



City of Cincinnati

801 Plum Street
Cincinnati, OH 45202

Agenda - Final-revised

Public Safety & Governance

Councilmember Scotty Johnson, Chair
Vice Mayor Jan-Michele Kearney, Vice Chair
Councilmember Mark Jeffreys
Councilmember Anna Albi

Tuesday, March 4, 2025

9:30 AM

Council Chambers, Room 300

PRESENTATIONS

Hope and Shield Network Update

Amy Makley, MD - Trauma Medical Director, UCMC

Meera Kotagal, MD, MPH - Trauma Medical Director, CCHMC

AGENDA

- [202500353](#) **REPORT**, dated 2/26/2025, submitted Sheryl M. M. Long, City Manager, regarding traffic enforcement. (Reference Document #202402419)
Sponsors: City Manager
Attachments: [Transmittal](#)
- [202500274](#) **ORDINANCE (EMERGENCY)** submitted by Sheryl M. M. Long, City Manager, on 2/20/2025, **MODIFYING** Chapter 307, "Classified Compensation Schedules," of the Cincinnati Municipal Code by **AMENDING** Section 012 of Division D5 to ensure that the classification title and salary range schedule for the Director of Finance are consistent with the position's level of responsibility and competitive with similar positions across internal and external job markets.
Sponsors: City Manager
Attachments: [Transmittal](#)
[Ordinance](#)
- [202500275](#) **ORDINANCE (EMERGENCY)** submitted by Sheryl M. M. Long, City Manager, on 2/20/2025, **MODIFYING** Chapter 307, "Classified Compensation Schedules," of the Cincinnati Municipal Code by **AMENDING** Section 259 of Division D8 to update the salary schedule range for the classification of Environmental Services Director.
Sponsors: City Manager
Attachments: [Transmittal](#)
[Ordinance](#)
- [202500277](#) **ORDINANCE (EMERGENCY)** submitted by Sheryl M. M. Long, City Manager, on 2/20/2025, **MODIFYING** Chapter 307, "Classified Compensation

Schedules,” of the Cincinnati Municipal Code by **ORDAINING** Sections 444 and 445 of Division 0C to establish the classification titles and salary range schedules for the positions of Zoning Technician and Senior Zoning Plan Examiner; and **AMENDING** Section 441 of Division 0C to update the salary range schedule for the position of Zoning Plan Examiner.

Sponsors: City Manager

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

5. [202500317](#) **ORDINANCE (EMERGENCY)** submitted by Sheryl M. M. Long, City Manager, on 2/26/2025, **ESTABLISHING** the salary schedules and classification titles for the classifications of Behavioral Health Specialist and Supervising Behavioral Health Specialist by enacting Sections 297 and 298 of Division 0C, Chapter 307 of the Cincinnati Municipal Code, consistent with the organizational changes described herein.

Sponsors: City Manager

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

6. [202500335](#) **ORDINANCE**, submitted by Councilmember Jeffreys, from Emily Smart Woerner, City Solicitor, **MODIFYING** Chapter 723, “Streets and Sidewalks, Use Regulations,” by **ORDAINING** new Section 723-77, “Trespass in a Designated Bus Rapid Transit Zone,” and by **AMENDING** Section 723-26, “Designated Streetcar Transit Zone,” to promote the safe and efficient operation of a bus rapid transit system in the public right-of-way.

Sponsors: Jeffreys

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

7. [202500430](#) **PRESENTATION**, submitted by Sheryl M. M. Long, City Manager, dated 3/4/2025, regarding the Hope and Shield Network Update.

Sponsors: City Manager

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

ADJOURNMENT

February 26, 2025

To: Mayor and Members of City Council

From: Sheryl M.M. Long, City Manager

202500353

Subject: Traffic Enforcement

Reference Document #202402419

On December 11, 2024, Councilmember Mark Jeffreys referred the following item for report:

MOTION, submitted by Councilmember Jeffreys, WE MOVE that the City Administration issue a report within sixty (60) days that:

- Outlines traffic citations overall and by neighborhood for 2024, and update the same for the previous four years;
- Shares how many ‘traffic blitzes’ there were in 2024 and the number of citations and stops for each traffic blitz;
- Outlines plans for ‘traffic blitzes’ and other plans for traffic enforcement in 2025;
- Shares the number of crashes that CPD responded to on Interstate Highways (I-74/75/71) within city limits in 2023 & 2024, including the total Full Time Equivalent (FTE) hours spent responding to those crashes and the subsequent follow up.

Overall and by neighborhood traffic citations from 2020 through 2024:

Data is preliminary, and subject to further analysis and revision



Prepared by Crime Analysis and Problem Solving
Cincinnati Police Department

Traffic Citation Counts by District						
DISTRICT	2020	2021	2022	2023	2024	Grand Total
CENTRAL BUSINESS SECTION	529	584	610	781	890	3,394
DISTRICT 1	2,697	2,883	2,398	3,357	3,925	15,260
DISTRICT 2	2,356	2,507	2,873	2,736	2,223	12,695
DISTRICT 3	9,171	9,200	11,359	14,463	11,394	55,587
DISTRICT 4	4,838	4,761	4,472	5,471	3,815	23,357
INTERSTATES	1,692	2,235	1,987	3,476	2,507	11,897
N/A OR OUT OF CITY	42	55	47	66	76	286
Grand Total	21,325	22,225	23,746	30,350	24,830	122,476

Traffic Citation Counts by Neighborhood													
NEIGHBORHOOD	2020	2021	2022	2023	2024	Grand Total	NEIGHBORHOOD	2020	2021	2022	2023	2024	Grand Total
AVONDALE	1,136	1,057	1,108	1,012	697	5,010	MOUNT AUBURN	284	217	271	235	361	1,368
BOND HILL	657	603	554	813	421	3,048	MOUNT LOOKOUT	59	72	83	74	70	358
CALIFORNIA	12	24	32	31	23	122	MOUNT WASHINGTON	93	115	103	131	83	525
CAMP WASHINGTON	353	373	444	807	600	2,577	N/A OR OUT OF CITY	42	55	47	66	76	286
CARTHAGE	265	301	239	282	283	1,370	NORTH AVONDALE	504	373	444	364	387	2,072
CBD/RIVERFRONT	453	518	436	571	690	2,668	NORTH FAIRMOUNT	146	184	169	144	145	788
CLIFTON	408	439	475	592	345	2,259	NORTHSIDE	506	559	688	1,416	999	4,168
COLLEGE HILL	461	535	496	833	437	2,762	OAKLEY	191	315	370	321	321	1,518
COLUMBIA TUSCULUM	89	114	200	356	189	948	OVER-THE-RHINE	640	692	664	765	1,320	4,081
CORRYVILLE	428	419	344	353	307	1,851	PADDOCK HILLS	220	261	201	216	139	1,037
CUF	558	631	489	916	781	3,375	PENDLETON	41	42	45	28	35	191
EAST END	77	94	151	99	109	530	PLEASANT RIDGE	118	157	182	162	114	733
EAST PRICE HILL	1,193	1,124	1,560	1,601	1,070	6,548	QUEENSGATE	472	407	353	712	672	2,616
EAST WALNUT HILLS	78	73	84	81	112	428	RIVERSIDE	138	189	220	295	304	1,146
EAST WESTWOOD	300	276	371	273	277	1,497	ROSELAWN	278	395	285	317	336	1,611
ENGLISH WOODS	64	50	73	83	88	358	SAYLER PARK	73	96	97	233	189	688
EVANSTON	251	233	349	342	247	1,422	SEDAMSVILLE	290	196	336	453	273	1,548
HARTWELL	125	139	116	133	136	649	SOUTH CUMMINSVILLE	100	145	165	153	123	686
HYDE PARK	148	189	193	188	196	914	SOUTH FAIRMOUNT	638	1,001	1,126	1,234	1,032	5,031
INTERSTATES	1,692	2,235	1,987	3,476	2,507	11,897	SPRING GROVE VILLAGE	423	448	459	880	442	2,652
KENNEDY HEIGHTS	30	64	57	38	24	213	VILLAGES AT ROLL HILL	102	77	114	103	118	514
LINWOOD	22	55	36	87	65	265	WALNUT HILLS	964	753	744	607	458	3,526
LOWER PRICE HILL	468	468	563	1,289	1,115	3,903	WEST END	702	894	576	701	756	3,629
MADISONVILLE	224	249	289	219	212	1,193	WEST PRICE HILL	1,144	1,150	1,561	1,400	1,030	6,285
MILLVALE	297	308	303	286	216	1,410	WESTWOOD	1,720	1,822	2,454	2,357	2,236	10,589
MOUNT ADAMS	76	66	174	210	200	726	WINTON HILLS	394	326	247	509	322	1,798
MOUNT AIRY	1,178	647	619	1,503	1,142	5,089	Grand Total	21,325	22,225	23,746	30,350	24,830	122,476

Data Produced: January 3, 2025

Data tables reflect citation counts issued by Cincinnati Police for offenses falling under ORC Sections beginning with 45-- and CMC Sections beginning with 5--.

Crash Summary Statistics for those occurring on I-74, I-71, and I-75 - 2023 and 2024, including FTE hours spent on crash investigations:

		Time Spent on Crash (Time Dispatched to Cleared) In Minutes					
	Interstate	Count	Sum	Min	Max*	Average	Stan Dev**
2023	I-74	198	8,737.8	0	154	44.1	27.2
	I-71	547	24,448.1	0	1,105	44.7	54.9
	I-75	1,166	58,422.2	0	5,870	50.1	174.4
	Total	1,911	91,608.0	0	5,870	47.9	139.6
2024	I-74	177	7,712.4	0	222	43.6	32.2
	I-71	531	24,739.6	0	781	46.6	46.9
	I-75	1,320	56,700.0	0	2,955	43.0	89.6
	Total	2,028	89,151.9	0	2,955	44.0	76.8

Note: This does not include the time the Traffic Unit takes to investigate serious and fatal crashes. They estimate crash investigations take an average of 80-120 hours per case, and more for complex prosecuted cases. This includes multiple traffic officer's time at the scene, investigative processes, and trial preparation. They investigated 70 cases in 2023 and 55 cases in 2024.

* Max field denotes what the highest value., which gives an idea of the outlier value. For instance, in 2024 there was at least one crash report/investigation that lasted 2,955 minutes (49 hours). Upon inspection, the calculation Time (Dispatched to Time Cleared) did not accurately reflect the time report/investigated. Instead, this was a complex crash between a bus, semi-truck, and sedan. The officer entered the crash report the day after, including the finalized time cleared. Similarly, crashes with the minimum value of zero reflect reporting

processes, like entering the same dispatch and clearance date/time.

** Stan Dev denotes the standard deviation or how dispersed the values are around the mean. Typically, two standard deviations around the mean denotes an "outlier". With this method, a 2024 crash report/investigation lasting longer than 198 minutes would be considered an outlier. Equation for 2024 Total outlier: $76.8 * 2 + 44.0 = 197.6$

Date ranges for the 2024 Traffic Blitzes, the citation/warning count, traffic stop count, and Traffic Blitz plans for 2025:

Blitz Details occurring in 2024

Blitz Period	Operational Notes	Traffic Stops	Citations	Warnings
Spring 2024 (1/22 – 2/3)	Partnership between Traffic Unit and Ohio State Patrol. The main goal is to maximize uniformed presence and address hazardous driving. The secondary goal is to boost morale and develop relationships with a local partner.	1,212	1,797	80
Summer 2024 (6/10 – 6/20)	Performed by select District Officers and supported by Traffic Unit. The main goal was to onboard and expose young officers to traffic stop processes and their benefits. The secondary goal is to maximize enforcement within each district.	644	556	15

Blitz Plan in 2025

Blitz Period	Operational Notes
Spring 2025 (2/17 – 2/28, <i>tentative</i>)	Partnership between Traffic Unit and Ohio State Patrol
Summer 2025 TBD	Partnership between Traffic Unit and District Officers

ⁱ In 2024 (reporting on 2023), CPD sent out a similar report; however, it used a manual process recommended by the Traffic Unit. This focused primarily on moving charges. This was ideal because it narrowly focused on behaviors targeted for a Blitz, most notably unsafe driving. The downside of this method is new charges can be used, it is time-consuming for analysts, and, most importantly, not easily reproduced. This year CPD improved the process and streamlined the approach by collecting all traffic-related charges (ORC 45--- or CMC 5---). The downside of this method is it includes non-moving infractions, like "Failure to Register Vehicle," and those that aren't responsive to proactive traffic enforcement, like "Following an Emergency Vehicle." For that reason, this report will display count discrepancies when compared to the prior Motion Response in 2024.

Future plans for Traffic Blitzes and OVI (Operating vehicle under the influence of alcohol or drugs) checkpoints in 2025:

The Cincinnati Police Department's Traffic Unit has been tentatively approved to conduct a Traffic Blitz from February 17 through February 28, 2025, and an additional Traffic Blitz in the summer of 2025 (TBD).

The Cincinnati Police Department is a member of the Ohio Traffic Safety Office County OVI Task Force. The goal of the task force is to reduce the number of fatal traffic crashes and alcohol-related fatal crashes by utilizing, where feasible, the low-manpower OVI checkpoint model to conduct low-cost, highly effective OVI checkpoints throughout Hamilton County, and by enforcing zero tolerance of safety belt and child safety seat law violations. Possible OVI checkpoints are in the planning phase for 2025. The dates are to be determined.

Other plans for traffic enforcement in 2025:

Districts will participate in the 2025 Traffic Blitz events and use both data and complaints from the community and community councils to proactively address traffic concerns. Data driven approaches to crime and traffic safety, e.g., crash data, provided by Crime Analysis and Problem Solving (CAPS) will assist districts to conduct enforcement efforts where needed. Traffic enforcement plans are driven through data analysis and initiatives may be spontaneous in response at the district level.

For example, in 2024 District One specifically set their focus on Liberty Street and select Over-The-Rhine streets including Vine Street and Green Street, after reviewing data and other reports presented by CAPS, reflecting top crash and weapon call for service locations. Additionally, District One officers focused on traffic concerns brought by the community related to Mohawk and Renner Streets. This effort was in response to concerned residents of these streets, although Mohawk and Renner Streets were not identified as top crash locations by CPD.

Another example, in 2024 District Three designated the 1500 to 2200 block of Queen City Avenue for PVO (Police Visibility Overtime) traffic enforcement. This was based largely on data from CAPS, which showed the largest concentration of traffic accidents in District Three occurring there. Since then, traffic calming measures have been installed in the area, but District Three has continued to conduct enforcement efforts in this corridor. District Three has also focused on Glenway Avenue between Crookshank and Werk Road, Glenway Avenue in the “traffic calming zone,” to stop drivers from using the middle lane to pass, Colerain Avenue near North Bend Road, and on Harrison Avenue between Werk Road and McHenry Avenue. Additionally, District Three’s Neighborhood Liaison Unit has worked on traffic complaints in the areas of Chase and Virginia, Werk and Harrison, and Colerain and North Bend.

Districts will also continue to assist and give recommendations to the Department of Transportation and Engineering (DOT&E) in support of their traffic calming efforts. The districts will continue to conduct periodic enforcement in the short term, repeatedly looking for longer term solutions, such as a change in traffic patterns, etc. Additionally, Neighborhood Liaison Units will conduct traffic/pedestrian safety training at community meetings and at schools. Several designated traffic enforcement officers have been selected to focus on reducing speeding, auto accidents, while increasing pedestrian safety.

Grants/Ordinances:

Ordinance No. 2024-187 of the City of Cincinnati is authorizing the City to apply for, accept, and appropriate a Selective Traffic Enforcement Program grant from the State of Ohio Department of Public Safety, for the purpose of funding a program to reduce deaths and injuries resulting from vehicular accidents due to speeding, loss of control, restraint violations, operating a vehicle under the influence, and high visibility enforcement efforts to reduce fatal accidents.

Ordinance No. 2024-186 of the City of Cincinnati is authorizing the City to apply for, accept, and appropriate a grant from the Ohio Department of Public Safety, the Ohio Traffic Safety Office's FY25 Impaired Driving Enforcement Program, to aid in reducing death and injuries resulting from vehicular accidents.

Ordinance No. 2024-188 of the City of Cincinnati is authorizing the City to apply for, accept, and appropriate a grant from the State of Ohio Department of Public Safety, Ohio Traffic Safety Office, to fund a Traffic Safety Resource Prosecutor (TSRP) position to provide training, education, and technical support to traffic crimes prosecutors and law enforcement agencies throughout the State of Ohio, and to develop a coordinated statewide, multidisciplinary planned approach to the prosecution of impaired driving and other traffic crimes in Ohio.

Conclusion:

The Cincinnati Police Department will continue to conduct periodic short term traffic enforcement while repeatedly looking for longer term solutions in addition to the continued collaboration with their partners on traffic enforcement and traffic calming measures. Additionally, CPD will continue to utilize data driven approaches to crime and traffic safety, e.g., crash data, in collaboration with Crime Analysis and Problem Solving (CAPS).

CPD will utilize the listed grant funding to collaborate with the Traffic Unit, who has staff supervision over the Department's selective enforcement program and other specialized traffic-related programs. The Traffic Unit acts as a liaison and an implementation site for state programs such as the seat belt and holiday drunk driving programs, to reduce deaths and injuries resulting from vehicular accidents due to speeding, loss of control, restraint violations, operating a vehicle under the influence, and high visibility enforcement efforts to reduce fatal accidents.

cc: Colonel Teresa A. Theetge, Police Chief

February 20, 2025

To: Mayor and Members of City Council

202500274

From: Sheryl M.M. Long, City Manager

Subject: Emergency Ordinance: Finance Director Salary Range

Attached is an Emergency Ordinance captioned:

MODIFYING Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code by **AMENDING** Section 012 of Division D5 to ensure that the classification title and salary range schedule for the Director of Finance are consistent with the position’s level of responsibility and competitive with similar positions across internal and external job markets.

The Department of Human Resources has done its due diligence and conducted appropriate internal comparisons to ensure that the new salary range is consistent with the scope of services and the level of responsibility. Adopting a new salary schedule for the position of Finance Director is based upon an evaluation of job factors associated with the position, and a review of the Division D5 salary structure to ensure competitiveness within the industry.

The Administration recommends passage of this Emergency Ordinance.

cc: Latisha Hazell, HR Director

EMERGENCY

MSS

-2025

MODIFYING Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code by **AMENDING** Section 012 of Division D5 to ensure that the classification title and salary range schedule for the Director of Finance are consistent with the position’s level of responsibility and competitive with similar positions across internal and external job markets.

WHEREAS, Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code provides the current classification title and salary range schedule for the position of Director of Finance; and

WHEREAS, the classification title and salary range for the position of Director of Finance require amendment to reflect the knowledge, skill, and abilities required to carry out the duties and tasks prescribed to the position and to attract and retain qualified candidates; and

WHEREAS, the City’s Human Resources Department completed its due diligence and conducted appropriate internal comparisons to ensure that the new classification title and salary range are consistent with the level of responsibility and scope of services associated with the position; now, therefore,

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

Section 1. That Section 012 of Division 5 of Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code (“CMC”) is amended as follows to update the classification title and salary range schedule for the position of Director of Finance:

Section	Classification	Annual Minimum	Annual Maximum	Division
012	Director of Finance	\$123,638.95	\$186,466.53 <u>\$202,243.00</u>	D5

Section 2. That the proper City officials are authorized to do all things necessary and proper to carry out the provisions of Section 1, including updating applicable rules and regulations and policies and procedures in accordance with the modifications to the CMC provided by this ordinance.

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 adjust the classification title and salary range schedule for the Director of Finance classification to be consistent with the classification's level of responsibility and competitive with similar positions across internal and external job markets in order to recruit and retain qualified employees.

Passed: _____, 2025

Aftab Pureval, Mayor

Attest: _____
Clerk

Deletions are indicated by strikethrough; additions are indicated by underline.

February 20, 2025

To: Mayor and Members of City Council 202500275
From: Sheryl M.M. Long, City Manager
Subject: Emergency Ordinance: Modify Environmental Services Director Salary

Attached is an Emergency Ordinance captioned:

MODIFYING Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code by **AMENDING** Section 259 of Division D8 to update the salary schedule range for the classification of Environmental Services Director.

The Department of Human Resources has done its due diligence and conducted appropriate internal comparisons to ensure that the new salary range is consistent with the scope of services and the level of responsibility. Adopting a new salary schedule for the position of Environmental Services Director is based upon an evaluation of job factors associated with the position, and a review of the Division D8 salary structure to ensure competitiveness within the industry.

The Administration recommends passage of this Emergency Ordinance.

cc: Latisha Hazell, HR Director

EMERGENCY

KKF

-2024

MODIFYING Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code by **AMENDING** Section 259 of Division D8 to update the salary schedule range for the classification of Environmental Services Director.

WHEREAS, the City’s Human Resources Department (“HR Department”) finds that the salary schedule range for the classification of Environmental Services Director requires amendment based on the level of responsibility, liability, and scope of work performed for the position; and

WHEREAS, the HR Department recommends modification of the current salary schedule range for the Environmental Services Director classification to enhance marketability and competitiveness in the job market; and

WHEREAS, the HR Department’s recommendation for adoption of a new salary schedule range for the position of Environmental Services Director is based upon an evaluation of job factors associated with the position and a review of the Division D8 salary structure to ensure competitiveness within the industry; now, therefore,

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

Section 1. That Section 259 of Division D8, Chapter 307 of the Cincinnati Municipal Code is amended as follows:

Classification	Annual Minimum	Annual Maximum
Environmental Services Director (259)	\$77,432.88	\$110,896.10
	<u>\$81,821.62</u>	<u>\$118,982.27</u>

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 schedule range of the Environmental Services Director classification to ensure competitive recruitment and retention for the position.

Passed: _____, 2025

Aftab Pureval, Mayor

Attest: _____
Clerk

Deletions are indicated by strikethrough; additions are indicated by underline.

February 20, 2025

To: Mayor and Members of City Council

202500277

From: Sheryl M.M. Long, City Manager

Subject: Emergency Ordinance: Zoning Career Ladder

Attached is an Emergency Ordinance captioned:

MODIFYING Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code by **ORDAINING** Sections 444 and 445 of Division 0C to establish the classification titles and salary range schedules for the positions of Zoning Technician and Senior Zoning Plan Examiner; and **AMENDING** Section 441 of Division 0C to update the salary range schedule for the position of Zoning Plan Examiner.

The Department of Human Resources has done its due diligence and conducted appropriate internal comparisons to ensure that the new classification titles and salary ranges align with the scope of services and level of responsibility required. These changes establish a structured career pathway, support employee retention, and maintain market competitiveness.

The Administration recommends passage of this Emergency Ordinance to facilitate immediate implementation, ensuring the City can effectively recruit and retain qualified personnel to support its planning and zoning objectives.

cc: Latisha Hazell, HR Director

EMERGENCY

CNS

-2025

MODIFYING Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code (“CMC”) by **ORDAINING** new Sections 444 and 445 of Division 0C to establish the classification titles and salary range schedules for the positions of Zoning Technician and Senior Zoning Plan Examiner; and **AMENDING** Section 441 of Division 0C to update the salary range schedule for the position of Zoning Plan Examiner.

WHEREAS, the mission of the City’s Planning and Engagement Department (“Planning Department”) is “[t]o utilize creative planning principles, to guide land use while ensuring excellent customer service and fostering safe and sustainable building development”; and

WHEREAS, Planning Department responsibilities include long-range and strategic planning, including creating neighborhood plans, developing and administering the Zoning Code and Subdivision Regulations, and other land use regulatory processes; and

WHEREAS, the City’s Human Resources Department (“HR Department”) recommends creation of the new Zoning Technician and Senior Zoning Plan Examiner classification titles and salary range schedules to increase City effectiveness, provide a clear pathway for continued growth and career progression for Planning Department employees, and assist with the recruitment and retention of quality employees; and

WHEREAS, the HR Department recommends modifying the salary range schedule for the Zoning Plan Examiner position to be consistent with the scope of services and level of responsibility required of the position, including the exercise of independent judgment and accountability relating to preliminary design review and other zoning plan processes, and such modification will further assist with the recruitment and retention of quality employees; and

WHEREAS, the HR Department’s recommendations for the creation of the new Zoning Technician and Senior Zoning Plan Examiner classification titles and salary range schedules, and adoption of the new salary range for the position of Zoning Plan Examiner, are based upon market analysis, evaluation of job factors associated with the positions, and a review of the Division 0C salary structure to ensure competitiveness within the industry; now, therefore,

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

Section 1. That new Sections 444 and 445 of Division 0C, Chapter 307 of the Cincinnati Municipal Code (“CMC”) are ordained as follows to establish the classification titles and salary range schedules for the positions of Zoning Technician and Senior Zoning Plan Examiner:

Classification	Minimum Annual	Maximum Annual
Zoning Technician (444)	\$56,560.11	\$76,012.05
Senior Zoning Plan Examiner (445)	\$70,279.55	\$106,847.10

Section 2. That Section 441 of Division 0C, Chapter 307 of the CMC is amended as follows to update the salary range schedule for the position of Zoning Plan Examiner:

Classification	Minimum Annual	Maximum Annual
Zoning Plan Examiner (441)	\$65,971.75	\$88,660.51 <u>\$90,068.51</u>

Section 3. That the proper City officials are authorized to do all things necessary to carry out the provisions of Sections 1 and 2, including updating applicable rules and regulations and policies and procedures in accordance with the modifications to the CMC provided by this ordinance.

Section 4. That this ordinance shall be an emergency measure necessary for the preservation of 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 Zoning Technician and Senior Zoning Plan Examiner classification titles and salary range schedules and update the salary range schedule for the position of Zoning Plan Examiner in order to recruit and retain qualified employees.

Passed: _____, 2025

Aftab Pureval, Mayor

Attest: _____
Clerk

Deletions are indicated by strikethrough; additions are indicated by underline.

February 26, 2025

To: Mayor and Members of City Council

202500317

From: Sheryl M.M. Long, City Manager

Subject: **Emergency Ordinance:** Behavioral Health Specialist and Supervising Behavioral Health Specialist

Attached is an Emergency Ordinance captioned:

ESTABLISHING the salary schedules and classification titles for the classifications of Behavioral Health Specialist and Supervising Behavioral Health Specialist by enacting Sections 297 and 298 of Division 0C, Chapter 307 of the Cincinnati Municipal Code, consistent with the organizational changes described herein.

The Cincinnati Health Department, through a market analysis that included local industry trends, has determined the necessity of the creation of classification specifications of Behavioral Health Specialist and Supervising Behavioral Health Specialist and new salary schedules to recruit and retain quality employees. The Human Resources Director has reviewed the conclusion of the market analysis and concluded that the recruitment of a Behavioral Health Specialist and Supervising Behavioral Health Specialist for the Cincinnati Health Department may benefit from a new classification titles and salary range schedules.

The Administration recommends passage of this Emergency Ordinance.

cc: Latisha Hazell, Director of Human Resources

EMERGENCY

IMD

- 2025

ESTABLISHING the salary schedules and classification titles for the classifications of Behavioral Health Specialist and Supervising Behavioral Health Specialist by enacting Sections 297 and 298 of Division 0C, Chapter 307 of the Cincinnati Municipal Code, consistent with the organizational changes described herein.

WHEREAS, Cincinnati Municipal Code (“CMC”) Chapter 307, “Classified Compensation Schedules,” currently does not contain a salary schedule or classification title for the positions of Behavioral Health Specialist or Supervising Behavioral Health Specialist; and

WHEREAS, a Behavioral Health Specialist is responsible for performing a variety of professional treatment services, such as making behavioral health diagnoses using diagnostic tools and sound clinical judgment; and

WHEREAS, a Supervising Behavioral Health Specialist is responsible for providing leadership and reviewing the assessments, diagnoses, treatment plans, and documentation of Behavioral Health Specialists as required by the State of Ohio Licensing Board; and

WHEREAS, the mission of the Cincinnati Health Department (“CHD”) is to promote the health and wellness of Cincinnati citizens, employing methods that include disease surveillance, assessment, disease prevention, health education, and assuring access to public health services; and

WHEREAS, creation of the positions of Behavioral Health Specialist and Supervising Behavioral Health Specialist is necessary for the continued operation of CHD and furtherance of its mission; and

WHEREAS, the City’s Human Resources Department recommends the creation of salary schedules and classification titles of Behavioral Health Specialist and Supervising Behavioral Health Specialist to recruit and retain qualified employees in CHD; and

WHEREAS, based upon the City’s market analysis and the level of responsibility, liability, and scope of work performed by a Behavioral Health Specialist and a Supervising Behavioral Health Specialist, the proposed Division 0C salary schedule is necessary for both positions to ensure competitiveness within the industry; and

WHEREAS, it is recommended that future cost of living adjustments for the Behavioral Health Specialist and Supervising Behavioral Health Specialist positions are aligned with the salary adjustments for Cincinnati Organized and Dedicated Employees, Inc. (CODE) as approved by Council; and

WHEREAS, Council wishes to establish a salary schedule and classification title for the positions of Behavioral Health Specialist and Supervising Behavioral Health Specialist within CMC Chapter 307; now, therefore,

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

Section 1. That Section 297 of Division 0C, Chapter 307, Behavioral Health Specialist, of the Cincinnati Municipal Code is established as follows:

Classification	Minimum Annual Salary	Maximum Annual Salary
Behavioral Health Specialist (297)	\$67,019.43	\$90,068.51

Section 2. That Section 298 of Division 0C, Chapter 307, Behavioral Health Specialist, of the Cincinnati Municipal Code is established as follows:

Classification	Minimum Annual Salary	Maximum Annual Salary
Supervising Behavioral Health Specialist (298)	\$79,504.27	\$106,847.10

Section 3. That the proper City officials are authorized to do all things necessary to carry out Sections 1 and 2, including updating any applicable rules and regulations or policies and procedures in accordance with these modifications.

Section 4. 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 new salary schedules and classification titles for the positions of Behavioral Health Specialist and Supervising Behavioral Health Specialist to recruit and retain qualified employees in the Cincinnati Health Department.

Passed: _____, 2025

Aftab Pureval, Mayor

Attest: _____
Clerk

202500335
Date: February 26, 2025

To: Councilmember Mark Jeffreys
From: Emily Smart Woerner, City Solicitor *EESW/mbh*
Subject: **Ordinance – Bus Rapid Transit Zones**

Transmitted herewith is an ordinance captioned as follows:

MODIFYING Chapter 723, “Streets and Sidewalks, Use Regulations,” by **ORDAINING** new Section 723-77, “Trespass in a Designated Bus Rapid Transit Zone,” and by **AMENDING** Section 723-26, “Designated Streetcar Transit Zone,” to promote the safe and efficient operation of a bus rapid transit system in the public right-of-way.

EESW/JRS(dmm)
Attachment
413897

City of Cincinnati

JRS

EESW/mob

An Ordinance No. _____

- 2025

MODIFYING Chapter 723, “Streets and Sidewalks, Use Regulations,” by **ORDAINING** new Section 723-77, “Trespass in a Designated Bus Rapid Transit Zone,” and by **AMENDING** Section 723-26, “Designated Streetcar Transit Zone,” to promote the safe and efficient operation of a bus rapid transit system in the public right-of-way.

WHEREAS, the Southwest Ohio Regional Transit Authority (“SORTA”) is designing and constructing a bus rapid transit system in and through the City of Cincinnati; and

WHEREAS, the Cincinnati Municipal Code currently provides for bus stops in the public right-of-way but does not provide for separate bus rapid transit zones in the public right-of-way; and

WHEREAS, the City and SORTA have a strong interest in promoting and protecting the safety and welfare of the traveling public by designating areas for the bus rapid transit system; and

WHEREAS, Council wishes to provide for the designation of bus rapid transit zones and to ensure these zones promote the safe and efficient operation of the bus rapid transit system; now, therefore,

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

Section 1. That new Section 723-77, “Trespass in a Designated Bus Rapid Transit Zone,” of Chapter 723, “Streets and Sidewalks, Use Regulations,” of the Cincinnati Municipal Code is hereby ordained to read as follows:

Sec. 723-77. – Trespass in a Designated Bus Rapid Transit Zone.

No person shall enter or remain upon, occupy, or use a designated bus rapid transit zone established pursuant to Section 723-26 of this Chapter for purposes other than boarding or disembarking a bus rapid transit vehicle, waiting for a bus rapid transit, or purchasing a fare. A person is in violation of this section only after having occupied a designated bus rapid transit zone for a period of time that exceeds that which is necessary to purchase a fare and to wait for, board, or disembark a bus rapid transit vehicle. It shall be prima facie evidence of a violation of this section if a person remains in a designated bus rapid transit zone after two bus rapid transit vehicles stop and the person does not board either of the bus rapid transit vehicles.

A person violating this section shall be guilty of a misdemeanor of the fourth degree and shall be fined not more than \$250 or imprisoned not more than 30 days, or both.

Section 2. That existing Section 723-26, "Designated Streetcar Transit Zones," of Chapter 723, "Streets and Sidewalks, Use Regulations," of the Cincinnati Municipal Code is hereby amended to read as follows:

Sec. 723-26. - Designated Streetcar Transit Zones.

- (a) Streetcar Transit Zones. The Director of the Department of Transportation and Engineering may designate a streetcar station platform located in the public right-of-way as a designated streetcar transit zone, which area shall be accessible exclusively by persons for the limited purposes of boarding or deboarding a Cincinnati streetcar vehicle, waiting to board a Cincinnati streetcar vehicle, or purchasing a fare. Designated streetcar transit zones shall be clearly marked and contain readily visible signage indicating "Streetcar Transit Zone" or other similar notification.

- (b) Bus Rapid Transit Zones. The Director of the Department of Transportation and Engineering may designate a bus rapid transit station platform located in the public right-of-way as a designated bus rapid transit zone, which area shall be accessible exclusively by persons for the limited purposes of boarding or deboarding a bus rapid transit vehicle, waiting to board a bus rapid transit vehicle, or purchasing a fare. Designated bus rapid transit zones shall be clearly marked and contain readily visible signage indicating "Bus Rapid Transit Zone" or other similar notification.

Section 3. That this ordinance shall take effect and be in force from and after the earliest period allowed by law.

Passed: _____, 2025

Aftab Pureval, Mayor

Attest: _____
Clerk

Additions indicated by underline; Deletions indicated by strikethrough.

March 4, 2025

To: Members of the Public Safety & Governance Committee 202500430
From: Sheryl M.M. Long, City Manager
Subject: **Presentation – Hope and Shield Network Update**

Attached is a presentation regarding the Hope and Shield Network Update.



Hope and Shield Network Update

Hospital-Based Violence Intervention Program

Public Safety Committee Meeting Update
March 4, 2025

Amy Makley, MD - Trauma Medical Director, UCMC
Meera Kotagal, MD, MPH - Trauma Medical Director, CCHMC



- How to best support survivors of gun violence:
 - Goal to align the resources of the medical staff with our community-based partners
 - Engage with patients in the hospital during recovery provides golden opportunity
 - Support network continues once patients are released from the hospital with a pathway to continue wraparound services after discharge
 - Address social drivers of health
- First combined pediatric and adult Hospital-based Violence Intervention Program

Hospital-Based Violence Intervention Program

Hope and Shield Network



Mental health care & trauma-informed counseling

Connection licensed therapists, counselors, and trauma specialists to address post-traumatic stress disorder (PTSD), and other mental health needs.



Case management & peer support

Individualized case management, with a focus on navigating community resources.



Housing stability assistance

Work with partner organizations to address emergency and long-term housing solutions for victims and their families



Educational & employment resources

Connect to job training programs, educational support, and financial literacy resources



Family & community engagement

Through family counseling and engagement programs, the initiative aims to rebuild and strengthen relationships



Preventing retaliatory violence & reduce reinjury

Work with victims, families, and community partners to de-escalate conflicts and prevent retaliatory violence

Coordinated effort of UCMC and CCHMC with support from the City of Cincinnati and our community partners to reach targeted population of youth and young adult victims of gun violence in Cincinnati to ultimately reduce rates of re-injury and retaliation

Hope and Shield Network Launch and Timeline

- February 2024 – public announcement of funding agreement with City of Cincinnati
- February – May 2024 – community engagement
 - Identification and meetings with stakeholders in community
 - Convening of expert panel to assist with recruitment/hiring of violence prevention professionals (VPPs)
- August 2024 – Effective date of funding agreement with City of Cincinnati
 - Hire date for first 3 VPPs
 - Orientation and onboarding at both UCMC and CCHMC
- September 2024 – HVIP Consent to Participate approved by Legal
 - **First UCMC patient enrolled in Hope and Shield Network**
- October 2024 – Subcontract with CCHMC completed
 - **First CCHMC patient enrolled in Hope and Shield Network**
 - VPPs attend on-site HAVI training course with certification
 - REDCAP Data collection tool built
- January-February 2025 – Program Supervisor recruitment
- March 2025 – Hire date for Program Supervisor

Currently over 50 patients enrolled in Hope and Shield Network

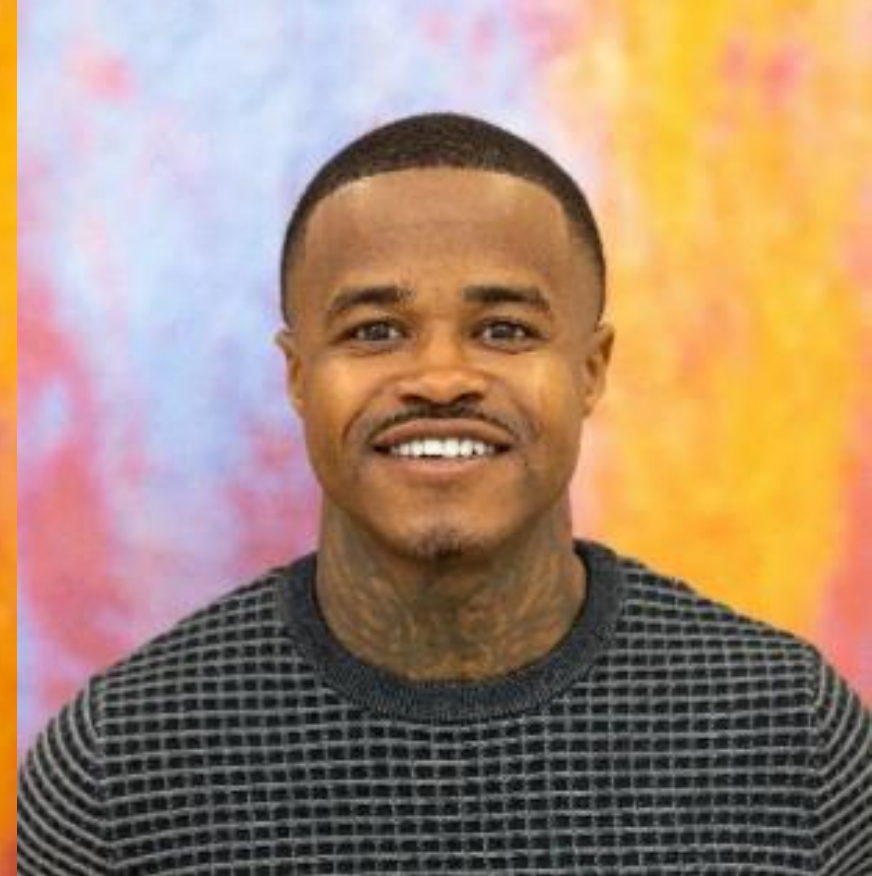




Keiana Rogers



Tevis Adularescence

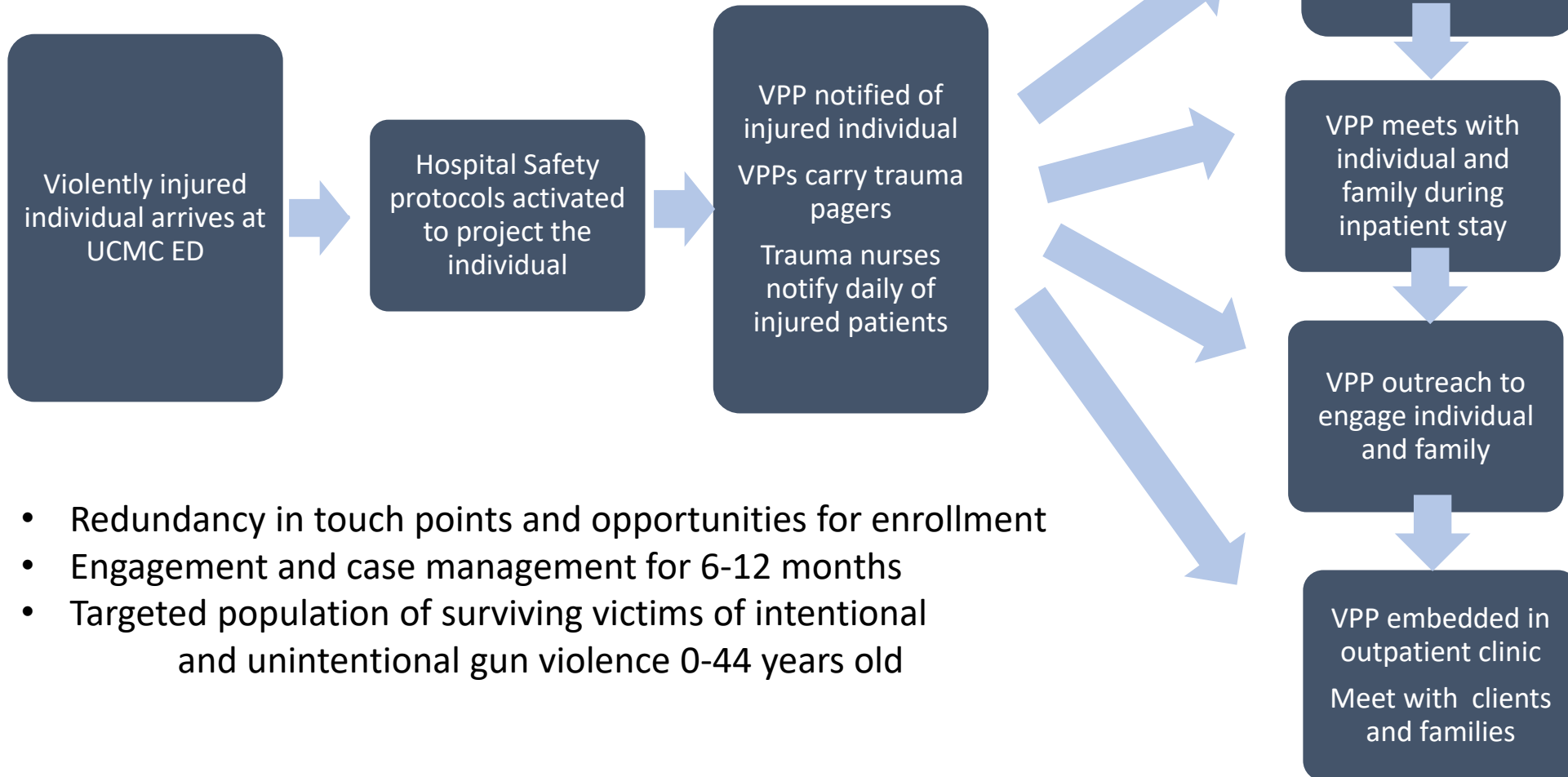


Giovanni Crawford

Violence Prevention Professionals

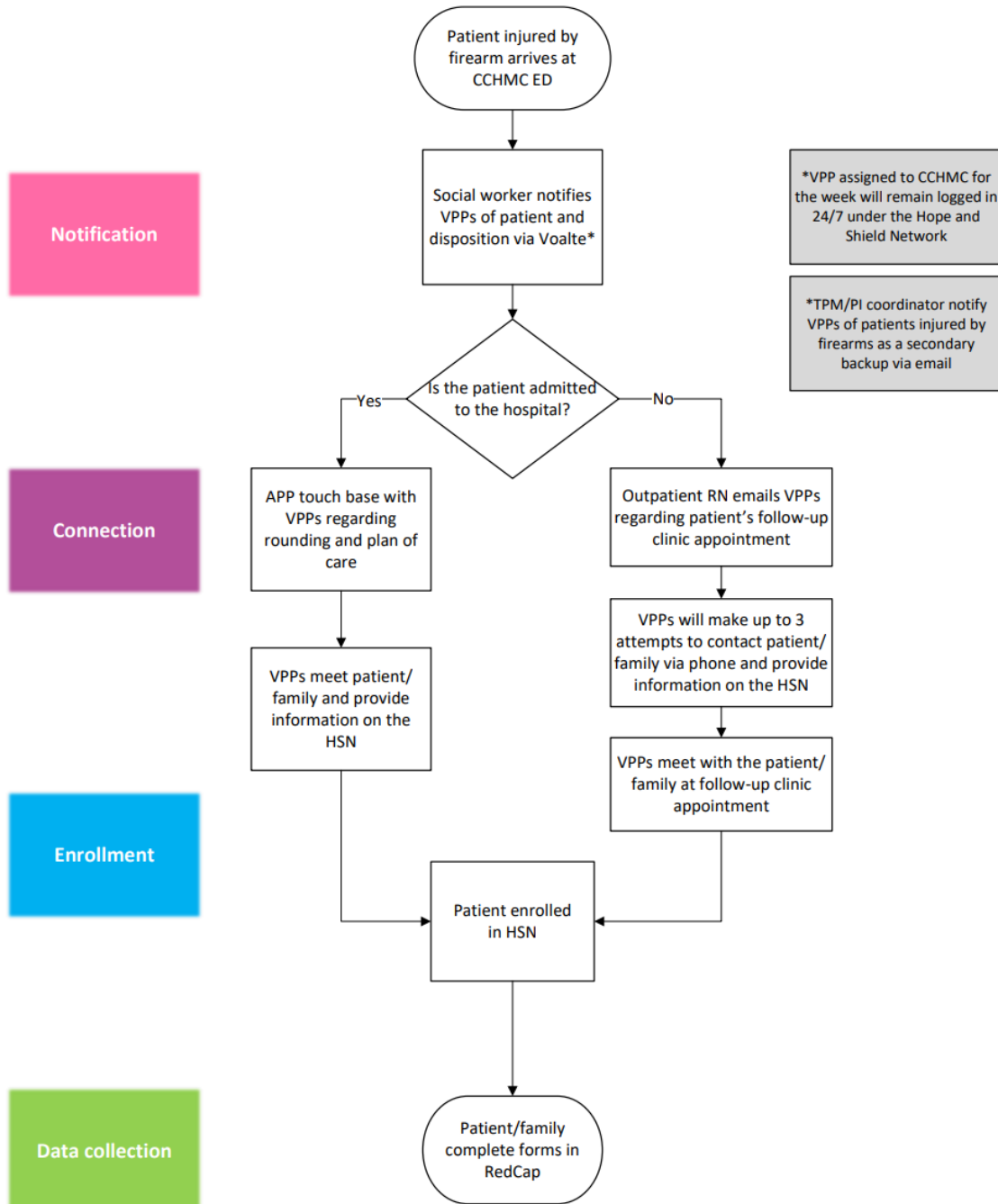
Credible messengers with lived experience of violence and people with established trust in our Cincinnati community

Hope and Shield Network Process Map UCMC



- Redundancy in touch points and opportunities for enrollment
- Engagement and case management for 6-12 months
- Targeted population of surviving victims of intentional and unintentional gun violence 0-44 years old

- VPP conduct needs assessment focused on:
- Mental health
 - Food insecurity
 - Transportation
 - Job support
 - Youth engagement
 - Housing
 - Education
 - Substance abuse
 - Legal aid



- Creation of parallel process for CCHMC
- Highlights comprehensive program structure unique to the Hope and Shield Network

Data Collection and Infrastructure

- Basic information
 - Name, age, gender, race/ethnicity, preferred primary language, date of injury, intent of injury, location of care, admission status, enrollment status, reason for not enrolling, enrollment date
- Household composition
- School and employment history
- Information about injury
 - Type, location where occurred, safety assessment, other injured people, suspected harm, previous injury history, family history of other injuries, history of incarceration, legal history
- Risk and needs assessment
 - Housing, food insecurity, financial strain, mental health, substance abuse, safety, firearm
- Referral history, services received
- Long term follow-up

Confidential

Risk and needs assessment

Page 1

This questionnaire uses the social determinants of health tool to help identify areas of need for the patient or their family.

Survey completed by:

- Patient
 Caregiver

Living Situation

What is your living situation today?

- I have a steady place to live
 I have a place to live today, but I worry about losing it in the future
 I do not have a steady place to live (I am temporarily staying with others, in a hotel, in a shelter, or outside)
 Chose not to answer

Think about the place you live. Do you have problems with any of the following?

- Bug infestation
 Mold
 Lead paint/pipes
 Inadequate heating or cooling
 Oven or stove not working
 No smoke detectors/non-functional smoke detectors
 Water leaks
 Broken/non-functional locks
 Other
 None of the above
 Chose not to answer

Hope and Shield Network Successful Support for Clients



US Bank to waive in-person requirements to open bank accounts to manage finances/benefits

Assistance navigating Job and Family Services, Salvation Army Share the Light, Career Pathways Program

Job readiness programs to enhance professional skills

Insight into root causes of gun violence

Peer and emotional support

Lyft concierge account to allow consistent follow-up to doctor appointments and physical therapy

Forming trusting relationships resulting in sharing truths, including criminalizing statements reflecting strengths of non-judgmental bonds

Re-enrollment in school to obtain GED

Streamlined data collection and management

Enrollment in driver's education and obtaining driver's license

Youth connection to mentor organizations to develop social skills

Secured housing and relocation for multiple participants in fear for safety

Ongoing Program Challenges

- Housing and relocation challenges - shortage of resources
- Single-parent households with strain on injured children requiring round-the-clock supervision
- Countering social norms and conditioning (e.g. materialism)
- Risk-stratification of patient needs
- Wellness of team with need to support emotional and mental health of VPPs
- Exclusion of other high-risk patients
 - Residents outside of Cincinnati including Northern Kentucky
 - Age >45
 - Support for families of deceased victims
 - Victims of non-gun violence assault including stabbings



Questions?
Thank you for your support!

