

EMERGENCY

IMD

- 2025

ESTABLISHING the salary schedules and classification titles for the classifications of Behavioral Health Specialist and Supervising Behavioral Health Specialist by enacting Sections 297 and 298 of Division 0C, Chapter 307 of the Cincinnati Municipal Code, consistent with the organizational changes described herein.

WHEREAS, Cincinnati Municipal Code (“CMC”) Chapter 307, “Classified Compensation Schedules,” currently does not contain a salary schedule or classification title for the positions of Behavioral Health Specialist or Supervising Behavioral Health Specialist; and

WHEREAS, a Behavioral Health Specialist is responsible for performing a variety of professional treatment services, such as making behavioral health diagnoses using diagnostic tools and sound clinical judgment; and

WHEREAS, a Supervising Behavioral Health Specialist is responsible for providing leadership and reviewing the assessments, diagnoses, treatment plans, and documentation of Behavioral Health Specialists as required by the State of Ohio Licensing Board; and

WHEREAS, the mission of the Cincinnati Health Department (“CHD”) is to promote the health and wellness of Cincinnati citizens, employing methods that include disease surveillance, assessment, disease prevention, health education, and assuring access to public health services; and

WHEREAS, creation of the positions of Behavioral Health Specialist and Supervising Behavioral Health Specialist is necessary for the continued operation of CHD and furtherance of its mission; and

WHEREAS, the City’s Human Resources Department recommends the creation of salary schedules and classification titles of Behavioral Health Specialist and Supervising Behavioral Health Specialist to recruit and retain qualified employees in CHD; and

WHEREAS, based upon the City’s market analysis and the level of responsibility, liability, and scope of work performed by a Behavioral Health Specialist and a Supervising Behavioral Health Specialist, the proposed Division 0C salary schedule is necessary for both positions to ensure competitiveness within the industry; and

WHEREAS, it is recommended that future cost of living adjustments for the Behavioral Health Specialist and Supervising Behavioral Health Specialist positions are aligned with the salary adjustments for Cincinnati Organized and Dedicated Employees, Inc. (CODE) as approved by Council; and

WHEREAS, Council wishes to establish a salary schedule and classification title for the positions of Behavioral Health Specialist and Supervising Behavioral Health Specialist within CMC Chapter 307; now, therefore,

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

Section 1. That Section 297 of Division 0C, Chapter 307, Behavioral Health Specialist, of the Cincinnati Municipal Code is established as follows:

Classification	Minimum Annual Salary	Maximum Annual Salary
Behavioral Health Specialist (297)	\$67,019.43	\$90,068.51

Section 2. That Section 298 of Division 0C, Chapter 307, Behavioral Health Specialist, of the Cincinnati Municipal Code is established as follows:

Classification	Minimum Annual Salary	Maximum Annual Salary
Supervising Behavioral Health Specialist (298)	\$79,504.27	\$106,847.10

Section 3. That the proper City officials are authorized to do all things necessary to carry out Sections 1 and 2, including updating any applicable rules and regulations or policies and procedures in accordance with these modifications.

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 establish new salary schedules and classification titles for the positions of Behavioral Health Specialist and Supervising Behavioral Health Specialist to recruit and retain qualified employees in the Cincinnati Health Department.

Passed: _____, 2025

Aftab Pureval, Mayor

Attest: _____
Clerk