



# City of Cincinnati

801 Plum Street  
Cincinnati, OH 45202

## Agenda - Final

### Public Safety & Governance

*Councilmember Scotty Johnson, Chair*  
*Vice Mayor Jan-Michele Kearney, Vice Chair*  
*Councilmember Mark Jeffreys*  
*Councilmember Liz Keating*

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Tuesday, June 13, 2023

9:30 AM

Council Chambers, Room 300

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## PRESENTATIONS

**Crime Research and Data**  
**Victoria Straugh**

### AGENDA

1. [202301335](#) MOTION, submitted by Councilmembers Cramerding, Johnson and Keating, WE MOVE that the council rules be amended so that each councilmember has the privilege of honoring a city employee or employees as the employee(s) of the month during each calendar year. There should be no more than one of these resolutions per month. This award shall be the Council's recognition of city employees whose service and work are truly extraordinary and an example of the highest dedication to the city and citizens of Cincinnati.

**Sponsors:** Cramerding, Johnson and Keating

**Attachments:** [Motion](#)

2. [202301551](#) ORDINANCE (EMERGENCY), submitted by Councilmember Jeffreys, from Emily Smart Woerner, City Solicitor, MODIFYING Section 320-1-P2, "Primary Apprenticeable Occupation" of Chapter 320, "Compliance Guidelines for Construction Contracts Issued by Water Works and the Department of Sewers" of the Cincinnati Municipal Code to amend the definition of "Primary Apprenticeable Occupation."

**Sponsors:** Jeffreys

**Attachments:** [Transmittal](#)  
[Ordinance](#)

3. [202301544](#) ORDINANCE (EMERGENCY) submitted by Sheryl M. M. Long, City Manager, on 6/7/2023, ESTABLISHING the classification and salary range schedule for the new employment classification of Assistant Supervisor of Wastewater Collection Maintenance; and ORDAINING Section 769 of Division 0C, Chapter 307, "Classified Compensation Schedules," of the Cincinnati Municipal Code to reflect this new employment classification.

**Sponsors:** City Manager

**Attachments:** [Transmittal](#)  
[Ordinance](#)

4. [202301552](#) ORDINANCE (EMERGENCY) submitted by Sheryl M. M. Long, City Manager, on 6/7/2023, ESTABLISHING the classification and salary range schedule for the new employment classification Lead Arborist, and ORDAINING Section 873 of Division 0C, Chapter 307 of the Cincinnati Municipal Code to reflect this new employment classification.

**Sponsors:** City Manager

**Attachments:** [Transmittal](#)  
[Ordinance](#)



**Jeff Cramerding**  
*Councilmember*

## MOTION

WE MOVE that the council rules be amended so that each councilmember has the privilege of honoring a city employee or employees as the employee(s) of the month during each calendar year. There should be no more than one of these resolutions per month. This award shall be the Council's recognition of city employees whose service and work are truly extraordinary and an example of the highest dedication to the city and citizens of Cincinnati.

*JEFF CRAMERDING*

*Councilmember Jeff Cramerding*

*Scotty Johnson*

*Councilmember Scotty Johnson*

*Liz Keating*

*Councilmember Liz Keating*

ML

for Cameron

J

James H. H. H.

202301551  
**Date:** June 7, 2023

**To:** Councilmember Mark Jeffeys  
**From:** Emily Smart Woerner, City Solicitor *EESW*  
**Subject:** **Emergency Ordinance – Apprenticeship Program**

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Transmitted herewith is an emergency ordinance captioned as follows:

**MODIFYING** Section 320-1-P2, “Primary Apprenticeable Occupation” of Chapter 320, “Compliance Guidelines for Construction Contracts Issued by Water Works and the Department of Sewers” of the Cincinnati Municipal Code to amend the definition of “Primary Apprenticeable Occupation.”

ESW/CMZ(dmm)  
Attachment  
384274

EMERGENCY

City of Cincinnati

CMZ

EESW

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

-2023

**MODIFYING** Section 320-1-P2, "Primary Apprenticeable Occupation" of Chapter 320, "Compliance Guidelines for Construction Contracts Issued by Water Works and the Department of Sewers" of the Cincinnati Municipal Code to amend the definition of "Primary Apprenticeable Occupation."

WHEREAS, on June 26, 2012, Council ordained Chapter 320 of the Cincinnati Municipal Code to provide requirements for those contractors who could be awarded construction contracts for the Department of Sewers based on significant capital work required to be completed; and

WHEREAS, Chapter 320 was amended to include construction contracts for the Greater Cincinnati Water Works that are \$400,000 or more; and

WHEREAS, one requirement of Chapter 320 is that bidders on such construction contracts identify the Primary Apprenticeable Occupation for the project, which is that occupation that will comprise the largest number of hours worked on that construction project; and

WHEREAS, Council wishes to clarify the definition of Primary Apprenticeable Occupation based on current implementation of Chapter 320; now, therefore,

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

Section 1. That Section 320-1-P2, "Primary Apprenticeable Occupation" of Chapter 320, "Compliance Guidelines for Construction Contracts Issued by Water Works and the Department of Sewers" of the Cincinnati Municipal Code is hereby amended to read as follows:

**Sec. 320-1-P2. - Primary Apprenticeable Occupation.**

"Primary Apprenticeable Occupation" shall mean the apprenticeable occupation that comprises the largest number of hours on the project, as determined by the number of construction hours expected to be performed in that apprenticeable occupation at the time the construction contract is executed. "Primary Apprenticeable Occupation" shall be determined by looking to past industry practices in the locality concerning which workers traditionally have done the work that will comprise the largest number of hours on the project, including review of the labor classifications traditionally assigned the work according to prevailing wage and federal Davis-Bacon laws.

Section 2. 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 clarify the definition of “Primary Apprenticeable Occupation” to be implemented on future construction contracts subject to Chapter 320 of the Cincinnati Municipal Code.

Passed: \_\_\_\_\_, 2023

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

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

\_\_\_\_\_  
New language underscored. Deleted language indicated by strikethrough.

**June 7, 2023**

**To:** Mayor and Members of City Council

202301544

**From:** Sheryl M.M. Long, City Manager

**Subject: Emergency Ordinance – ESTABLISHING the classification and salary range schedule for the new employment classification of Assistant Supervisor of Wastewater Collection Maintenance**

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Attached is an Emergency Ordinance captioned:

**ESTABLISHING** the classification and salary range schedule for the new employment classification of Assistant Supervisor of Wastewater Collection Maintenance; and **ORDAINING** Section 769 of Division 0C, Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code to reflect this new employment classification.

The Human Resources Director has approved this request for this ordinance to establish the classification of Assistant Supervisor of Wastewater Collection Maintenance, and to establish the classification and salary range. The recommended salary range is based upon a market study to identify current scopes of work and future career paths for the particular classification structure. The City’s Human Resources Department conducted a market analysis to evaluate the classification and compensation for the Assistant Supervisor of Wastewater Collection Maintenance position. This classification is necessary to ensure retention of staff in this specialized area of work and ensure promotional opportunities within the classification.

The Administration recommends passage of this Emergency Ordinance.

cc: Latisha Hazell, Interim Human Resources Director 



## EMERGENCY

MSS

-2023

**ESTABLISHING** the classification and salary range schedule for the new employment classification of Assistant Supervisor of Wastewater Collection Maintenance; and **ORDAINING** Section 769 of Division 0C, Chapter 307, “Classified Compensation Schedules,” 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 Assistant Supervisor of Wastewater Collection Maintenance classification to recruit and retain quality employees; and

WHEREAS, the Assistant Supervisor of Wastewater Collection Maintenance classification and salary range 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 Assistant Supervisor of Wastewater Collection Maintenance 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 Assistant Supervisor of Wastewater Collection Maintenance, with factors considered throughout the evaluation process including scope of responsibility, judgment and independent action, accountability, and supervisory responsibility; and

WHEREAS, adopting the new classification title and salary range for the position is based upon a market analysis 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 769 of Division 0C, Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code is ordained as follows to establish the new classification and salary range of Assistant Supervisor of Wastewater Collection Maintenance:

Assistant Supervisor of Wastewater Collection Maintenance	
Steps	Annual
1	\$67,532.982 (Minimum)
2	\$69,558.971
3	\$71,645.737
4	\$73,795.112
5	\$76,008.966
6	\$78,289.236
7	\$80,637.910
8	\$83,057.050
9	\$85,548.765
10	\$88,115.227
11	\$90,758.685 (Maximum)

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 to establish the classification and salary range of Assistant Supervisor of Wastewater Collection Maintenance to recruit and retain qualified employees in the Metropolitan Sewer District.

Passed: \_\_\_\_\_, 2023

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

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

**June 7, 2023**

**To:** Mayor and Members of City Council

202301552

**From:** Sheryl M.M. Long, City Manager

**Subject: Emergency Ordinance – ESTABLISHING the classification and salary range schedule for the new employment classification Lead Arborist**

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Attached is an Emergency Ordinance captioned:

**ESTABLISHING** the classification and salary range schedule for the new employment classification Lead Arborist, and **ORDAINING** Section 873 of Division 0C, Chapter 307 of the Cincinnati Municipal Code to reflect this new employment classification.

The Human Resources Director has approved this request for this ordinance to establish the classification of Lead Arborist and to establish the classification and salary range. The recommended salary range is based upon a market study to identify current scopes of work and future career paths for the classification structure. The Cincinnati Park Board Human Resources Division conducted a market analysis to evaluate the classifications and compensations for the Lead Arborist position. This classification is necessary to ensure retention of staff in this specialized area of work and ensure promotional opportunities within the classifications.

The Administration recommends passage of this Emergency Ordinance.

cc: Latisha Hazell, Interim Human Resources Director



**EMERGENCY**

AKS

-2023

**ESTABLISHING** the classification and salary range schedule for the new employment classification Lead Arborist, and **ORDAINING** Section 873 of Division 0C, Chapter 307 of the Cincinnati Municipal Code to reflect this new employment classification.

WHEREAS, the Cincinnati Park Board has determined that it is necessary to create a new Lead Arborist classification specification to recruit and retain quality employees; and

WHEREAS, the Lead Arborist classification specification is necessary to ensure consistencies in the knowledge, skills, and abilities required to carry out the duties and tasks prescribed for the position; and

WHEREAS, the Lead Arborist position and salary range provides an opportunity to increase 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 and the Cincinnati Park Board Human Resources Division have performed due diligence and conducted appropriate internal comparisons to ensure that the new classification and salary range are consistent with the scope of services and the level of responsibility of the position of Lead Arborist, considering throughout the evaluation process factors including the scope of responsibility, judgment and independent action, accountability, and supervisory responsibility; and

WHEREAS, this class specification evaluation, salary validation, and classification for the position of Lead Arborist is essential to improve recruitment and retention of tree crew members by aligning the current classification with the pay scale and skillset of similar classifications within the City of Cincinnati and comparable municipalities, including title and industry standards for tree care; and

WHEREAS, it has been determined that adoption of the new salary range and classification title for the position of Lead Arborist is based upon a market analysis, 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 873 of Division 0C, Chapter 307 of the Cincinnati Municipal Code is hereby ordained as follows:

Lead Arborist

Steps	Annual
1	\$54,912.73 (Minimum)
2	\$56,560.11
3	\$58,256.92
4	\$60,004.62
5	\$61,804.76
6	\$63,658.90
7	\$65,568.67
8	\$67,535.73
9	\$69,561.80
10	\$71,648.66
11	\$73,798.11 (Maximum)

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 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 Lead Arborist in order to recruit and retain qualified employees.

Passed: \_\_\_\_\_, 2023

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

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