

EMERGENCY

MSS

-2023

ESTABLISHING the classification and salary range schedule for the new employment classification of Wastewater Crew Leader, and **ORDAINING** Section 722 of Division 1, Chapter 307, of the Cincinnati Municipal Code to reflect this new employment classification.

WHEREAS, the City’s Department of Human Resources, in consultation with the Metropolitan Sewer District, has determined that it is necessary to create a new Wastewater Crew Leader classification specification to recruit and retain quality employees; and

WHEREAS, the Wastewater Crew Leader classification and compensation plan is necessary to ensure consistency in the knowledge, skills, and abilities required to carry out the duties and tasks prescribed for the position; and

WHEREAS, creation of the Wastewater Crew Leader position and salary range provides an opportunity to increase organizational effectiveness while maintaining a standard of excellence and a clear pathway for continued growth and career progression for employees; and

WHEREAS, the Department of Human Resources has performed due diligence and conducted appropriate internal comparisons to ensure that the new classification and salary range are consistent with the scope of work and the level of responsibility of the position of Wastewater Crew Leader, with factors considered throughout the evaluation process including a review of planning, scheduling, and crew leader duties in performing preventive maintenance and repair work; and

WHEREAS, adopting the new salary range and classification title for the position is based upon an internal classification review and internal cost of living adjustment comparisons as approved by Council; now, therefore,

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

Section 1. That Section 722 of Division 1, Chapter 307 of the Cincinnati Municipal Code is hereby ordained as follows:

Classification	Minimum Annual Salary	Maximum Annual Salary
Wastewater Crew Leader	\$68,488.55	\$76,936.76

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

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 classification and salary range of Wastewater Crew Leader to recruit and retain qualified employees in the Metropolitan Sewer District.

Passed: _____, 2023

Aftab Pureval, Mayor

Attest: _____
Clerk