



EMERGENCY

City of Cincinnati

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An Ordinance No. \_\_\_\_\_

- 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.

WHEREAS, in order to recruit and retain quality unclassified, unrepresented, seasonal employees in the Division 4 salary schedule and to better serve Cincinnati residents, the Cincinnati Recreation Commission ("CRC") has determined the creation of a bonus plan is necessary; and

WHEREAS, the Aquatics Bonus Plan is necessary to attract and retain unclassified, unrepresented, seasonal staff within CRC's Aquatics Program in the Division 4 salary schedule to ensure consistencies 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, funding for the Aquatics Bonus Plan, which is expected to cost at least \$183,000 paid from the Cincinnati Recreation Commission's existing Recreation Special Activities Fund 323 personnel operating budget, with at least \$61,375 being paid from existing FY2022 funds and at least \$121,625 being paid from FY2023 funds; and

WHEREAS, employee bonuses will be disbursed in three increments from May through September, 2022; and

WHEREAS, the Aquatics Bonus Plan is in accordance with the "Live" strategy to "[i]mprove the public life and residential experience for our workforce and residents," as described on page 147 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 similar to the attached Schedule with bonus amounts to be set by the Recreation Commission, for the purpose of recruiting, hiring, and retaining qualified unclassified, unrepresented, seasonal employees in the Division 4 salary schedule within the Cincinnati Recreation Commission Aquatics Program.

Council intends that the Recreation Commission have flexibility to adjust the Aquatics Bonus Plan structure for maximum effect within available funding.

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

Section 3. 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 establish the bonus plan in order to recruit and retain qualified employees.

Passed: \_\_\_\_\_, 2022

\_\_\_\_\_  
Aftab Pureval, Mayor

Attest: \_\_\_\_\_  
Clerk