

EMERGENCY

IMD

-2022

MODIFYING the salary range schedules for all non-represented middle management employment classifications by amending all sections of Division 0 and certain sections of Division 7 (LAW) and Division 9 of Chapter 307 of the Cincinnati Municipal Code to provide for pay parity between non-represented employees and represented employees in those salary divisions.

WHEREAS, pursuant to Ordinance No. 188-2022, all non-represented employees in salary Divisions 0, 7 (LAW), and 9 received a three percent cost-of-living adjustment at the beginning of Fiscal Year 2023; and

WHEREAS, all represented employees in the Police, Fire, Building Trades, and AFSCME bargaining units and all employees represented by the Cincinnati Organized and Dedicated Employees, Inc. (“CODE”) received a five percent across-the-board wage increase in the first year of their current contracts; and

WHEREAS, CODE was formed out of certain positions included in Division 0; and

WHEREAS, CODE represents some employees who have the same position titles or equivalent positions as some non-represented employees included in Division 0 who are excluded from the collective bargaining unit, but who at one time shared the same salary range; and

WHEREAS, certain CODE classifications perform administrative work and certain classifications in Divisions 0, 7 (LAW), and 9 also perform a high quantity and level of administrative work, but those classifications are excluded from the CODE collective bargaining unit; and

WHEREAS, modifying the salary range schedules for those non-represented employees who have the same position titles as or job responsibilities equivalent to employees represented by CODE to accord with the five percent wage increase provided to CODE employees ensures internal parity, and that salary range modification is consistent with the services and responsibilities of such non-represented employees; now, therefore,

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

Section 1. That, in accordance with Appendix A, the salary ranges of the non-represented middle management employment classifications in all sections of Division 0 and certain sections of Division 7 (LAW) and Division 9 of Chapter 307 of the Cincinnati Municipal Code are hereby increased by 1.94175%, effective as of November 13, 2022.

Section 2. That the existing sections of Divisions 0, 7 (LAW), and 9 listed in Appendix A are hereby repealed.

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

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 adjust the salary range of the said classifications to ensure internal parity for employees with the same job titles or equivalent job responsibilities.

Passed: _____, 2022

Aftab Pureval, Mayor

Attest: _____
Clerk