

EMERGENCY

LES

-2023

MODIFYING the salary range schedule for the classification of Printing Services and Stores Manager by amending Section 880 of Division 8, Chapter 307 of the Cincinnati Municipal Code; and **MODIFYING** the salary range schedule and division for the classification of Emergency Communications Assistant Manager by enacting Section 826 of Division 8, Chapter 307 of the Cincinnati Municipal Code and repealing Section 826 of Division 0, Chapter 307 to ensure that the new salary ranges for these two positions are consistent with the level of responsibility of these positions and competitive with similar positions across internal and external job markets.

WHEREAS, the City of Cincinnati Human Resources Department is recommending a modification to the current salary range schedule for the Printing Services and Stores Manager classification and a modification to the current salary range schedule and Division for the Emergency Communication Assistant Manager classification to ensure that the new salary ranges for these two positions are consistent with the level of responsibility of these positions and competitive with similar positions across internal and external job markets; and

WHEREAS, the City's Human Resources Department conducted a market analysis to assess the compensation range of the Printing Services and Stores Manager against industry trends, and the research confirmed that the maximum salary range for this classification is below market and requires amendment based on the level of responsibility, liability, and scope of work performed by the employees in that classification; and

WHEREAS, the City's Human Resources Department also conducted an internal market analysis to assess the compensation range of Emergency Communications Assistant Manager against industry standards, and the research confirmed that the maximum salary range for this classification is below market and requires amendment based on the level of responsibility, liability, and scope of work performed by the employees in this classification and also requires the transfer of the classification from Division 0 – Unrepresented to Division 8 – Senior Management level; and

WHEREAS, the Department of Human Resources has done due diligence to ensure that the new salary range schedules are consistent with the scope of services and the level of responsibility of the positions of the Emergency Assistant Communications Manager and Printing Services and Stores Manager, with factors considered throughout the evaluation process including liability, scope of responsibility, judgment and independent action, and accountability; now, therefore,

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

Section 1. That existing Section 880 of Division 8, Chapter 307 of the Cincinnati Municipal Code is hereby amended as shown below:

Classification	Minimum Annual	Maximum Annual
Printing Services and Stores Manager 880 Division 8	\$72,987.92 <u>77,124.72</u>	\$104,530.21 <u>112,152.20</u>

Section 2. That Section 826 of Division 8, Chapter 307 of the Cincinnati Municipal Code is hereby enacted as shown below:

Classification	Minimum Annual	Maximum Annual
Emergency Communications Assistant Manager 826 Division 8	77,124.72	112,152.20

Section 3. That existing Section 880 of Division 0, Chapter 307 of the Cincinnati Municipal Code is hereby repealed.

Section 4. That the proper City officials are thereby authorized to do all things necessary to carry out the provisions of Sections 1 through 3.

Section 5. 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 Printing Services and Stores Manager classification and the salary range and division of the Emergency Communications Assistant Manager classification to ensure that the new salary ranges and division are consistent

with the level of responsibility of these classifications and competitive with similar positions across internal and external job markets.

Passed: _____, 2023

Aftab Pureval, Mayor

Attest: _____
Clerk

New language is underscored. Deleted language is struck through.