

REQUESTED BY:
SHAFFER

LAW DEPARTMENT
DRAFT NO. 0405

TITLE

AN ORDINANCE FOR THE PURPOSE OF APPROVING AND IMPLEMENTING THE LATERAL APPOINTMENT OF EXPERIENCED POLICE OFFICERS, AND DECLARING AN EMERGENCY.

ORDINANCE NO. 13257/2023

WHEREAS, the City of Warren, Ohio, has had difficulty filling open positions for Police Officers; and

WHEREAS, this Council deems it advisable to establish a method of hiring experienced police officers from other jurisdictions;

WHEREAS, this Council desires to authorize the Director of Public Service and Safety to hire lateral transfers from other jurisdictions without the need for competitive examination;
NOW THEREFORE

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

Section 1: The process of lateral entry is established as a method of hiring experienced police officers from other jurisdictions. In lieu of a competitive examination, the Director of Public Service and Safety on behalf of the Warren City Police Department is authorized to hire lateral transfers under the following terms and conditions:

- a. Applicant must have attained the age of 21 on or before the date of appointment.
- b. Applicant must have a valid Ohio Driver's license and be insurable under any City Vehicle Insurance Policy.
- c. Applicant must have at least one (1) year of full-time law enforcement experience and be currently employed, or previously employed within the past 12 months, as a full-time police officer in the State of Ohio.
- d. Applicant must possess a valid OPOTA certification.
- e. Applicant must have successfully completed a probationary period at the current or most recent place of employment as a police officer.
- f. Meeting the qualifications above exempts the applicant from being required to take a written civil service examination; however, an applicant would still be subject to background checks, including truth verification examinations, psychological and medical examinations, drug screening, physical agility testing, and any other additional methods deemed necessary by the department to ascertain the qualifications and abilities of the Applicant.
- g. Upon hiring, the applicant's seniority shall be based on his date of appointment to the Warren City Police Department, except in the case of more than one appointment on any given date, seniority shall be based on years of service as a full-time police officer.

Section 2: That the City Auditor be, and hereby is, authorized and directed to pay those employees covered by this Ordinance. Said employees shall be paid the compensation and pay set forth in the appropriate sections of the existing collective bargaining agreement. The Director of Public Service and Safety shall be responsible for administering the pay plan and the provisions of the aforementioned agreement.

Section 3: This Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health, welfare, and safety, and for the further reason that the City is in dire need of filling open positions for police officers and the ability to hire lateral transfer must be established without any undue delay. WHEREFORE, this Ordinance shall go into immediate effect.

Passed in Council this 13th day of September, 2023

SIGNED:

[Signature]
PRESIDENT OF COUNCIL

ATTEST:

[Signature]
CLERK

FILED WITH THE MAYOR:

9-13-2023

DATE APPROVED:

9-13-2023

[Signature]
MAYOR, CITY OF WARREN, OHIO