

6.25.21 EDRP Training Recommendations

Note: referenced applicability to those involved in the Development Process

III. Training

A. Employees. The City shall require all employees to attend at least annual ethics and “good government” training and education which the City Manager’s office shall conduct.

Such training shall periodically include, as applicable:

- a. All relevant requirements, laws, regulations and expectations
- b. Best practices
- c. Benefits of ethical behavior
- d. Ethics
- e. Contact information for questions.

B. Elected Officials. City Council and the Mayor shall adopt rules requiring them and their staff to attend at least annual ethics and “good government” training and education.

- a. City council members now must take training within 60 days of taking the oath of office. (Already enacted).
- b. Relevant training and education materials should be provided candidates (be included in a candidates packet when the candidate takes out a petition to run optimally, or when alerted of their requirements to file their campaign finance reports; candidates then must sign an acknowledgement of receipt of these materials.
- c. Compliance with the training requirement will be made publicly available and promulgated.
- d. Such training shall periodically include, as applicable:
 - i. Ethics ¹
 - ii. All legal and administrative requirements with respect to campaign contributions and disclosure
 - iii. Interaction with developers and constituents
 - iv. Role of Council members and the Mayor in development

C. Developers. So as to help ensure familiarity with the development process and expectations, the City should offer training for developers and those doing business with the city.

The training should:

- a. Be available for both new and experienced developers who are local or out-of-city/state as well as their staff and the city’s legislative staff.

¹ The charter amendment requires the ethics course to be approved by the OEC, or if no such course is available within the 60 days, and an alternative course may be provided by the City Solicitor.

- b. Be marketed by the City.
- c. Be available online/ virtually
- d. Allow agencies to know this is available and provide opportunities to participate.
- e. Include topics such as:
 - i. Applicable/relevant Legal, regulatory and administrative requirements
 - ii. Behavioral Expectations
 - iii. Appropriate/inappropriate contact with legislators and the importance to understand Cincinnati's City Manager form of government
 - iv. Development processes includes planning and zoning.
 - v. Updates