



201601514

November 7, 2016

MOTION

WE DIRECT the Administration to draft an ordinance to expand the Police Department's complement of Lieutenants in order to settle any potential lawsuits arising from the errors discovered in the most recent Lieutenants Exam.

Handwritten signature of Yvette Simpson in blue ink.

Councilmember Yvette Simpson

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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.