



EMERGENCY

City of Cincinnati

An Ordinance No. _____

LES

EESW

- 2022

AUTHORIZING the City Manager to establish an Aquatics Bonus Plan for the purpose of recruiting and retaining qualified employees within the Cincinnati Recreation Commission's Aquatics program, according to the attached Schedule; and **MODIFYING** the salary range schedule for the classification of Lifeguard by amending existing Section 911 of Division 4, Chapter 307 of the Cincinnati Municipal Code, in order to establish a new salary range schedule for said classification.

WHEREAS, on May 11, 2022, Council approved Ordinance No. 0110-2022 authorizing an Aquatics Bonus Plan for summer 2022 for the purpose of recruiting and retaining qualified employees within the Cincinnati Recreation Commission's Aquatics program; and

WHEREAS, Cincinnati Recreation Commission ("CRC") has determined the continuation of an Aquatics bonus plan is necessary to attract and retain unclassified, unrepresented, seasonal staff within CRC's Aquatics Program in the Division 4 salary schedule and to ensure consistency in the knowledge, skills, and abilities required to carry out the duties and tasks prescribed to the positions; and

WHEREAS, the Aquatics bonus plan provides opportunities to increase operational efficiencies while maintaining a standard of excellence and a clear pathway for continued growth and career progression for affected employees; and

WHEREAS, sufficient resources are currently available from CRC's Fiscal Year 2023 operating budget for the continuation of an Aquatics bonus plan; and

WHEREAS, resources will be provided in future fiscal years to continue an Aquatics bonus plan based on that future year's recruitment efforts and subject to appropriations from Council; and

WHEREAS, Council intends that, with authorization from the City Manager, CRC may have flexibility to adjust the Aquatics bonus plan structure for maximum effect within available funding; and

WHEREAS, the City of Cincinnati Human Resources Department recommends a modification to the current salary range for the classification of Lifeguard to enhance marketability and competitiveness in the job market; and

WHEREAS, CRC conducted a market analysis to assess the classification and compensation range of the Lifeguard position against local industry trends, and the research, with which the Human Resources Department concurs, determined that the City was below market as

it relates to the position of Lifeguard and confirmed the need for adjustment of the salary range to ensure competitiveness within the industry; and

WHEREAS, the Human Resources Department has done due diligence and conducted appropriate internal comparisons to ensure that the new salary range is consistent with the scope of services and the level of responsibility of the position of Lifeguard; and

WHEREAS, the Aquatics bonus plan is in accordance with the “Live” goal to “[c]reate a more livable community” as described on pages 147-156 of Plan Cincinnati (2012); now, therefore,

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

Section 1. That an Aquatics bonus plan is hereby authorized according to the attached Schedule with bonus amounts that were set by the Cincinnati Recreation Commission (“CRC”), for the purpose of recruiting, hiring, and retaining qualified unclassified, unrepresented, seasonal employees in the Division 4 salary schedule within the CRC Aquatics Program. Council intends that CRC, with authorization from the City Manager, have flexibility to adjust the Aquatics bonus plan structure for maximum effect within available funding.

Section 2. That existing Section 911 of Division 4, Chapter 307 of the Cincinnati Municipal Code is hereby amended as shown below:

Section	Classification	Minimum Hourly Rate	Maximum Hourly Rate
911	Lifeguard	\$11.53 <u>\$16.00</u>	\$12.40 <u>\$18.00</u>

Lifeguard 911 Division 4	Maximum Hourly Rate
Step 1 (Hourly)	16.00
Step 2 (Hourly)	17.00
Step 3 (Hourly)	18.00

Section 3. That the proper City officials are authorized to do all things necessary and proper to carry out the terms of Sections 1 through 2 hereof.

Section 4. That this ordinance shall be an emergency measure necessary for the preservation of the public peace, health, safety, and general welfare and shall, subject to the terms of Article II, Section 6 of the Charter, be effective immediately. The reason for the emergency is the immediate need to recruit and retain qualified employees.

Passed: _____, 2022

Aftab Pureval, Mayor

Attest: _____
Clerk

Cincinnati Recreation Commission (CRC) Aquatics Bonus Plan Schedule

Bonuses will be paid out in two installments of \$250 each, for a total bonus payment of up to \$500. The first installment of \$250 will be paid at the beginning of the season and the second bonus installment of \$250 is contingent upon the employee finishing the Aquatics season with CRC.

The positions that will qualify for the bonus are:

- Lifeguard positions, including lifeguards and headguards
- Supervisor positions, including Pool Managers and Pool Supervisors
- Other Aquatics Specialists positions including Slide Attendants, Spray Ground Attendants, Concessions Attendants, Gate Monitors, and Water Safety Instructors