

EMERGENCY

City of Cincinnati

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An Ordinance No. _____

-2021

MODIFYING the salary range schedule for the classification of Sewer Construction Inspector by amending existing Section 725, Division I, 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 Sewer Construction 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 and the City's Department of Human Resources 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 Sewer Construction Inspector, considering factors including liability, scope of responsibility, judgment, 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 725 of Division 1, Chapter 307 of the Cincinnati Municipal Code is hereby amended as shown below:

Classification	Minimum Annual	Maximum Annual
Sewer Construction Inspector	57,503.89 57,626.85	61,661.63 65,510.47
Step 1 (Hourly)	27.646099 27.705217	
Step 2 (Hourly)	28.708673 28.809337	
Step 3 (Hourly)	29.645015 29.931034	
Step 4 (Hourly) **New	31.495418	

Section 2. That existing Section 725, Division 1, of Chapter 307 of the Cincinnati Municipal Code is hereby repealed.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 to carry out the provisions 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 said 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.

Passed: _____, 2021

John Cranley, Mayor

Attest: _____
Clerk

New language is underscored. Deleted language is struck through.