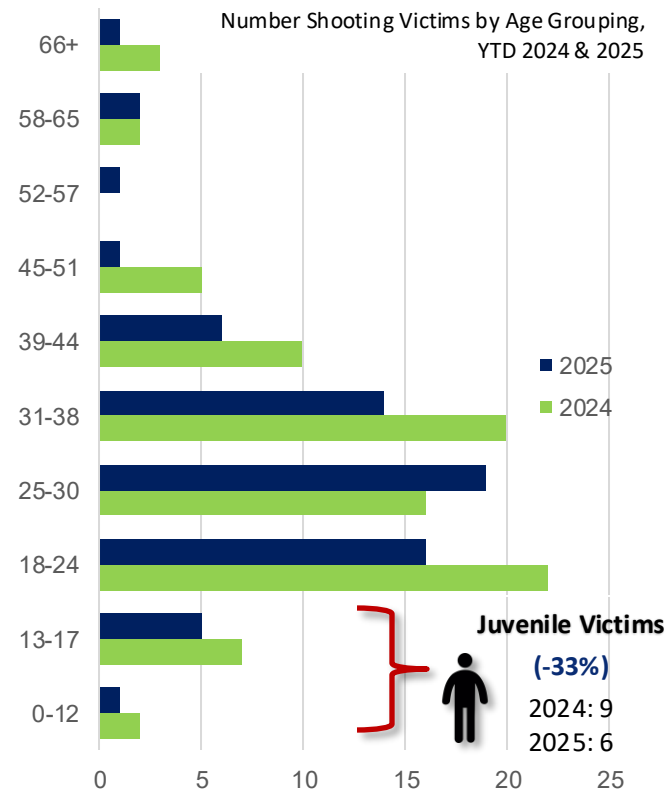
Shootings: Year-To-Date 2025

Period Ending in 5/13/2025

Criminal Shootings

	Year To Date					
	2025	2024	2023	3 Yr Avg	Change: 2024-2025	Change: 3 Yr Avg-2025
Shooting Incidents	64	88	92	96.0	▼ -27.3% (-24)	▼ -33.3% (-32)
Shooting Victims	72	104	103	111	▼ -30.8% (-32)	▼ -35.1% (-39)
Non-Fatal Victims	52	81	22	88.3	▼ -35.8% (-29)	▼ -41.1% (-36.3)
Fatal Victims	20	23	92	22.7	▼ -13% (-3)	▼ -11.8% (-2.7)

YTD Homicides 2024 (Gun Hom):	↓12%	25	(23)	↓-13.04%
YTD Homicides 2025 (Gun Hom):		22	(20)	



City-Wide Violence Update: Shootings: Year-To-Date 2025

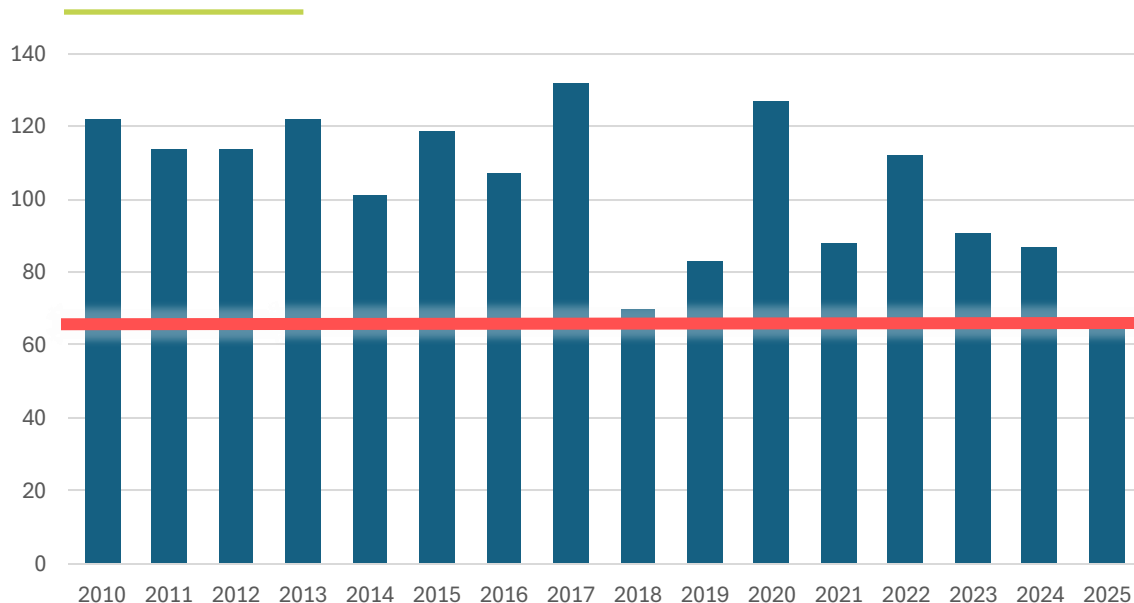


Figure. Count of Shooting Victims, Year-To-Date 2010 - 2025

Partnered strategies have
driven decline in
shootings since 2010



Key Focus Areas & Solutions

- **Chronic Hot Spots** – Areas experiencing consistent patterns of violent behavior
- **Stolen Firearms** – Increased use of illegally obtained firearms in criminal activity
- **Youth Involvement in Unsafe Activity** – Rise in participation of young individuals in high-risk or criminal behavior



Chronic Hot Spots

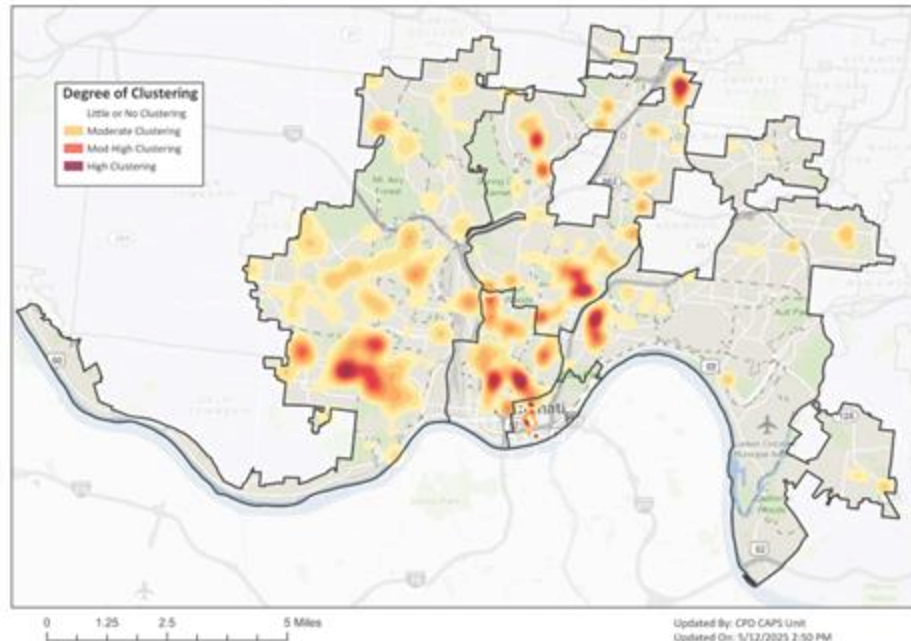
Summer Hot Spots make up 5% of our City's geographic area.

These areas contain:

- **31%** of violent crime
- **42%** of shooting victims
- **19%** incidents with a firearm reported stolen

Distribution of Serious Violent Crime in Last 90 Days, 2025

Summer Months: January - March 2025



Chronic Hot Spots

Summer Hot Spots make up 5% of our City's geographic area.

Example: Problem-Solving (Main St/ The Banks)

- Towing Illegally Parked
- Traffic/Parking Enforcement
- Directed Patrols



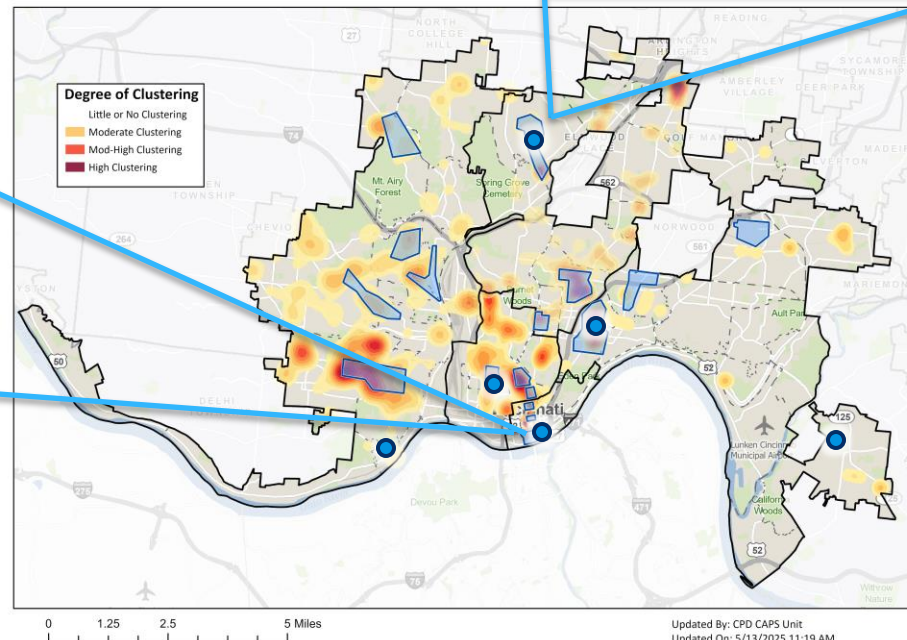
Building on last year, 6 high-level problem-solving projects are currently underway to address summer-specific violent crime trends.

Example: Chronic Hot Spot (Winton Terrace)

- Directed Patrols
- SARA Process

Distribution of Serious Violent Crime in Last 90 Days, 2025

Summer Months: January - March 2025



Stolen Firearms

Theft of firearms peaks in summer months.

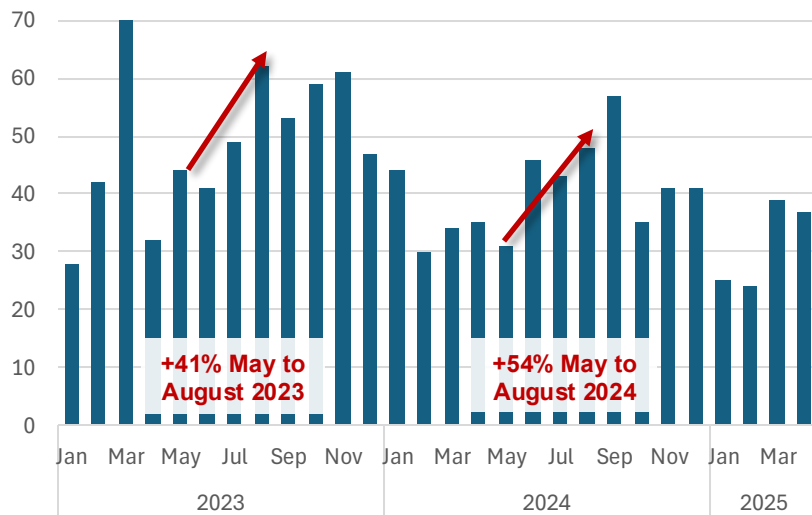
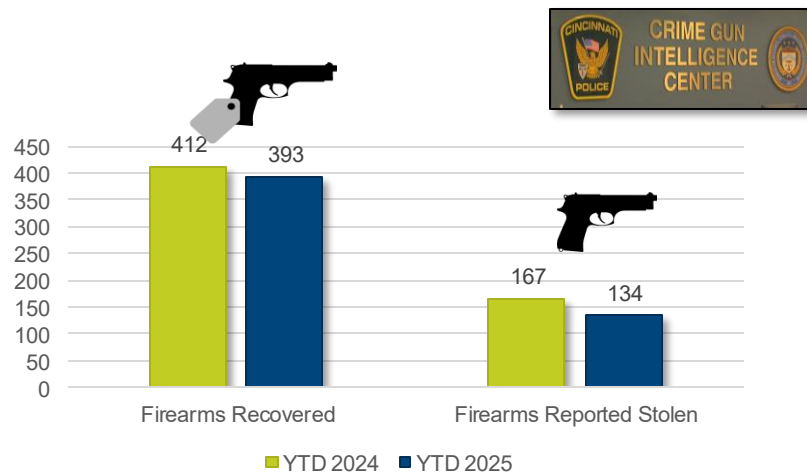
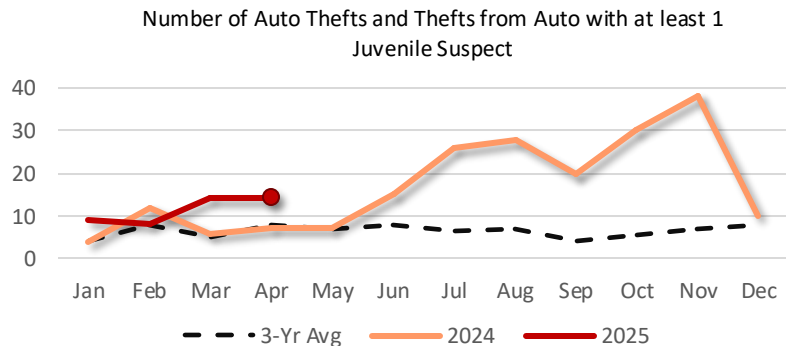


Figure. Number of Firearms Reported Stolen, 2023 – April 30, 2025



Youth Involvement in Unsafe Activity

Offense Type	YTD 2024	YTD 2025	Total
Auto Theft	680	714	1,394
Theft from Auto	951	804	1,755
Grand Total	1,631	1,518	3,149



Youth Resources for Summer 2024:

- ❖ Children in Trauma Intervention (CITI) Camp
- ❖ Beyond CITI Camp
- ❖ Cadet Program
 - ❖ A paid, part-time position with CPD
- ❖ Supporting Rec at Night
- ❖ Supporting CRC Pool Facilities

2025 Summer Safety Plan

Cincinnati Police Department



May 28, 2025

To: Members of the Public Safety & Governance Committee

202501079

From: Sheryl M.M. Long, City Manager

Subject: Presentation – Cincy Parks & Recreation Summer in Cincy

Attached is a presentation regarding Cincy Parks & Recreation Summer in Cincy.

Cc: Daniel Betts, Director of Cincinnati Recreation Commission
Jason Barron, Director of Cincinnati Parks



Cincy Parks & Recreation Summer in Cincy

May 28, 2025
Public Safety & Governance Committee

Daniel Betts, Director of Recreation
Jason Barron, Parks Director

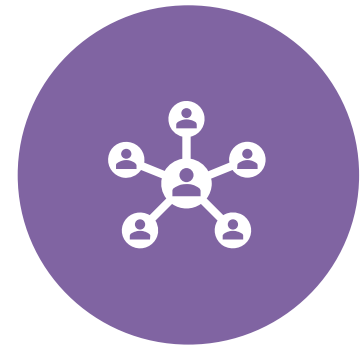
Why Focus on Youth Engagement?



POSITIVE IMPACT ON
SOCIAL, EMOTIONAL, AND
PHYSICAL DEVELOPMENT



REDUCES RISKY BEHAVIORS
AND INCREASES ACADEMIC
SUCCESS



STRENGTHENS COMMUNITY
BONDS AND FOSTERS
LEADERSHIP

Key Components of Effective Programming

Safe and accessible
spaces

Trained and
engaging staff

Varied activities:
arts, sports, STEM,
mentorship

Collaboration with
schools and
community
organizations

CRC Summer Programming Highlights



DAY CAMPS WITH
STRUCTURED
ACTIVITIES



TEEN LEADERSHIP
PROGRAMS



OUTDOOR
ADVENTURES AND
ENVIRONMENTAL
EDUCATION – PARKS



WORKFORCE
READINESS AND JOB
TRAINING
OPPORTUNITIES



Cincinnati Recreation Commission
invites you to the

19th Annual Mayor's Career Expo

Date Saturday Feb 15th 2025
Time 9 AM - 1 PM
Location FC Cincinnati Stadium
First Financial Club
1501 Central Pkwy

New Hiring Part Time

CRC Pools

All 24 Pools will Open!



- **Pools opening on May 24, 2025 (5)**
 - Dunham, McKie, Eastside, Mt Adams, Pleasant Ridge and all 9 spray grounds
- **Pools opening on June 2, 2025 (15)**
 - Bond Hill, Bush, Dempsey, Dickman, Evanston, Hartwell, Hirsch, Leblond, Lincoln, Madisonville, Millvale, Mt Auburn, Mt. Washington, Spring Grove Village, Winton Hills
- **Pools opening on June 9, 2025 (4)**
 - Camp Washington, Filson, Hanna, Otto-Armleder
- Programs include lap swim, open swim, and CRC Camp swim.



Rec@Nite

Program created to reduce youth violence by offering safe, engaging summer weekend activities.

Target audience:

- Teens aged 12–17 in high-crime neighborhoods.

Program dates:

- Saturdays, June 7–August 9, 2025 | Time: 5 PM–10 PM.

Locations:

- Lincoln and Hirsch Recreation Centers.

Features include:

- Swimming, esports, DJs, food trucks, art, sports tournaments, 360 photo booth.
- 2024 Attendance: Over 2,400 teens — 2025 expected to surpass this.
- 31+ community partners and vendors participated:
 - DJs, barbers, henna artists, esports providers, food vendors, and more.

Strong city support:

- 200 + Metro passes distributed
- Onsite CPD officers and private security ensured safety.





Parks Riverfront Youth & Teen Programming

Open Skating May 30 – August 31

- Friday Teen Nights 6-10 pm
- Saturdays 2-10 pm
- Sundays 2-6 pm

Riverfront regional events with roller skating & music

- Stereo 25 DJ Festival – May 31
- All American Birthday Bash – July 5
- On Point Music Festival – August 1 & 2

Neighborhood Park Free Family Friendly Events:

- **Rapid Run Friday Fun Days**
(7/11, 7/18, 7/25, 8/1)
- **Kennedy Heights Park
Summer Fun Music & Art
Wednesday's**
(June – August)
- **Ezzard Charles Park**
(CSO Concert 6/22, Boxing
7/19 Event, Talent Show 8/9,
Ezz Fest 10/11)
- **Seasongood Square Back to
School Carnival**
(8/2)
- **Mt Echo Riverfest West**
(8/31)
- **Owl's Nest Jam Fest**
(10/4)



Parks Nature Education/Youth Workforce Development



Explore Nature Center Summer Camps

- 8 weeks of camp: June 9 – August 1
- Ages 3.5 – 15
- Structured nature-based activities at nature centers and parks

Various family-friendly community events: guided hikes, birding, star gazing, etc.

Youth Workforce Development

- Green Team hires 60 teens for job training program with Groundwork Ohio (75% from historically disenfranchised areas)
- 10 additional hired through CRC Y2wk program 2/nature center)

Impact Metrics & Community Feedback



Increased program attendance rates



Measurable improvement in social and academic behaviors



Testimonials from parents and participants



Partnerships with local organizations

Call to Action



EXPAND OUTREACH
EFFORTS TO INCREASE
PARTICIPATION



ENHANCE STAFF TRAINING
FOR YOUTH ENGAGEMENT



STRENGTHEN FUNDING
OPPORTUNITIES FOR
SUSTAINABILITY



FOSTER STRONGER
PARTNERSHIPS WITH
SCHOOLS AND BUSINESSES



Q & A