

EMERGENCY

CNS

- 2023

AUTHORIZING the City Manager to establish a Recreation Center Part-Time Staff Bonus Plan to recruit and retain qualified employees within the Cincinnati Recreation Commission's Recreation Centers, according to the attached Schedule.

WHEREAS, in order to recruit and retain quality employees and to better serve Cincinnati residents, the Cincinnati Recreation Commission ("CRC") has determined the creation of a bonus plan is necessary; and

WHEREAS, the Recreation Center Part-Time Staff Bonus Plan is necessary for CRC to remain competitive in the current labor market and attract and retain staff within CRC's Recreation Centers; and

WHEREAS, the Recreation Center Part-Time Staff Bonus Plan provides opportunities to increase operational efficiencies while maintaining a standard of excellence and a clear pathway for continued growth for affected employees; and

WHEREAS, funding for the Recreation Center Part-Time Staff Bonus Plan, which is expected to cost \$250,500, will be paid from the CRC's existing Recreation Special Activities Fund 323 personnel operating budget, with \$127,750 being paid from FY23 funds and \$122,750 being paid from FY24 funds; and

WHEREAS, employee bonuses will be disbursed in two installments between July and September 2023; and

WHEREAS, the Recreation Center Part-Time Staff Bonus Plan is in accordance with the "Live" initiative area to "[s]trengthen our magnetic city with energized people" as described on page 147 of Plan Cincinnati (2012); now, therefore,

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

Section 1. That a Recreation Center Part-Time Staff Bonus Plan is authorized, with bonus amounts to be set by the Recreation Commission in accordance with the attached Schedule, for the purpose of recruiting, hiring, and retaining qualified employees within the Cincinnati Recreation Commission Recreation Centers.

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 bonus plan in order to recruit and retain qualified employees.

Passed: _____, 2023

Aftab Pureval, Mayor

Attest: _____
Clerk