



City of Cincinnati

801 Plum Street
Cincinnati, OH 45202

Agenda - Final-revised

Public Safety & Governance

Chairperson, Scotty Johnson
Vice Chairperson, Jan-Michele Kearney
Councilmember Mark Jeffreys
Councilmember Liz Keating

Tuesday, March 8, 2022

9:30 AM

Council Chambers, Room 300

PRESENTATIONS

Officer Wellness Program

Interim CPD Chief, Teresa Theetge

Overview of Ethics & Good Government

Christopher Liu

AGENDA

- [202200469](#) **ORDINANCE** submitted by John P. Curp, Interim City Manager, on 2/24/2022, **MODIFYING** Title VII, "General Regulations," of the Cincinnati Municipal Code by AMENDING Section 721-155, "Right of Appeal," of Chapter 721, "Streets and Sidewalks, Establishment and Maintenance," to modify the members of the sidewalk board of appeals and to clarify the role of the City Solicitor as legal advisor to the board.

Sponsors: City Manager
Attachments: [Transmittal](#)
[Ordinance](#)
- [202200477](#) **ORDINANCE (EMERGENCY)**, submitted by Vice Mayor Kearney, from Andrew W. Garth, City Solicitor, **MODIFYING** the provisions of Chapter 100 of the Cincinnati Municipal Code, "Mayor," by amending existing Section 100-7, "Mayor's Assistants," to remove the limit on the number of assistants in the mayoral service while retaining the requirement that the total amount of those assistants' salaries be fixed by Council.

Sponsors: Kearney
Attachments: [Ordinance](#)
[Transmittal](#)
- [202200481](#) **ORDINANCE (EMERGENCY)** submitted by John P. Curp, Interim City Manager, on 2/24/2022, **ESTABLISHING** the classification and salary range schedule for the new full-time employment classification of Public Employees Assistance Program Counselor; and **ENACTING** Section 247 of Division 0,

Chapter 307 of the Cincinnati Municipal Code, in order to establish a new salary schedule and classification title for the new classification consistent with the organizational changes described herein.

Sponsors: City Manager

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

4. [202200502](#) **MOTION**, submitted by Councilmembers Jeffreys and Johnson, To get a better understanding of speeding violations in Cincinnati and how to utilize CPD resources to better address speeding in our communities, **WE MOVE** that the Administration report back to Council within forty-five days on: How many traffic citations for speeding violations have been issued annually for the past five years across the City with data broken down by the neighborhood. (BALANCE OF FILE IN CLERK'S OFFICE).

Sponsors: Jeffreys and Johnson

Attachments: [MOTION](#)

5. [202200504](#) **MOTION**, submitted by Councilmembers Jeffreys, Johnson and Vice Mayor Kearney, **WE MOVE** that, the Administration provide an update to Council within 30 days on motion number 202102195 requesting a report from the Administration and the Cincinnati Police Department's detailing a plan for establishing a new District 5 headquarters, which was requested to be completed by September 15, 2021. WE FURTHER MOVE that, the Administration within that report share data on response times by neighborhood in District 5. This report should document annual average response times by each of the neighborhoods served at least three years before District 5's headquarters moved to College Hill and annual average response times by neighborhood for each year since the headquarters has moved. (STATEMENT ATTACHED).

Sponsors: Jeffreys, Johnson and Kearney

Attachments: [MOTION](#)

6. [202200590](#) **PRESENTATION**, submitted by Councilmember Johnson from Andrew Garth, City Solicitor and Chris Liu, EGG Counselor entitled City of Cincinnati Law Department Office of Ethics & Good Government.

Sponsors: Johnson

Attachments: [PRESENTATION](#)

7. [202200594](#) **PRESENTATION**, submitted by Councilmember Johnson from Interim CPD Chief, Teresa Theetge entitled Cincinnati Police Wellness Program.

Sponsors: Johnson

Attachments: [PRESENTATION](#)

ADJOURNMENT

Date: February 24, 2022

To: Mayor and Members of City Council

From: John Curp, Interim City Manager

202200469

Subject: Ordinance – Modifying CMC Title VII Sidewalk Board of Appeals

Transmitted herewith is an ordinance captioned as follows:

MODIFYING Title VII, “General Regulations,” of the Cincinnati Municipal Code by AMENDING Section 721-155, “Right of Appeal,” of Chapter 721, “Streets and Sidewalks, Establishment and Maintenance,” to modify the members of the sidewalk board of appeals and to clarify the role of the City Solicitor as legal advisor to the board.

Law, in consultation with the Department of Transportation and Engineering, recommends that the current makeup of the Sidewalk Board of Appeals be updated to reflect the current organizational structure of the City and to clarify the City Solicitor’s role as legal advisor to the board.

Attachment
356928

cc: Andrew W. Garth, City Solicitor

MODIFYING Title VII, “General Regulations,” of the Cincinnati Municipal Code by **AMENDING** Section 721-155, “Right of Appeal,” of Chapter 721, “Streets and Sidewalks, Establishment and Maintenance,” to modify the members of the sidewalk board of appeals and to clarify the role of the City Solicitor as legal advisor to the board.

WHEREAS, Cincinnati Municipal Code Section 721-155 establishes a sidewalk board of appeals to hear appeals filed by abutting property owners concerning certain matters related to sidewalks, curbs, gutters, driveways, and parking lots; and

WHEREAS, Cincinnati Municipal Code Section 721-155 also prescribes the makeup of the sidewalk board of appeals; and

WHEREAS, the Council wishes to modify Section 721-155 of the Cincinnati Municipal Code to update the makeup of the sidewalk board of appeals to reflect the current organization of the City and to clarify the City Solicitor’s role as the legal adviser to the board; now, therefore,

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

Section 1. That Section 721-155, “Right of Appeal,” of Chapter 721, “Streets and Sidewalks, Establishment and Maintenance,” of the Cincinnati Municipal Code is hereby amended to read as follows:

Sec. 721-155. - Right of Appeal.

A board, to be known as the ~~S~~sidewalk ~~B~~board of ~~A~~appeals, shall hear and determine any protests filed by property owners or their agents as to sidewalks, curb, or gutter construction, reconstruction or repair, the surfacing of driveways and parking lots, or appeals from owners dissatisfied with any modification authorized by the city engineer under Section 721-145.

The sidewalk board of appeals shall consist of five members. Two members shall be appointed by the city manager for a period of three years, or until a successor is appointed. These members must be residents of the City of Cincinnati, own real property within the city, and may not be employees of the city. The remaining three members shall be the director of transportation and engineering public works, the city engineer, the director of public services ~~city solicitor~~, or their respective representatives-designees. The city solicitor shall serve as the legal advisor to the sidewalk board of appeals.

Section 2. That existing Section 721-155, "Right of Appeal," of Chapter 721, "Streets and Sidewalks, Establishment and Maintenance," of the Cincinnati Municipal Code is hereby repealed.

Section 3. That the City Manager and the proper City officials are authorized to take all necessary and proper actions to carry out the provisions of this ordinance, including by updating applicable rules and regulations and policies and procedures in accordance with the modifications to the Cincinnati Municipal Code provided for herein.

Section 4. That this ordinance shall take effect and be in force from and after the earliest period allowed by law.

Passed: _____, 2022

Aftab Pureval, Mayor

Attest: _____
Clerk

Additions indicated by underline; Deletions indicated by strikethrough.

EMERGENCY

City of Cincinnati

CMZ

AWB

An Ordinance No. _____

- 2022

MODIFYING the provisions of Chapter 100 of the Cincinnati Municipal Code, "Mayor," by amending existing Section 100-7, "Mayor's Assistants," to remove the limit on the number of assistants in the mayoral service while retaining the requirement that the total amount of those assistants' salaries be fixed by Council.

WHEREAS, in 1999, when the Mayor was not directly elected but instead was a member of Council with additional responsibilities, Council passed Ordinance No. 39-1999 to amend Section 101-37 of the Cincinnati Municipal Code ("CMC") to provide that the Mayor could appoint three more full-time staff than other members of Council to assist with those limited additional responsibilities, with the total salary for those assistants set by Council; and

WHEREAS, in 2001, the voters amended the City Charter to provide for the direct election of the Mayor and for increased responsibilities and a greater role for the Mayor, including designating the Mayor the official head and representative of the City; and

WHEREAS, Chapter 100 was enacted in 2012 to recognize the Mayor's increased role and responsibilities following the 2001 Charter amendment; and

WHEREAS, Section 100-7 of the CMC, which specifically authorizes the Mayor to appoint assistants in the mayoral service, uses the same staffing limitations which existed before the 2001 voter-approved amendment to the City Charter that expanded the role and responsibilities of the Office of the Mayor; and

WHEREAS, Section 100-7 also provides that regardless of the number of assistants appointed by the Mayor, Council fixes the total amount the Mayor may spend on those appointees' salaries so that the number of mayoral assistants does not impact the Mayor's personnel budget; and

WHEREAS, it is appropriate for the Mayor to be able to determine the staffing needs of the Mayor's office to best serve the citizens of Cincinnati and implement the Mayor's policy initiatives within the budgetary limits established by Council for the Mayor's staff; now therefore,

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

Section 1: That Section 100-7, "Mayor's Assistants," of the Cincinnati Municipal Code is hereby amended as follows:

Sec. 100-07. Mayor's Assistants.

The mayor shall have the power of appointment for assistants in six full-time and three part-time unclassified positions in the mayoral service. An employee so appointed shall serve during such the mayor's term at the pleasure of the mayor. Should the mayor vacate office before the expiration of a mayoral term, the mayor's successor may extend the appointment of the mayor's appointees for a term not to extend beyond the successor's term in office.

The mayor shall fix the duties and salaries of his or her appointees; however, the total amount of all appointees' salaries shall be fixed by council.

Section 2. That existing Section 100-7, "Mayor's Assistants," of the Cincinnati Municipal Code is hereby repealed.

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 for the Mayor's office to be staffed appropriately to serve the needs of the office and the citizens of Cincinnati.

Passed: _____, 2022

Aftab Pureval, Mayor

Attest: _____
Clerk

Deletions are struck through. Additions are underlined.

Date: February 18, 2022

To: Vice Mayor Jan-Michele Lemon Kearney
From: Andrew W. Garth, City Solicitor *AWG*
Subject: **Emergency Ordinance – Modifying Chapter 100 CMC Limitation of Mayoral Staff**

Transmitted herewith is an emergency ordinance captioned as follows:

MODIFYING the provisions of Chapter 100 of the Cincinnati Municipal Code, “Mayor,” by amending existing Section 100-7, “Mayor’s Assistants,” to remove the limit on the number of assistants in the mayoral service while retaining the requirement that the total amount of those assistants’ salaries be fixed by Council.

AWG/CMZ(lnk)
Attachment
357257

February 24, 2022

To: Mayor and Members of City Council 202200481
From: John P. Curp, Interim City Manager
Subject: **Emergency Ordinance:** Establishing the classification and salary range schedule for the new full-time employment classification of Public Employees Assistance Program Counselor

Attached is an Emergency Ordinance captioned:

ESTABLISHING the classification and salary range schedule for the new full-time employment classification of Public Employees Assistance Program Counselor; and **ENACTING** Section 247 of Division 0, Chapter 307 of the Cincinnati Municipal Code, in order to establish a new salary schedule and classification title for the new classification consistent with the organizational changes described herein.

The Human Resources Director has approved the request for this ordinance to establish the classification and salary range schedule for the new employment classification of Public Employees Assistance Program Counselor. The Department of Human Resources has done due diligence and conducted appropriate evaluation to ensure that the new salary schedule is consistent with similar positions with factors considered throughout the evaluation process including, scope of work and responsibility. The modification of the salary schedule is necessary to fit the needs of the City, and consistent with the organizational changes described herein.

The Administration recommends passage of this Ordinance.

cc: Edward G. Ramsey, Human Resources Director

EMERGENCY

LES

-2022

ESTABLISHING the classification and salary range schedule for the new full-time employment classification of Public Employees Assistance Program Counselor; and **ENACTING** Section 247 of Division 0, Chapter 307 of the Cincinnati Municipal Code, in order to establish a new salary schedule and classification title for the new classification consistent with the organizational changes described herein.

WHEREAS, the City's Department of Human Resources is recommending the establishment of a new classification specification and salary range for full-time Public Employees Assistance Program Counselor in order to enhance marketability, competitiveness in the job market, recruit and retain qualified candidates for full time employment, and maintain internal salary equity with existing part-time incumbents; and

WHEREAS, the City's Human Resources Department has determined the creation of the full-time Public Employees Assistance Program Counselor classification specification is necessary to fit the needs of City-wide employment; and

WHEREAS, the creation of the full-time Public Employees Assistance Program Counselor classification specification is necessary to ensure consistency in the knowledge, skills, and abilities required to carry out the duties and tasks prescribed to the position; and

WHEREAS, the Department of Human Resources has done its due diligence and conducted appropriate internal comparisons to ensure the new classification and salary range are consistent with the scope of services and the level of responsibility of the position of full-time Public Employees Assistance Program Counselor, and the factors considered throughout the evaluation process included liability, judgment and independent action, scope of responsibility, and accountability; and

WHEREAS, it has been determined that adopting the new salary range and classification title for the position is based upon a market analysis consistent with the organization changes described herein and internal cost of living adjustment comparisons as approved by Council; now, therefore,

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

Section 1. That new Section 247 of Division 0, Chapter 307 of the Cincinnati Municipal Code is hereby enacted as shown below:

Classification	Minimum – Annual	Maximum – Annual
Public Employees Assistance Program Counselor	\$56,929.60	\$92,206.40

Section 2. 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 establish the classification and salary range in order to recruit and retain qualified employees.

Passed: _____, 2022

Aftab Pureval, Mayor

Attest: _____
Clerk



Mark Jeffreys
Councilmember

202200502

February 22, 2022

MOTION

Pedestrian Safety & Speeding Citations

To get a better understanding of speeding violations in Cincinnati and how to utilize CPD resources to better address speeding in our communities, WE MOVE that, the Administration report back to Council within forty-five days on:

- How many traffic citations for speeding violations have been issued annually for the past five years across the City with the data broken down by neighborhood.
- In 2021, how much of CPD's time and resources are used responding to interstate crashes that are within Cincinnati's jurisdiction (i.e. time spent on scene and filing reports). This should include an estimated total financial cost of resources devoted to responding to these incidents.
- Which other cities in Ohio utilize State Highway Patrol resources to respond to interstate crashes within their city's limits.
- In 2021, how often CPD has asked State Highway Patrol to enforce speeding on state routes within the jurisdiction of Cincinnati.
- How CPD would recommend working with communities to enforce speeding violations to meet their specific safety needs.

Councilmember Mark Jeffreys



Mark Jeffreys
Councilmember

202200504

February 22, 2022

MOTION

Public Safety & District 5

WE MOVE that, the Administration provide an update to Council within 30 days on motion number 202102195 requesting a report from the Administration and the Cincinnati Police Department's detailing a plan for establishing a new District 5 headquarters, which was requested to be completed by September 15, 2021

WE FURTHER MOVE that, the Administration within that report share data on response times by neighborhood in District 5. This report should document annual average response times by each of the neighborhoods served at least three years before District 5's headquarters moved to College Hill and annual average response times by neighborhood for each year since the headquarters has moved.

STATEMENT

For the past 3 years, Cincinnati Police Department's District 5 headquarters has been in a temporary space in College Hill immediately adjacent to a daycare and convenience store. The city has spent \$3.2 million to bring this temporary location up to code.

On June 23, 2021, a motion filed by CM Sundermann, Mann and Lemon-Kearney asked the administration for a report on the timeline for planning, acquiring/building a new station, and when officers will occupy the new building. Moreover, it asked the Administration to report on the total costs of a new building as well as other workable locations for the new District 5 headquarters. This was asked to be delivered to council by September 15, 2021 with the hope that City Council could address District 5's needs in the 2022/2023 budget.

To our knowledge, that report has not been issued.

Mark Jeffrey

Councilmember Mark Jeffrey

Scott J. ... Jan Michelle L. Kearney

City of Cincinnati
Law Department
Office of Ethics &
Good Government

Andrew Garth, City Solicitor
Chris Liu, EGG Counselor

Introduction to Ethics & Good Government

The Office of Ethics & Good Government was created by Council Ordinance # 0413-2021 and is codified in Art. III, Sec. 10, of the Administrative Code.

Chris Liu, formerly the Chief Hearing Examiner and an Assistant City Prosecutor, was selected to be the inaugural Ethics & Good Government Counselor.



What is Our Purpose?



To prioritize compliance with Ohio Ethics Laws, Cincinnati Ethics Laws, and the recently enacted Codes of Conduct.

To serve as a primary point of contact for ethics questions for the City Administration and the City's elected officials.

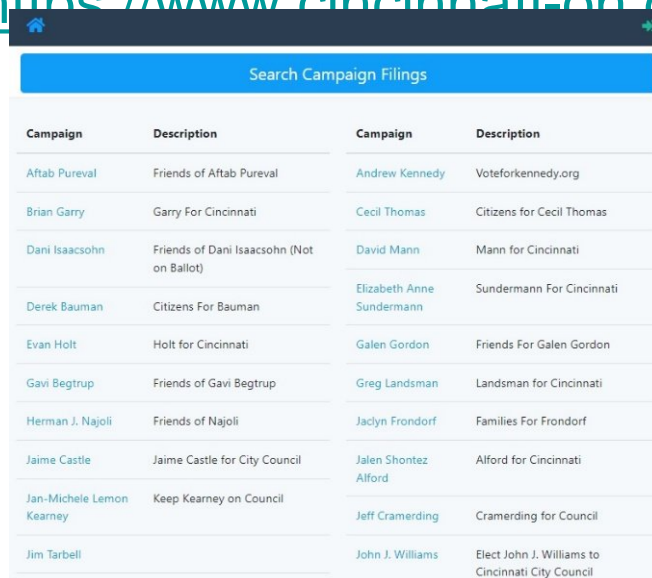
To improve the transparency of City Business and Municipal Elections—and investigate complaints.

To support the Cincinnati Election Commission and serve as a liaison to the Ohio Ethics Commission.

What Have We Done So Far?

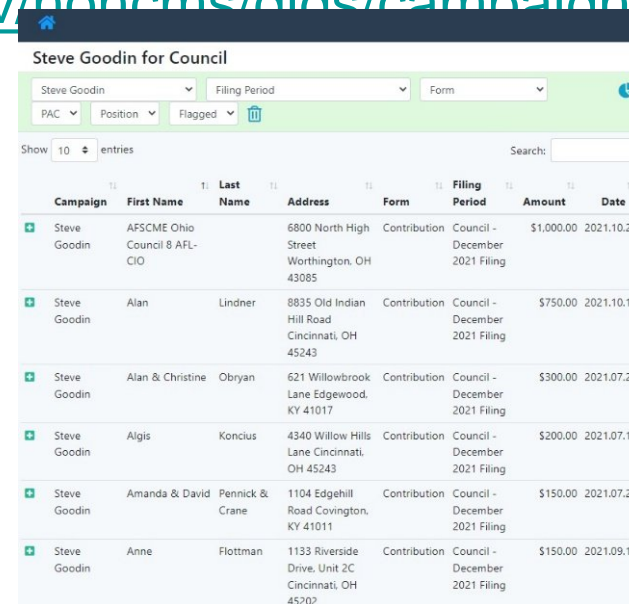
Worked to ensure the speedy online publication of the post election campaign finance reports.

<https://www.cincinnati-oh.gov/noncms/digs/campaign-finance/>



Search Campaign Filings

Campaign	Description	Campaign	Description
Aftab Pureval	Friends of Aftab Pureval	Andrew Kennedy	Voteforkennedy.org
Brian Garry	Garry For Cincinnati	Cecil Thomas	Citizens for Cecil Thomas
Dani Isaacsohn	Friends of Dani Isaacsohn (Not on Ballot)	David Mann	Mann for Cincinnati
Derek Bauman	Citizens For Bauman	Elizabeth Anne Sundermann	Sundermann For Cincinnati
Evan Holt	Holt for Cincinnati	Galen Gordon	Friends For Galen Gordon
Gavi Begtrup	Friends of Gavi Begtrup	Greg Landsman	Landsman for Cincinnati
Herman J. Najoli	Friends of Najoli	Jaelyn Frondorf	Families For Frondorf
Jaime Castle	Jaime Castle for City Council	Jalen Shontez Alford	Alford for Cincinnati
Jan-Michele Lemon Kearney	Keep Kearney on Council	Jeff Cramerding	Cramerding for Council
Jim Tarbell		John J. Williams	Elect John J. Williams to Cincinnati City Council



Steve Goodin for Council

Steve Goodin Filing Period Form

PAC Position Flagged

Show 10 entries Search:

Campaign	First Name	Last Name	Address	Form	Filing Period	Amount	Date
Steve Goodin	AFSCME Ohio Council & AFL-CIO		6800 North High Street Worthington, OH 43085	Contribution	Council - December 2021 Filing	\$1,000.00	2021.10.25
Steve Goodin	Alan	Lindner	8835 Old Indian Hill Road Cincinnati, OH 45243	Contribution	Council - December 2021 Filing	\$750.00	2021.10.12
Steve Goodin	Alan & Christine	Obryan	621 Willowbrook Lane Edgewood, KY 41017	Contribution	Council - December 2021 Filing	\$300.00	2021.07.22
Steve Goodin	Algis	Koncius	4340 Willow Hills Lane Cincinnati, OH 45243	Contribution	Council - December 2021 Filing	\$200.00	2021.07.11
Steve Goodin	Amanda & David	Pennick & Crane	1104 Edgehill Road Covington, KY 41011	Contribution	Council - December 2021 Filing	\$150.00	2021.07.22
Steve Goodin	Anne	Flottman	1133 Riverside Drive, Unit 2C Cincinnati, OH 45202	Contribution	Council - December 2021 Filing	\$150.00	2021.09.19

What Have We Done So Far? (Part 2)



Worked with newly elected officials to proactively identify potential conflicts of interest and incompatible employment.

Worked with the City Solicitor to support Council and the Mayor in the adoption of Codes of Conduct.

What Have We Done So Far? (Part 3)

Arranged for Ohio Ethics Commission to present comprehensive ethics training for elected officials.

Collaborated with the Ohio Ethics Commission regarding ethics and conflicts advice to City officials.



What Have We Done So Far? (Part 4)



Supported the Cincinnati Election Commission's work to investigate potential campaign finance violations.

Facilitated an ongoing independent audit of all City Business from 2018 to 2020 conducted by Crowe LLP.

What Have We Done So Far? (Part 5)

Worked with Human Resources to set up comprehensive annual ethics trainings for non-elected City employees.

Hired two additional support staff, and cross-trained OAH staff, to increase compacity for future investigative and compliance work.



What's in the Works? (City Business List)

Working with Enterprise Technology Solutions to build an online, public facing, portal to link campaign contributions, including donations to political action committees, with a list of matters pending before City Council.

Rough Draft Mock Up of Public Portal to Query City Business

https://www.cincinnati-oh.gov/law/egg/city+business/query

Ethics & Good Government -- City Business Query

The City of Cincinnati Business List includes pending matters from the City Planning Commission, the Department of Community & Economic Development, and traditional sources of business activity. It identifies the principal agent(s) and primary investor(s) seeking to do business with the Municipal Government. It cross references known campaign contributions from those interested parties to current elected officials.

If you have additional information--or you would like to make a public records request--please email Ethics@cincinnati-oh.gov.

City Business Query Form

Active City Business (By Ordinance #)

Entities With Active City Business

Campaign Contributions (By Elected Official)

What's in the Works? (City Business List)

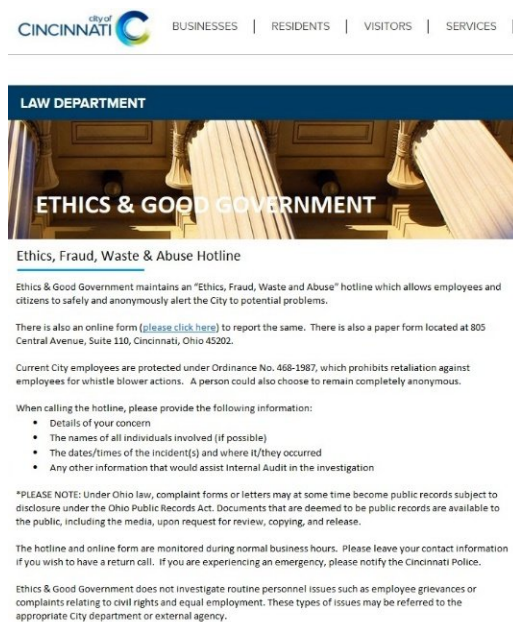
This resource will enhance transparency in economic development and allow City officials to better recognize potential conflicts of interest.

The current plan is to capture data and identify the proponents of big development projects at the Planning Commission stage, or in the DCED application stage, and to link it with the campaign finance disclosures.

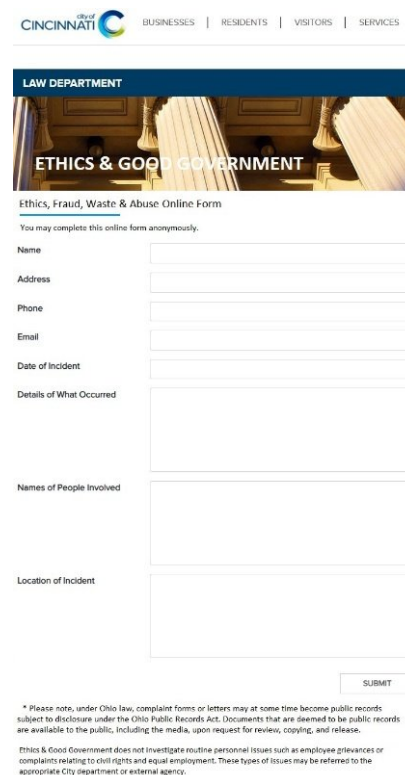
This process would be managed and refined by the Office of Ethics & Good Government.

What's in the Works? (Ethics Hotline)

Working with Internal Audit to implement the EDRP's recommendation of a consolidated "Ethics, Fraud, Waste and Abuse Hotline." There would also be a web-based form and a paper form to register complaints.



The screenshot shows the top navigation bar with the City of Cincinnati logo and links for BUSINESSES, RESIDENTS, VISITORS, and SERVICES. Below the navigation is a blue header for the LAW DEPARTMENT. The main content area features a large image of a courtroom with the text "ETHICS & GOOD GOVERNMENT" overlaid. Below the image is the heading "Ethics, Fraud, Waste & Abuse Hotline" and several paragraphs of text providing information about the hotline, including contact details and a disclaimer.



The screenshot displays the online form for reporting an incident. It includes a header for the LAW DEPARTMENT and "ETHICS & GOOD GOVERNMENT". The form title is "Ethics, Fraud, Waste & Abuse Online Form" and it states that the form can be completed anonymously. The form fields include: Name, Address, Phone, Email, Date of Incident, Details of What Occurred, Names of People Involved, and Location of Incident. A "SUBMIT" button is located at the bottom right. A disclaimer at the bottom of the page states that the form is subject to public records laws.

What's in the Works? (Ethics Hotline)

This resource will allow City employees and the public to anonymously report suspected illegal, unethical, or wasteful activities in connection with any City operations.

The current plan is for the Office of Ethics & Good Government to act as a central clearing house for complaints, and to investigate matters which are ethical in nature.

What's in the Works? (The Future)

It is important for the Office of Ethics & Good Government to do more outreach with City employees and the public—so they know these resources exist and so they will engage us with their concerns.

It is anticipated the Office of Ethics & Good Government will grow and evolve over time. We'll keep you updated as this important work progresses.

Direct Contact Information

Chris Liu

Ethics & Good Government Counselor

City of Cincinnati Law Department

805 Central Avenue, Suite 110

Cincinnati, OH 45202

Telephone: 513-352-4707

Fax: 513-352-4898

Christopher.Liu@cincinnati-oh.gov

QUESTIONS?

THANK YOU!

Cincinnati Police Wellness Program

Current Status of Wellness Program

The Cincinnati Police Wellness Program is developed using national models for best practices and with consultation of mental health clinicians.

- Full time Wellness Coordinator
- Critical Incident Response
- Proactive intervention
- Cooperative development with front line and FOP
- Shared officer experiences and mental health normalization
- Training
 - State-recognized peer training
 - Grant-funded resilience training
 - Leadership and awareness training
- Regional and multidisciplinary collaboration
- Integration of wellness into operations ongoing
- Recruit mentoring program under development

Available Resources

Critical Incident Stress Management Team

Peer Support Team

Police Clergy

Public Employees Assistance Program

Tabono Mental Health Practice

Vetted clinicians and treatment programs

Non-Profit programs

Cordico Mobile App

Quarterly Newsletter

Long Term Objectives



Holistic Wellness
Programming

Mental, physical, financial, family,
professional development



Healthy hire through retire plan



Data collection and analysis

Questions?

Tiphane Galvez
Cincinnati Police Department
Wellness Coordinator

Tiphane.Galvez@cincinnati-oh.gov
513-352-4561
