

December 14, 2022

To: Mayor and Members of City Council

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

202202226

Subject: Emergency Ordinance: Lifeguard Pay Increase and Aquatics Bonus Plan

Attached is an Emergency Ordinance captioned:

Authorizing the City Manager to establish an Aquatics Bonus Plan for the purpose of recruiting and retaining qualified employees within the Cincinnati Recreation Commission's Aquatics program, according to the attached Schedule; and **MODIFYING** the salary range schedule for the classification of Lifeguard by amending existing Section 911 of Division 4, Chapter 307 of the Cincinnati Municipal Code, in order to establish a new salary range schedule for said classification.

The Cincinnati Recreation Commission, through a market analysis that included local industry trends, has determined the necessity of an increase to the salary schedule and continuation of a bonus plan to recruit and retain lifeguards. The Human Resources Director has reviewed the conclusion of the market analysis and concurred in the result that the recruitment of Lifeguards for the Cincinnati Recreation Commission may benefit from an advertised pay increase and bonus plan.

The Administration recommends passage of this Emergency Ordinance.

cc: Edward G. Ramsey, Human Resources Director
