

June 14, 2023

**To:** Mayor and Members of City Council

**From:** Sheryl M.M. Long, City Manager 

202301636

**Subject: Emergency Ordinance: Authorizing the City Manager to establish a Cincinnati Police Department Referral Bonus program**

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Attached is an Emergency Ordinance captioned:

**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.

Approval of this Emergency Ordinance authorizes the Cincinnati Police Department (CPD) to establish a Referral Bonus to recruit qualified employees to the position of Police Recruit.

The Referral Bonus provides an opportunity for CPD to remain competitive in the job market and incentivize employees to refer qualified employees to the position of Police Recruit.

The reason for the emergency is the immediate need to establish a referral bonus in order to recruit qualified employees and assist with staffing levels at the Cincinnati Police Department.

The Administration recommends passage of this Emergency Ordinance.

cc: Latisha Hazell, Interim Human Resources Director