

EMERGENCY

City of Cincinnati

KMB

AWB

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

-2021

**MODIFYING** the salary range schedule for the classification of Wastewater Collection Inspector by amending existing Section 474, Division 1, of Chapter 307 of the Cincinnati Municipal Code in order to ensure that the new salary range is consistent with the level of responsibility and competitive with similar positions across internal and external job markets.

WHEREAS, the Metropolitan Sewer District (MSD) and Human Resources Department are recommending a modification to the current salary for the classification of Wastewater Collection Inspector to ensure that the new salary range is consistent with the level of responsibility and competitive with similar positions across internal and external job markets; and

WHEREAS, MSD was approached by employees with concerns of wage inequity based on a comparison to like classifications in the Greater Cincinnati Water Works (GCWW) and comparable external governmental water and wastewater utilities; and

WHEREAS, GCWW and the City's Department of Human Resources conducted a market analysis to further assess the compensation range against industry trends, and the research confirmed that the 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 classification; and

WHEREAS, the Department of Human Resources has done due diligence to ensure that the new salary range is consistent with the scope of services and the level of responsibility of the position of Wastewater Collection Inspector, considering factors including liability, scope of responsibility, judgment and independent action, and accountability throughout the evaluation process; now, therefore,

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

Section 1. That Section 474 of Division 1, Chapter 307 of the Cincinnati Municipal Code is hereby amended as shown below:

<b>Classification</b>	<b>Minimum Annual</b>	<b>Maximum Annual</b>
<b>Wastewater Collection Inspector</b>	<del>57,503.89</del> <b>57,626.85</b>	<del>61,661.63</del> <b>65,510.47</b>
<b>Step 1 (Hourly)</b>	<del>27.646099</del> <u>27.705217</u>	
<b>Step 2 (Hourly)</b>	<del>28.708673</del> <u>28.809337</u>	
<b>Step 3 (Hourly)</b>	<del>29.645015</del> <u>29.931034</u>	
<b>Step 4 (Hourly)</b>	<u>31.495418</u>	

Section 2. That existing Section 474, Division 1, of Chapter 307 of the Cincinnati Municipal Code is hereby repealed.

Section 3. That the proper City officials are thereby authorized to do all things necessary and proper to carry out the terms 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 classification to ensure that the new salary range is consistent with the level of responsibility and competitive with similar positions across internal and external job markets so that City employees are compensated appropriately.

Passed: \_\_\_\_\_, 2021

\_\_\_\_\_  
John Cranley, Mayor

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

\_\_\_\_\_  
New language is underscored. Deleted language is struck through.