



201601461

November 1, 2016

MOTION

WE DIRECT the Administration to certify and promote all police officers who were notified they passed the 2016 Police Lieutenants exam, both before and after notification of the vendor error, before administering another exam.

WE FURTHER DIRECT the Administration to include the Police Sentinels and Fraternal Order of Police in the selection process for the new Police Lieutenants exam vendor, and not to select a vendor until they are included.

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Councilmember Yvette Simpson



STATEMENT

The City of Cincinnati has a deeply rooted interest in maintaining an inclusive and diverse workforce, one that reflects the demographics of the City itself. This is especially true for the Cincinnati Police Department because police officers interact with the public every day. If the police force reflects the background of the people they are sworn to protect, then relations between the public and police are more likely to be both positive and productive.

Recently, candidates who took the Lieutenants exam received their scores. The exam vendor, Ergometrics, subsequently notified the City that a computation error occurred in scoring the exams. This error resulted in several African-Americans who had received notification that they had passed the Police Lieutenant exam being informed that they had not, in fact, passed the exam. As a result of the vendor's error, African-American police were disproportionately affected by having their promotions revoked.

The Administration has already taken action to replace Ergometrics with a new Police Lieutenant's Exam vendor by issuing an RFP. After responses to the RFP have been received, we are directing the Administration to include the Police Sentinels and Fraternal Order of Police in the selection process of a new vendor. Involving these organizations from the beginning will ensure transparency.