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Ordinance No. 962-2025

By Council Members Santana and Griffin (by departmental request)

AN EMERGENCY ORDINANCE

To amend Section 171.371 of the Codified Ordinances of Cleveland, Ohio, 1976, as amended by Ordinance No. 461-16, passed May 2, 2016, relating to payment of costs of attracting certain personnel; and to enact new Section 171.372 of the codified ordinances relating to payment of costs of relocation.

WHEREAS, this ordinance constitutes an emergency measure providing for the usual daily operation of a municipal department; now, therefore,

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF CLEVELAND:

Section 1. That Section 171.371 of the Codified Ordinances of Cleveland, Ohio, 1976, as amended by Ordinance No. 461-16, passed May 2, 2016, is amended to read as follows:

Section 171.371 Payment of Costs of ~~Attracting Certain Personnel~~ Recruitment

(a) When the Mayor or a designee deems it necessary for the successful recruitment of qualified persons for eligible positions in the service of the City of Cleveland, as eligible positions are defined below, he or she may authorize payment of costs ~~to recruit such persons and may authorize payment of reasonable and necessary expenses, incurred by applicants~~ of recruitment, including signing bonuses and reasonable travel expenses for candidates who live outside of the Cleveland metropolitan area for travel ~~traveling~~ to and from Cleveland for the purpose of being interviewed for employment by the City. ~~Reasonable and necessary travel expenses shall include lodging, meals, incidentals, and transportation from the applicant's place of~~ candidate's ~~residence, or mileage, provided that payment for mileage shall not exceed the round-trip airfare of a common carrier and provided further that no payment shall be authorized for:~~ No payment shall be authorized for:

(1) Fines, fees, penalties, and/or forfeitures;

(2) Tobacco, alcoholic beverages, entertainment, ~~personal telephone calls and telegrams,~~ gratuities, or other ~~like~~ personal items not related to travel;

(3) First-class travel accommodations unless coach or economy accommodations were not available; or

(4) Meals in lieu of other meals or food services provided during the period of travel by a carrier and included in the fare charged.

(b) The Mayor ~~or a~~ or his or her designee may approve payment of costs to ~~search for and~~ recruit, including signing bonuses, and pay travel expenses for ~~applicants~~ candidates for the following eligible positions: ~~which are positions that meet the following criteria: (1)~~ Director, Executive Director, Assistant Director, Secretary to the Director, Chief Counsel, Commissioner, Deputy Commissioner, Special Assistant to the Mayor, Executive Assistant to the Mayor and Secretary to the Mayor; or any other highly-specialized technical position as determined by the Mayor or applicable designee.

~~(2) The following highly specialized technical personnel: Air Pollution Control Engineer; Airport Chief Engineer; Airport Comptroller; Airport Safety Chief; Architect; Air Trade Development Manager; Assistant Director of Law;~~

~~Superintendent of Electric Transmission and Distribution; Chief of Air Pollution Monitoring; Chief Architect; Chief Assistant Director of Law; Assistant Building Official; Chief Engineer - Civil; Chief Engineer - Mechanical; Administer of Engineering & Planning; Master Plan Examiner; Chief of Water Distribution and Water Plant Manager; Budget Administrator; City Comptroller; City Treasurer; Income Tax Administrator; Consulting Engineer; Deputy Commissioner of Cleveland Hopkins International Airport; Deputy Commissioner of Convention Center/Stadium; Engineer of Hydraulic Surveys; Manager of Data Processing Center; Manager of Parks and Urban Forestry; Secretary to the Civil Service Commission; Superintendent of Electric Transmission and Distribution.~~

(c) Payment of authorized travel expenses may be made directly to a vendor, or the ~~applicant~~ candidate may be reimbursed for authorized expenses paid out of pocket. ~~Claims for payment of authorized expenses, other than mileage and incidentals, shall be submitted to the Mayor or a designee and~~ All claims for travel expenses shall be accompanied by invoices and/or receipts showing payment of such claimed expenses. Invoices and/or receipts showing payment of overnight lodging expenses shall have clearly identified thereon the rate for the accommodations utilized. The maximum amount that may be paid to any one (1) person who is a candidate for one (1) of the eligible positions for travel and related interview expenses shall be five thousand dollars ($5,000.00) ~~two thousand five hundred dollars ($2,500.00)~~ per interview trip.

(d) The Director of Finance is authorized to pay funds or reimburse costs for the recruiting ~~and travel expense~~ payments authorized in this section from funds appropriated for this purpose.

(e) The Mayor or his or her designee may approve signing bonuses for persons to be placed into a permanent, full-time and unclassified employment status of the City and for non-elected personnel only.

(f) The Mayor or the Director of Human Resources, as appropriate, is authorized to enter into agreements described in division (g) below.

(g) Prior to receiving a signing bonus payment under this section, an employee shall sign an agreement that should he or she voluntarily leave the City's employment within one (1) year of initial appointment to a position, he or she shall reimburse the City for the signing bonuses, plus interest. The Mayor may waive or modify the repayment amount upon the showing of good cause.

~~(e) If necessary to obtain the services of persons for eligible positions, as defined above, the City may pay moving expenses incurred by them in relocating to the City upon presentation of verifying documents, as long as those persons have moved from a distance consistent with the Internal Revenue Service distance test for moving expense deductions.~~

~~(f) The phrase "moving expenses" includes expenses incurred for transportation to Cleveland to secure housing, as well as food and lodging expenses for a period not to exceed five (5) days, incurred while engaged in securing housing. Moving expenses also shall include all lodging, food, and transportation expenses of family and household goods and personal effects, which are incurred solely for the purpose of relocating, from departure of such family and goods from the place of current residence until the time that the family and possessions arrive in Cleveland, unless such expenses have been otherwise reimbursed.~~

~~The authorized maximum rate for moving expenses as defined herein shall be ten thousand dollars ($10,000.00).~~

~~(g) The Director of Finance is authorized to pay funds or reimburse costs for the moving expense payments authorized in this section from funds appropriated for that purpose.~~

~~(h) A person who receives moving expenses shall sign an agreement that should such person voluntarily leave the City's employ within one (1) year of initial appointment to a position, he or she shall reimburse the City for all expenses plus, any applicable interest, as calculated pursuant to relevant Internal Revenue Code provisions. The Mayor may waive or modify the repayment amount upon the showing of mitigating circumstances.~~

~~(i) The Director of Human Resources shall notify the Clerk of Council, with a copy to each Council member, when any costs authorized by this section are paid. Once fifty thousand dollars ($50,000.00) has been spent under this section, additional legislation is required to authorize any further expenditures under this section.~~

Section 2. That existing Section 171.371 of the Codified Ordinances of Cleveland, Ohio, 1976, as amended by Ordinance No. 461-16, passed May 2, 2016, is repealed.

Section 3. That the Codified Ordinances of Cleveland, Ohio, 1976, are supplemented by enacting new Section 171.372 to read as follows:

Section 171.372 Payment of Costs of Relocation

(a) If necessary to recruit employees for eligible positions as defined in division (b) of Section 171.371 of the codified ordinances, the City may pay qualified relocation expenses incurred by them in relocating to the City upon presentation of verifying documents, as long as those employees have moved from a distance consistent with the Internal Revenue Service distance test for moving expense deductions. In lieu of a qualified relocation expense payment, the Director of Finance or Director of Human Resources have the authority to make a determination on a relocation incentive payment in lieu of reimbursement of relocation expenses, as applicable. This section shall only apply in the case of hiring a full-time employee who commences service with the City.

(b) The phrase "qualified relocation expenses" is defined in the Internal Revenue Code Section 132(g)(1), as may be amended from time to time.

(c) The phrase “relocation incentive payment” includes a pre-determined agreed to amount for expenses incurred for transportation to Cleveland. Relocation incentive payments may include all lodging, food, and transportation expenses of family and household goods and personal effects, which are incurred solely for the purpose of relocating, from departure of such family and goods from the place of current residence until the time that the family and possessions arrive in Cleveland, unless such expenses have been otherwise reimbursed.

(d) The authorized maximum rate for reimbursement of qualified relocation expenses or relocation incentive payments as defined above shall be twenty-five thousand dollars ($25,000.00).

(e) The Director of Finance is authorized to pay funds or reimburse costs for the qualified relocation expense and relocation incentive payments authorized in this section from funds appropriated for that purpose.

(f) The Mayor or the Director of Human Resources, as appropriate, is authorized to enter into agreements described in division (g) below.

(g) Prior to receiving qualified relocation expenses or relocation incentive payments, an employee shall sign an agreement that should such person voluntarily leave the City's employ within one (1) year of initial appointment to a position, he or she shall reimburse the City for all expenses plus interest. The Mayor may waive or modify the repayment amount upon the showing of good cause.

(h) The Director of Human Resources shall notify the Clerk of Council when any costs authorized by this section are paid that exceed five thousand dollars ($5,000.00). Once one hundred thousand dollars ($100,000.00) has been expended during any calendar year under this section, additional legislation is required to authorize any further expenditures under this section.

Section 4. That this ordinance is declared to be an emergency measure and, provided it receives the affirmative vote of two-thirds of all the members elected to Council, it shall take effect and be in force immediately upon its passage and approval by the Mayor; otherwise it shall take effect and be in force from and after the earliest period allowed by law.

DDR:nl
8-13-2025
FOR: Director Cole

Ord. No. 962-2025

By Council Members Santana and Griffin (by departmental request)

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READ FIRST TIME on AUGUST 13, 2025 **REPORTS**
and referred to DIRECTORS of Human Resources, Finance, Law;
COMMITTEES on Workforce Education Training and Youth Development,
Finance Diversity Equity and Inclusion

CITY CLERK

READ SECOND TIME

CITY CLERK

READ THIRD TIME

PRESIDENT

CITY CLERK

APPROVED

MAYOR

Recorded Vol. **112** Page_____

Published in the City Record _____

REPORT
after second Reading

PASSAGE RECOMMENDED BY COMMITTEE ON
WORKFORCE, EDUCATION, TRAINING and YOUTH DEVELOPMENT

FILED WITH COMMITTEE _____

PASSAGE RECOMMENDED BY COMMITTEE ON
FINANCE, DIVERSITY, EQUITY and INCLUSION

FILED WITH COMMITTEE _____