

EMERGENCY

MSS

-2023

AUTHORIZING the City Manager to establish a Cincinnati Police Department Referral Bonus program, providing individuals with a bonus of up to \$1,000 per referral under criteria established by the City Manager to ensure consistency and prevent abuse, to recruit and retain qualified employees to the position of Police Recruit within the Cincinnati Police Department.

WHEREAS, the 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 to protect life and property, prevent crime, enforce laws and ordinances, arrest violators, make forcible arrests when necessary, investigate accidents and complaints, secure evidence, and preserve the peace within an assigned beat (geographical unit) within the City of Cincinnati (“City”); and

WHEREAS, a referral bonus is needed to attract and retain Police Recruits to enhance safety in the City because of a significant decrease in the number of applicants for the position of Police Recruit in recent years; and

WHEREAS, the Police Recruit Referral Bonus program is necessary for CPD to remain competitive in the current labor market and attract and retain Police Recruits within the Police Academy; and

WHEREAS, this program would enable an individual to receive a referral bonus of up to \$1,000 per referral in accordance with criteria established by the City Manager to ensure consistency and prevent abuse; now, therefore,

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

Section 1. That the City Manager is authorized to establish a Cincinnati Police Department Referral Bonus program providing referral bonuses of up to \$1,000 for each referral of a qualified person for the position of Police Recruit, with criteria established by the City Manager to ensure consistency and prevent abuse, to bolster the number of qualified individuals who are recruited and hired as Police Recruits within the Cincinnati Police Department.

Section 2. That the proper City officials are authorized to do all things necessary and proper to carry out the terms 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 establish the referral program to recruit qualified Police Recruits.

Passed: _____, 2023

Aftab Pureval, Mayor

Attest: _____
Clerk