

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, August 2, 2022

9:00 AM

Council Chambers, Room 300

PRESENTATIONS

Pedestrian Accident Updates
Captain Dennis Swingley & Lieutenant Robert Van Horn

E-Scooter Update, John Brazina DOTE

Bird & Lime Company

Pedestrian Safety Program Update John Brazina, DOTE

AGENDA

1. 202201582 PRESENTATION submitted by John P. Curp, Interim City Manager,

dated 8/2/2022, regarding the Traffic Unit Update on Pedestrian Safety.

Sponsors: City Manager

<u>Attachments:</u> <u>Transmittal</u>

Presentation

2. 202201578 PRESENTATION submitted by John P. Curp, Interim City Manager,

dated 8/2/2022, regarding the E-Scooter Program Update from DOTE,

Bird, and Lime.

<u>Sponsors:</u> City Manager

<u>Attachments:</u> <u>Transmittal</u>

Presentation A
Presentation B
Presentation C

3. 202201565 PRESENTATION submitted by John P. Curp, Interim City Manager,

dated 8/2/2022, regarding DOTE's Pedestrian Safety Update.

Sponsors: City Manager

<u>Attachments:</u> Transmittal

Presentation

4. 202201609 ORDINANCE (EMERGENCY) submitted by John P. Curp, Interim City

Manager, on 8/2/2022, MODIFYING the salary range schedule for the classification of School Crossing Guard by amending existing Section 920 of Division 4, Chapter 307 of the Cincinnati Municipal Code to

establish a new salary range schedule for said classification.

Sponsors: City Manager

<u>Attachments:</u> <u>Transmittal</u>

<u>Ordinance</u>



Date: August 2, 2022

To: Members of the Public Safety & Governance Committee 202201583

From: John P. Curp, Interim City Manager

Subject: Presentation - Traffic Unit Update - Pedestrian Safety

Attached is the presentation for the Traffic Unit Update on Pedestrian Safety for the Public Safety & Governance Committee.

cc: Teresa Theetge, Interim Police Chief Cincinnati Police Department

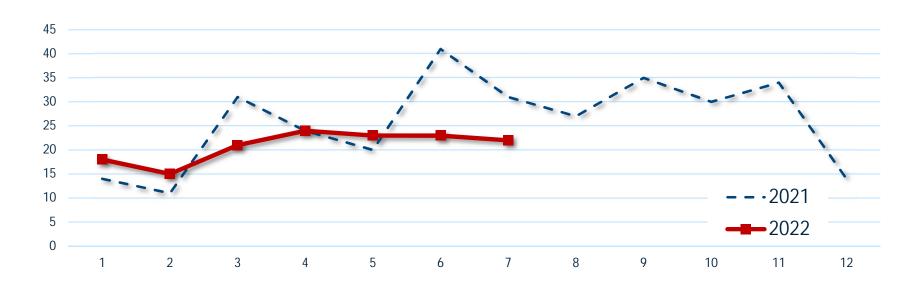
Traffic Unit Update: Pedestrian Safety

CINCINIATION

Captain Dennis Swingley
Lieutenant Robert Van Horn

Special Services Section

Pedestrian-Involved Crashes June and July



Time Period	2021	2022
June	41	23
July*	27	22
Year-to-Date*	168	146

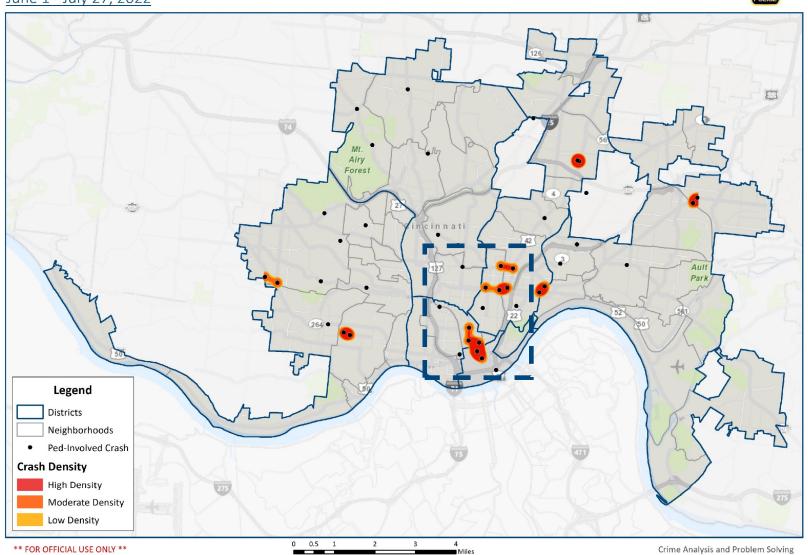
^{**} Analysis was run on 07/27/2022 and therefore does not include any crashes occurring on 07/28 – 07/31. Counts in 2021 have also excluded crashes occurring on these days**

Map of Pedestrian-Involved Crashes City-Wide, June 1 – July 27, 2022

Concentration of Pedestrian-Involved Crashes

June 1 - July 27, 2022



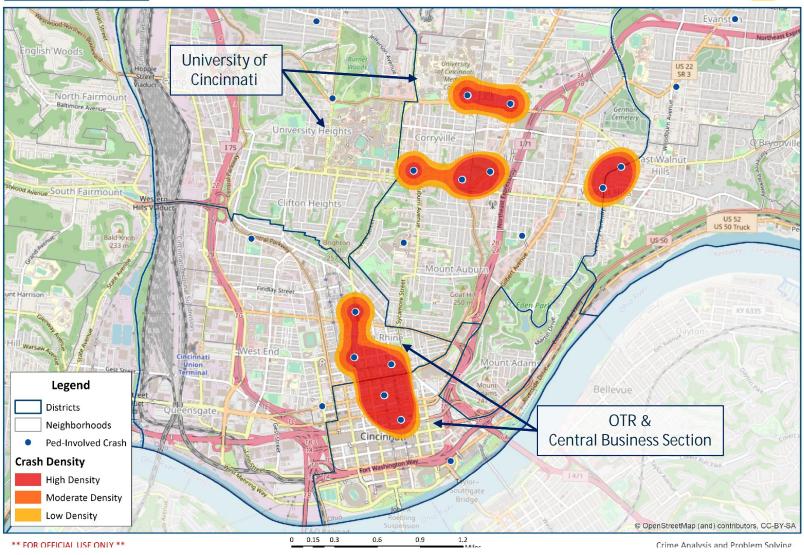


Map of Pedestrian-Involved Crashes Hot Spot Area, June 1– July 27, 2022

Concentration of Pedestrian-Involved Crashes

June 1 - July 27, 2022





Back to School Pedestrian Safety Campaign

- Mid-August
- Public Media Campaign
 - Led by CPD PIO
- Enforcement Activity
 - Increase visibility around school zones and hightraffic business areas



Date: August 2, 2022

To: Members of the Public Safety & Governance Committee

From: John P. Curp, Interim City Manager

Subject: Presentation – E-Scooter Program Update

Attached are presentations for the E-Scooter Program Update from DOTE, Bird, and Lime, for the Public Safety & Governance Committee.

cc: John S. Brazina, Director Department of Transportation and Engineering



- Reported E-Scooter Issues.
- Bird & Lime Solutions.
- Operating Hours.
- Franchise Agreements.







Reported E-Scooter Issues:

- Underage Riding.
- 2. Sidewalk Riding.
- 3. Wrong Way Riding.
- 4. Riding After Curfew.
- 5. Riding on Private Property and in Unauthorized Areas, including Parking Garages.
- 6. Riding While Engaged In and Support Of Alleged Criminal Activity.
- 7. Intrusive / Obstructive Parking.

Since the Last Committee Meeting –

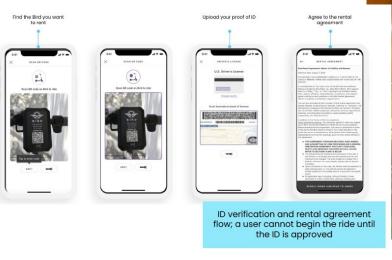
- Staff participated in 4-meetings with Bird and 1-meeting with Lime.
- Staff provided Bird and Lime information for improving the sidewalk geofence installations.

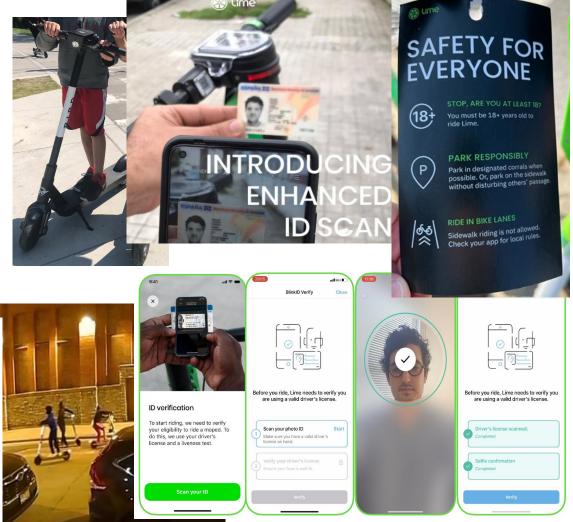




E-Scooter Issue Solutions:

- 1. Underage Riding:
 - Rider Education.
 - Violation Reporting.
 - Enhanced Rider ID Verification.
 - Rider Suspension.
 - Banning Violator Accounts.

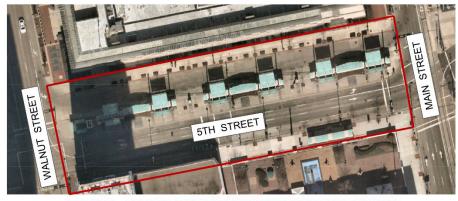




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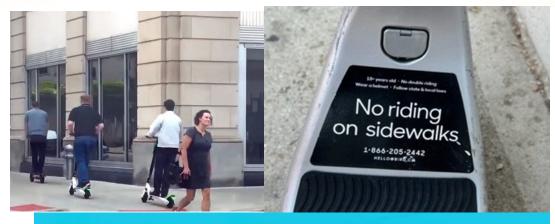
E-Scooter Issue Solutions:

- 2. Sidewalk Riding:
 - Rider Education.
 - Scooter Tags.
 - Violation Reporting.
 - Geofence Operating Restrictions.
 - New Positioning Technology.





GOVERNMENT SQUARE
DOWNTOWN CENTRAL BUS HUB



Smart Sidewalk Protection





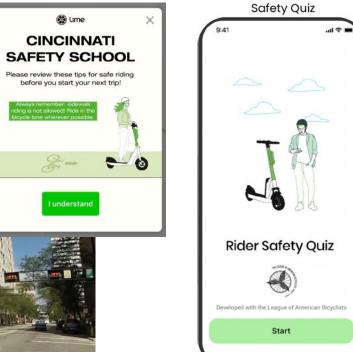




E-Scooter Issue Solutions:

- 3. Wrong Way Riding:
 - Rider Education.
 - Scooter Tags.
 - Violation Reporting.









E-Scooter Issue Solutions:

- 4. Riding After Curfew:
 - Rider Education.
 - Scooter Tags.
 - Violation Reporting.
 - Geofence Operating Restrictions.

As of Friday, April 22, 2022, the Current Daily Operating Hours are 6:00 AM to 6:00 PM.

Reports received indicate that both Bird and Lime are in compliance with the 6:00 PM Curfew operating restrictions.

The Current Daily Operating Hours will remain in effect until the City Administration can be assured that the public's health, safety, and welfare will be protected.





E-Scooter Issue Solutions:

- 5. Riding on Private Property and in Unauthorized Areas, including Parking Garages.
- Rider Education.
- Scooter Tags.
- Violation Reporting.
- Geofence Operating Restrictions.

DOTE works closely with both Bird and Lime to define and install both temporary and Permanent geofence barriers for the protection of pedestrian-oriented events, areas, and venues.

Reports received indicate that implementation of the 6-PM Curfew has significantly and positively Impacted the instances and severity of bad behavior.





E-Scooter Issue Solutions:

6. Riding while Engaged In and Support Of Alleged Criminal Activity.

Both Bird and Lime seek to continue their legal policies and processes in partnership with CPD.





E-Scooter Program Status Update: Parking Pins

E-Scooter Issue Solutions:

- 7. Intrusive / Obstructive Parking.
- Rider Education.
- Enhanced AI Parking Technology.
- Designated Physical Parking Areas.

Violation Reporting.



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We feature approved parking locations on our in-app map and mark them with a "P" icon.

At the end of the ride, we instruct riders to take a photo of If the phone is not tilted high enough, an on-screen indicator alerts the rider to adjust their

When the rider points their phone up, they are directed to and right. We use these images to triangulate their precise Incation





If the rider is not in a designated space, a message appears asking them to relocate to an approved

Once the system determines the device is parked in an approved location, the rider



Current Daily Operating Hours – 6:00 AM to 6:00 PM.

The 6 PM Curfew implemented on Friday, April 22, 2022, will remain in effect until the City Administration can be assured that the public's health, safety, and welfare will be protected.





New Franchise Agreements:

- 1. Contract Status:
- 2. DOTE Rules and Regulations:
- E-Scooters are currently operating in compliance with State of Ohio law, pursuant to governance supplied by Cincinnati Franchise Ordinance # 455-2021 and applicable CMC Traffic Code regulations.
- Execution of the new permanent Franchise Agreements, including the updated DOTE E-Scooter Rules and Regulations, is on-hold pending current City administrative review.







Cincinnati+Bird

E-Scooter Program





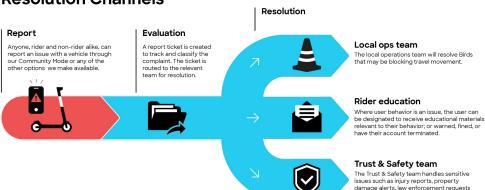
Expanded Promotion of Complaint Reporting

Continue implementing and improving strategies

Bird receives and responds to any vehicle complaint from community members within 2hrs via the channels at right; all information is communicated via a sticker on the vehicle and in-app.

Bird also proposes a coordinated marketing campaign with the City to promote these channels, including hang tags on vehicles to better solicit feedback from community members.

Response and Resolution Channels





Accessible

Multilingual and ADA-compliant channels available 24/7.



Personalized

Friendly and informed in-house team provides tailored, customer-focused support.



Responsi

Calls answered within 29 seconds, with a global resolution time of five minutes.

To effectively manage customer service issues, we offer a suite of proven, 24/7, multilingual, low- or zero-friction contact options available via phone, text, email, social media, online and in-app. As can be seen in the illustrations further below, we affix our toll-free telephone number and email address to our devices in multiple locations via decals as well as in raised lettering and braille.



Phone Number

1-866-205-2442. Our staffed, toll-free customer service line provides support 24 hours per day, 365 days a year. It also accommodates TTY relay services.



Website http://www.bird.co

Our website adheres to the World Wide Web Consortium's (W3C) Web Content Accessibility Guidelines 2.1 (WCAG 2.1) at the AA level.



Email

hello@bird.co



Twitter

@BirdRide



Instagram

@Bird



Online Form

ttn://www.bird.co/contact.uc



Implementation Timeline:

and complicated support issues.

Live except for coordinated campaign with the City

Alleged Criminal Activity

Policy and process for cooperation

Bird has established policies in every market where we operate to both protect user rights and ensure legal compliance and cooperation with law enforcement officials.

- Bird Privacy Policy <u>available here</u>
- Bird Guidelines for Law Enforcement Requests <u>available here</u> (section excerpted at right)

To support cooperation in instances of alleged criminal activity, this is the following process:

- General concerns: We accept law enforcement requests via email to subpoenas@bird.co. Our acceptance of legal process does not waive any legal objections Bird may have and may raise in response to the request.
- Emergency and Exigent Requests: Law enforcement officials may submit emergency requests to Bird at subpoenas@bird.co with the subject line 'Emergency Disclosure Request'.

Bird Guidelines for Law Enforcement Requests

Excerpt; full policy available <u>here</u>

Legal Process Requirements

In general, we require valid legal process before we disclose business records regarding Riders in response to law enforcement requests. We won't be able to provide information without a valid subpoena, court order, or search warrant. Exceptions to these requirements may be available for emergency requests, where a Rider has provided consent, or where other legal or regulatory requirements apply.

We may produce information in the absence of a subpoena or warrant where an emergency situation exists involving a threat of death or serious bodily harm to a person, as discussed in the emergency request section below.

Emergency and Exigent Requests

We have a process for evaluating requests on an emergency basis where an emergency situation exists involving a threat of physical injury or death to a person. In the event of an emergency, law enforcement officials may submit emergency requests to Bird at subpoenas@bird.co with the subject line 'Emergency Disclosure Request'. When submitting an emergency request provide as much detail as possible about the incident or emergency, including details about the actual or threatened physical harm or exigency. We review these requests on a case-by-case basis and may, at our sole discretion provide responsive information when we believe doing so may protect Riders, Chargers, or others from physical injury or death.

Underage Riding

Continue implementing and improving strategies

Bird will continue implementation of the following actions:

- Require an account to submit a valid photo ID demonstrating they are 18+ years of age prior to riding
 - o 72.8% of riders who scan a Bird verify their ID
 - 6.4% do not submit an ID
 - 3.5% fail due to duplicate ID
 - 1.7% fail due to minimum age
 - 1.3% fail due to ID expired
 - 14.3 fail due to other (image quality, etc)
- Ban any user demonstrated to be unlocking a vehicle for an underage rider or other fraud
 - 80 users banned in 2022 in Cincinnati thus far; evaluated multiple times per week
- Ban Cash App account users
 - After research, we found that Cash App account users accounted for 80-90% of fraudulent accounts from underaged riders.
- Ongoing rider education on underage riding rules
- Implemented additional geofences around K-12 school campuses to reduce underage driving related to after school activities. In Newark_NJ, this approach yielded substantial improvements in underage riding.









ID verification and rental agreement flow; a user cannot begin the ride until the ID is approved

Rider Education & Fines

Fines – Fines will be accompanied by an email and in-app messaging describing the incident and why it was unsafe, educational materials relevant to the offense, and a reminder about additional fines and the potential for account termination.





Private Property, Parking Garages, & Curfew Violations

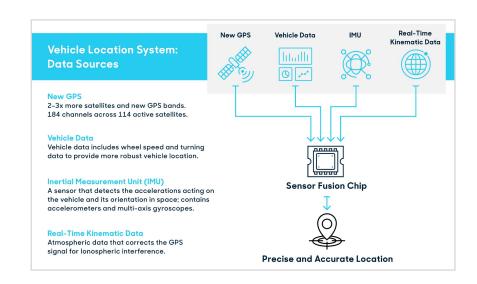
Continue implementing and improving geofencing

Bird has currently established geofences for each property requested by the City, and recently rolled out our updated on-vehicle geofencing technology (detailed at right).

Moving forward:

- Bird commits to <6hr implementation of any new geofence implementation requests from the City
- Bird commits to <24hr resolution of any violation concerns from the City, including:
 - Suspension of user(s) willfully violating the zone
 - Digital and on-the-ground audit of the zone, with adjustments implemented if needed

Bird has implemented all requested geofences to date. We also recommend collaborating with the City to create a centralized list of all geofences and requirements to ensure all requests are appropriately implemented.



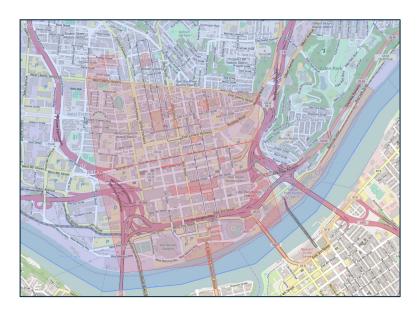
Enhanced Parking Enforcement

Overview of Bird's implementation

Mandatory, designated parking in high traffic areas

- Developed mandatory parking zones based on community and city feedback. In in the Central Business District, Over-the-Rhine, and the Riverfront, riders are now required to park only in designated locations.
- Created designated parking locations based on ride history and physical infrastructure. Created designated parking locations based on data from ride ends and available space in the public right of way. Parking locations can be adjusted instantly based on city and/or community feedback.
- Implemented in-app messaging and restrictions to enforce parking. Riders cannot end a ride outside of these designated spaces, and receive reminders before the ride and at ride end.
- Expanded ride end photo review. Mandatory for riders to submit a
 photo at end of ride demonstrating compliant parking; expanded
 ride end photo review of vehicles from sample to all targeted areas
 with follow up communication.
 - Option: Can add fine to non-compliant riders (amount is adjustable) with city approval. Propose \$5.

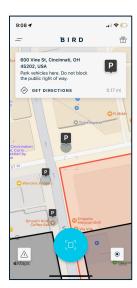
This combination of solutions can improve rider compliance with parking rules, address community stakeholder concerns, and continue the benefits of dockless mobility.



Mandatory parking has been enforced in priority areas designated by the City: The Central Business Direction, Over-the-Rhine, and the

Enhanced Parking Enforcement

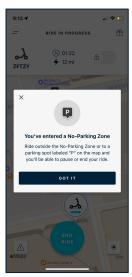
Details of implementation



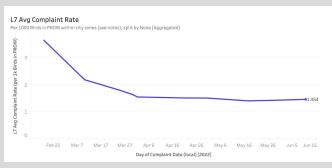
Riders view parking locations on the map



In ride, riders are prompted to find a parking space



If attempting to park where they shouldn't, riders are prevented from doing so and educated on how to park



Complaints filed with Bird this year have declined to a weekly of 1.454 per 1,000 vehicles, 37% lower than the national average.



Since implementation complaint volume has reduced, with the Riverfront as the primary area to continue driving improvements.

Data Reporting

Continue implementing and improving strategies

Add compliance reporting to monthly data report:

- Last 1 year totals and averages
- Include:
 - Rides left in no parking zones and MoM change
 - Tipped vehicles and MoM change
 - Abandoned rides and MoM change
 - Users suspensions for consistent rule violations

Ex: 94.6% of users in Cincinnati in the last year compliantly parked *every ride* they took. Focus on the ~5% with a both education and enforcement actions.

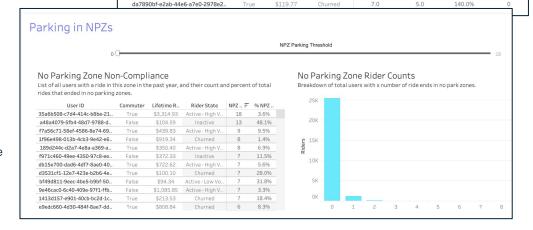
Future: Recommend City enter contract with Populus for live management of this data. Bird proposes including cost of ongoing license in operator contracts.

Zone Totals Riders **Total Rides** NPZ Parking % NPZ Parking Tipped % Tipped Abandoned % Abandoned 26,976 81.910 All Compliance Issues by Rider List of all users in the chosen zone and their non-compliance counts. Note that the percent violations can be greater than 100%, since there User ID to link straight to dash! Total Viola.. = **Total Rides** User ID Commuter Lifetime R.. Rider State Percent Violat... NPZ Parking 0449/401-TIA2-4C0A-A561-\09/94\ 74cce74e-e863-44de-90d0-30d09a. 8.0 9.0 88.9% True 70711faf-9250-43dd-975b-3f7929d... \$114.88 5.0 160.0% 0 6b4ea4f4-8ec7-411e-9995-5ebf348. 8.0 8.0 100.0% 0 160.0% 3e37ba0f-91b5-4295-b030-133ac0.. \$45.14 28fca243-07b3-44df-89c0-45df5e4... \$407.10 88.9% 0 0e428586-4642-4fb6-bdce-f09ebd1. \$418.50 9.0 88.9% True \$690.77 Active - Low Vo 7.0 133.0 5.3% ee796d9a-c207-48ff-b4e7-e7b218d.

Active - High V.

7.0

5.6%



True

\$722.62

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Community Engagement and Education

Investing in communities through valued partnerships

Community	Law Enforcement	Continued in app
Safety Outreach	Partnership	rider education
 Engage existing and new community groups throughout Cincinnati Conduct public safety/how to ride workshops/meetings Distributed flyers and other printed materials for safe riding and rules. Conduct rider surveys 	 Law enforcement vehicle/tech demo Host joint community round table on rider safety Community ride with law enforcement Offer vehicles for neighborhood patrol 	 Ride Start with local rules and regs Additional Bird safety rules upon opening app Mandatory parking maps Safe start (sobriety checks) Helmet Selfies Safety Quiz





Cincinnati by the Numbers



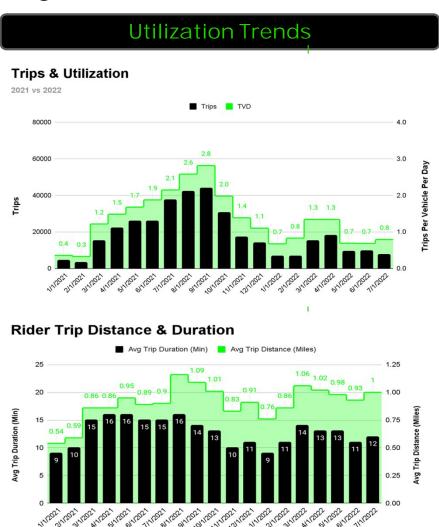
Program Recap

Since Launch

855K Trips...

278 K New Riders

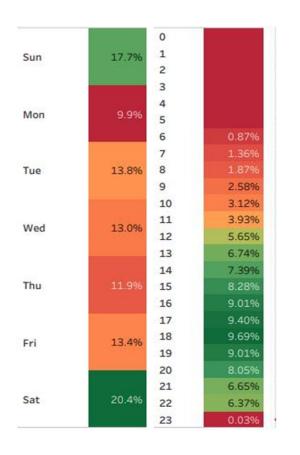
197k First Trips



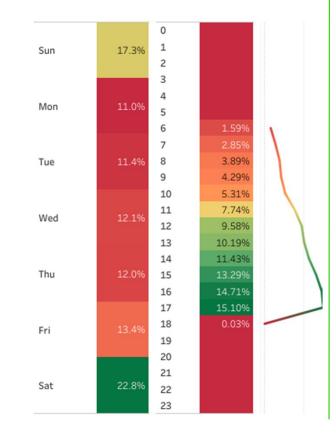
Cincinnati by the Numbers



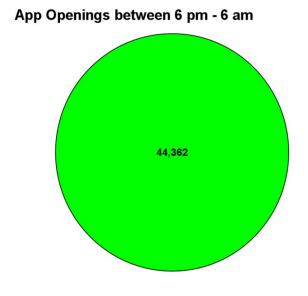
Trips by Day & Hour (11pm Curfew)



Trips by Day & Hour (6pm curfew)



Number of App Openings After 6pm



Commitment to a Safe Program: Rider Safety Quiz





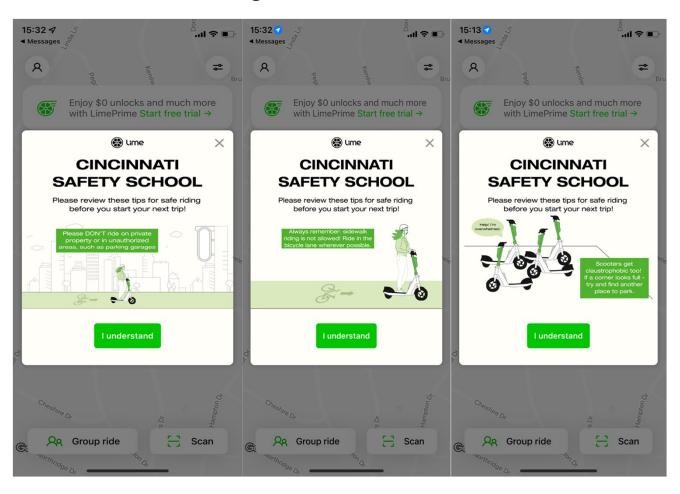






Safety: Lime x Cincinnati Safety School





Safety comes first and always at Lime. Lime's suite of safety features includes in-app messaging, zone technology, and ride blockers. When bad riding behavior was brought to our attention in Cincinnati, Lime immediately launched its new safety quiz geared specifically to our Cincinnati riders. We also sent in-app messaging to all riders, reminding them of the rules of the road.

Safety: Deterring Sidewalk & Wrong Way Riding





Lime Scooter Hangtag



Lime @Cincinnati Bearcat's Football Game

Whether walking, riding or driving, keeping all Cincinnatians safe is Lime's primary goal. This is why we focused squarely on NO Sidewalk riding and NO Wrong Way Riding in our safety campaign. Lime's approach includes in-app messaging, physical hang-tags and push notifications to deter these behaviors. We understand that educating our riders and creating clear channels of reporting egregious behavior keeps everyone, no matter the transportation mode, Safe.

Safety: Deterring Sidewalk & Wrong Way Riding





CINCINNATI SAFETY SCHOOL

Please review these tips for safe riding before you start your next trip!

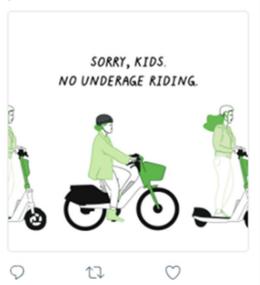


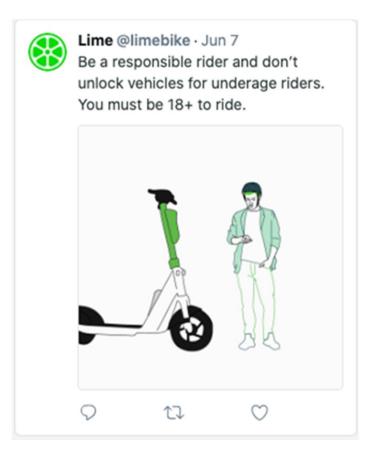
To reiterate our commitment to Safety, Lime has included "NEVER ride the wrong way" to our Lime & Cincinnati Safety School trainings and messaging. Protecting all Cincinnatians and educating our riders ensures a successful micromobilty program.

RESPONSIBLE RIDING IN CINCY: Lime's Underage Riding Campaign









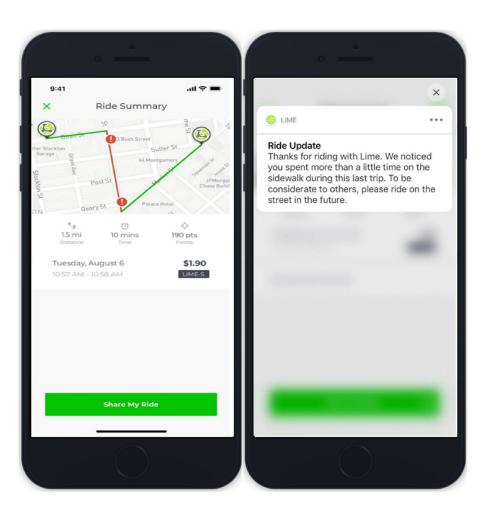
Responsible riding is a concern for Lime worldwide, especially when it comes to underage riding prevention.

To spread the message and ensure Lime riders are at their best behavior, Lime has prepared a series of social media posts, taking a stand against irresponsible riding behaviours and underage riding specifically.

We are excited about engaging with Cincinnati and our Lime community on this important topic.

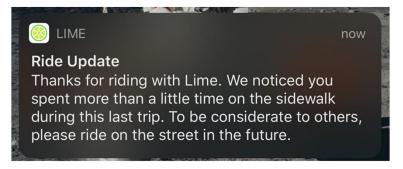
RESPONSIBLE RIDING IN CINCY: Lime's Approach To Sidewalk Riding





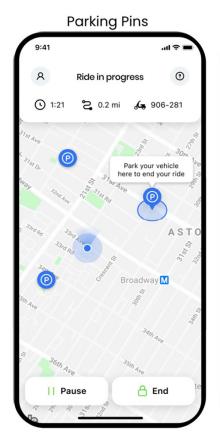
Lime understands the importance of keeping our riders off the sidewalk and safely riding where they should be. That is why we continue to make a significant investment into developing cutting-edge technology to guide our riders and assist cities in making decisions about investing in infrastructure like protected bike lanes. Lime Sidewalk Riding Detection is active NOW in Cincinnati.

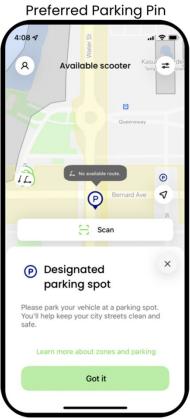
When we detect Sidewalk Riding, the Lime app will send a notification to the rider at the end of their trip. We also log this data to track city trends and hotspots where more sidewalk riding occurs.



Lime x Cincinnati: Parking Solutions









Lime's suite of parking features includes mandatory parking zones, geometric quadrants that appear in the Lime app and indicate an area where riders are required to end their trip, and parking pins, symbols that appear in the Lime app and indicate where riders should end their trip when outside a mandatory parking zone or where riders are required to end their trip, when inside a mandatory parking zone.

Introducing Enhanced ID Scan





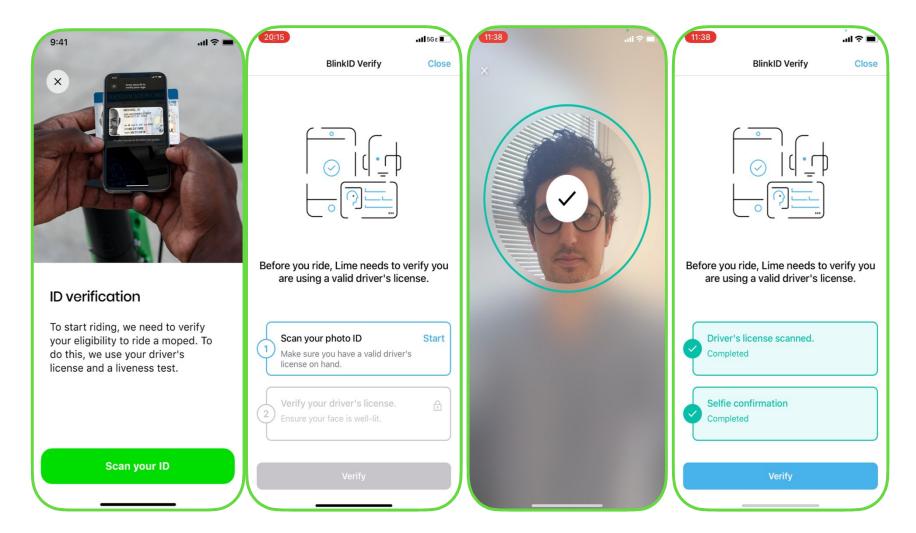
Lime's Verify and Ride

To strengthen our current age verification system, Cincinnati users will now be prompted to capture both sides of their license using the camera on their smartphone, correct any information manually as needed, and finally take a 'selfie' to confirm their identity before starting a ride.

<u>Please note:</u> Lime has a zerotolerance policy for underage riding. Only 1 account per ID is allowed and any riders who try to use the same ID for multiple accounts will be blocked.

Enhanced ID Scan + Liveness Test



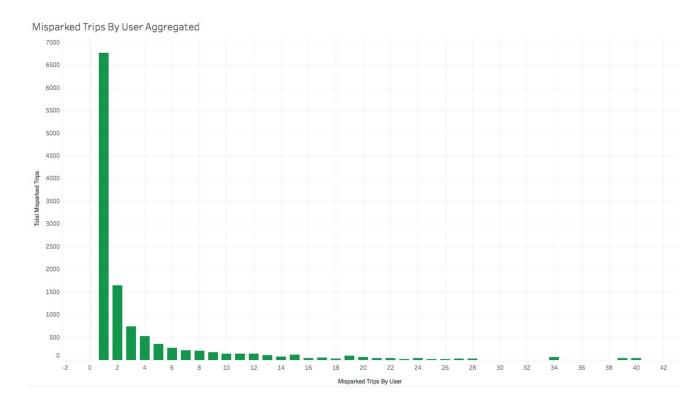


Lime's Rider Enforcement Plan to Ensure Compliance



Lime has a five-step progressive discipline policy to help encourage a culture of accountability, compliance riding and parking, and reduce recidivism. Lime provides a combination of e-mail and in-app messaging at each stage of this process to:

- Inform riders of the infraction
- Provide safe riding tips
- Specify any disciplinary action (fines or suspensions)
- Issue warnings for progressive disciplinary action upon the next infraction.



While this framework effectively addresses most infractions, there are behaviors that Lime will not tolerate. For example, verified cases of underage riding result in immediate account deactivation. Fines are directly charged to the user's credit card on file.

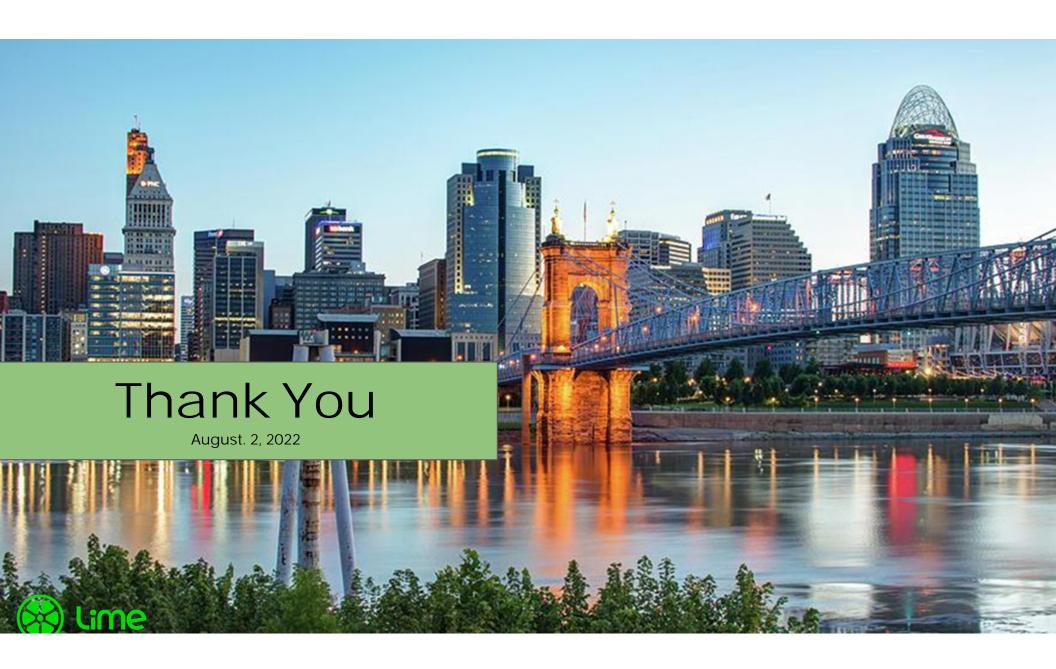
Lime's 5-Step Progressive Discipline Policy





OFFENSE 1	OFFENSE 2	OFFENSE 3	OFFENSE 4	OFFENSE 5
WARNING	\$10 FINE	\$25 FINE	1 WEEK SUSPENSION	PERMANENT SUSPENSION
Informs riders of the infraction and provides safety tips	\$10 fine and warning of increased fines for additional infractions	\$25 fine and warning of temporary account suspension upon next infraction	One week suspension and warning of permanent account deactivation upon next infraction	Permanent account deactivation

Lime has applied this proven framework across the 230+ markets we serve, and found it to be an effective deterrent in mitigating poor rider behavior before resulting in deactivation. For example, based on our analysis of fines in Paris, most fines are assessed to new riders, and the recidivism rate is low. As shown in the graph above, our library of compliance tools leads to the vast majority of riders never misparking more than once.





A&Q



Date: August 2, 2022

To: Members of the Public Safety & Governance Committee 202201565

From: John P. Curp, Interim City Manager

Subject: Presentation – Pedestrian Safety Update

Attached is the presentation for the Pedestrian Safety Update for the Public Safety & Governance Committee.

cc: John S. Brazina, Director Department of Transportation and Engineering

Pedestrian Safety Program Update



Pedestrian Safety Program

Planning

- Collecting priority pedestrian safety requests from every community council – due 9/30.
- Creating mini "neighborhood transportation plans" for every neighborhood.
- Reducing the speed limit to 25mph in all NBDs.
- Reviewing all NBDs for 24-hour parking.
- Working with Devou Good on privately funded nearterm improvements to North Bend Rd and Hamilton Ave (protected bike lanes, curb extensions).
- Developing right-sized street design options to calm traffic on North Bend, Beekman, and Warsaw (in coordination with street rehabilitation).
- Awarded State grant funding for 2 raised crosswalks on Harrison Ave in the Westwood NBD.





Pedestrian Safety Program

Construction

- Launched a pilot project to test the use of concrete blocks in creating traffic calming "pinch points."
- Installing speed cushions (asphalt and rubber) on 13 streets.
- Installing centerline hardening at 11 intersections.
- Installed City's first painted curb extensions in East Westwood.
- City's first "pre-formed" thermoplastic colored curb extensions will be installed in August in the West End.
- City's first colored crosswalk will be installed in August in Lower Price Hill.





Questions?





August 2, 2022

To: Members of the Public Safety and Governance Committee

From: John P. Curp, Interim City Manager 202201609

Subject: Emergency Ordinance: MODIFYING the Salary Range for the employment

classification of School Crossing Guard

Attached is an Emergency Ordinance captioned:

MODIFYING the salary range schedule for the classification of School Crossing Guard by amending existing Section 920 of Division 4, Chapter 307 of the Cincinnati Municipal Code to establish a new salary range schedule for said classification.

The Human Resources Director has approved the request for this ordinance to modify the salary range of School Crossing Guard. The recommended salary range adjustment for the School Crossing Guard is based upon the safety and general welfare of the public as well as recruitment and retention. With these factors in consideration, the goal is to enact the ordinance prior to the start of the 2022-2023 school year. Ensuring an efficient and timely recruitment process is essential for the protection of our citizens and children.

The Administration recommends approval of this Ordinance.

cc: Edward G. Ramsey, Human Resources Director

EMERGENCY

IMD

-2022

MODIFYING the salary range schedule for the classification of School Crossing Guard by amending existing Section 920 of Division 4, Chapter 307 of the Cincinnati Municipal Code to establish a new salary range schedule for said classification.

WHEREAS, the City of Cincinnati Police Department ("CPD") employs School Crossing Guards who provide safety services to children attending school within the City of Cincinnati; and

WHEREAS, there are a significant number of vacancies in School Crossing Guard positions, and increasing the number of active School Crossing Guards is vital to the safety of students and other pedestrians in Cincinnati; and

WHEREAS, in 2022 there have already been over 130 traffic incidents in Cincinnati involving pedestrians being struck by cars, and the modified School Crossing Guard salary rates provide opportunities to enhance pedestrian and traffic safety around schools in Cincinnati; and

WHEREAS, the City's Human Resources Department has determined that modification of the salary schedule for School Crossing Guards is consistent with the scope of services they provide and their level of responsibilities, and is necessary to recruit and retain quality School Crossing Guard employees; now, therefore,

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

Section 1. That existing Section 920 of Division 4, Chapter 307 of the Cincinnati Municipal Code is hereby amended as shown below:

Classification	Minimum Hourly	Maximum Hourly	Minimum Annual	Maximum Annual
School Crossing Guard	\$10.88	\$10.88	\$22,630.40	\$22,630.40
_	\$15.00	<u>\$15.00</u>	\$31,200.00	\$31,200.00

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 adjust the salary range of the said classification to ensure competitive
retention and recruitment of employees for the 2022-2023 school year.
Passed:, 2022
Aftab Pureval, Mayor
Attest:
Clerk
Deletions are struck through. Additions are underlined.