



Greg Landsman
Councilmember

February 14, 2022

MOTION

Prioritizing Staffing for Core Services in FY 2023 Budget

As the Administration prepares its budget, we hereby move that the following core services be priorities:

- Public safety staffing (CFD, CPD), including support for the fire recruit class *and* a second police recruit class;
- Public services staffing (DPS), including support for additional sanitation crews *and* efforts to improve retention (potentially through adjusted compensation);
- Core municipal amenities (DPS), including urgent road repair to uphold lane miles and pothole maintenance — especially in historically underserved neighborhoods, wherein residents experience the highest financial consequences of crumbling infrastructure.¹

The Administration should prioritize working closely with the relevant bargaining units in order to ensure the success of these investments.

Additionally, as the Administration develops the FY 2023 budget, we move that a public hearing/engagement session is scheduled in order for the community to give feedback directly to the Administration. We recommend it happen as soon as feasible (eg. March), as it would be preceding, and *in addition to*, the public engagement sessions Council will hold prior to our adjustment and final approval of the budget.

STATEMENT

The most important role of a City is providing the effective, consistent, well-functioning, and continuously improving municipal amenities residents expect in exchange for taxes; these include everything from emergency and public safety services (CPD, CFD, EMS), to utilitarian services like waste collection, snow removal, road maintenance, architectural maintenance services, and more (DPS).

¹ "Poor Pavement Hits Lower-Income Americans Hard." *Pothole.Info*, 2021, www.pothole.info/2016/02/poor-pavement-hits-lower-income-americans-hard.

City of Cincinnati



801 Plum Street, Suite 351
Cincinnati, Ohio 45202

Phone: (513) 352-5232
Email: greg.landsman@cincinnati-oh.gov
Web: www.cincinnati-oh.gov

Greg Landsman
Councilmember

Just as was acknowledged in a previously passed motion by Council concerning CFD's 2022 recruit class, CPD and DPS face serious attrition and turnover concerns. In addition, these departments face the detrimental fact that much of their workforce is approaching retirement age. 156 DPS employees (43%) are over 51 (67% are over 41+), and 381 CPD officers (34%) are over 51 (65% are over 41+) — hiring and nurturing their succeeding generation of staff is of *imminent concern* to this Council.

This Motion aims to clearly affirm Council's support for the staffing requests needed to address this issue in CFD, CPD (in particular, funding their entry-level recruit class in 2022; a vital aspect of sustaining a younger, more diverse police department), and DPS. These investments will increase the long-term capacity and minimize the consistent negative impact of staffing shortages, ultimately saving taxpayers' money.

NOTE: Council will provide an additional Omnibus budget motion at a later date which will expand and further detail our collective priorities — as has been done in years past — but before doing so, we believed it important to express upfront our sincere commitment to improving core municipal services.

Councilmember Greg Landsman

_____	_____
_____	_____
_____	_____
_____	_____