

April 28, 2023

FOR YOUR INFORMATION

To: Mayor and Members of Council

From: Sheryl M.M. Long, City Manager 

Subject: Reduction of the Complement of Cincinnati Police Department Sergeants

Due to staffing difficulties within the Cincinnati Police Department, Police Chief Teresa Theetge has requested a reduction in the complement of Sergeants within the department. As outlined in the FOP collective bargaining agreement, "...the City Manager, may, after notifying City Council, establish and set the maximum number of authorized positions at that rank and may set a level higher or lower than the then current number of positions at that rank." The Chief has requested the number of Sergeants be reduced from the current 164 positions to 140 positions. This will result in an additional 24 officers on the street. It is important for our officers to feel safe when on patrol and for our citizens to see police working in their community. This reduction will help increase police presence as we work to combat gun violence in our neighborhoods.

As also noted in the collective bargaining agreement, there will be no layoff or other displacement of current employees to reach this number and the reduction of the complement may only be realized through attrition (resignation, retirement, promotion, demotion, dismissal for cause, or death).

The collective bargaining agreement requires that I send notice of this action to the FOP, which has been done. Copies of this action were also sent to the parties noted in the collective bargaining agreement, including the Civil Service Commission. When the reduced level of positions for Sergeants is reached, the next vacancy at that rank shall be subject to the examination requirements specified by state law.

cc: Col. Teresa Theetge, Police Chief
William "Billy" Weber, Assistant City Manager
Virginia Tallent, Assistant City Manager