

May 17, 2023

To: Mayor and Members of City Council 202301430

From: Sheryl M. M. Long, City Manager

Subject: **Emergency Ordinance – Cincinnati Recreation Commission:
Recreation Center Part-Time Staff Bonus Plan**

Attached is an Emergency Ordinance captioned:

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.

Approval of this Emergency Ordinance authorizes the Cincinnati Recreation Commission (CRC) to establish a Recreation Center Part-Time Staff Bonus Plan to recruit and retain qualified employees within CRC Recreation Centers, according to the attached Schedule.

Sufficient resources are available in the existing Cincinnati Recreation Commission (CRC) Recreation Special Activities Fund personnel operating budget for the bonuses. The bonus plan is a one-time commitment for summer 2023, with one installment paid in Fiscal Year 2023 and one installment paid in Fiscal Year 2024 for a total estimated cost of \$250,500.

The Part-Time Staff Bonus Plan provides an opportunity for CRC to remain competitive in the current job market and incentivize employees to return to work with the CRC. Approximately 491 part-time positions will be eligible, with 76 part-time Municipal Worker positions being represented by the American Federation of State, County, and Municipal Employees (AFSCME) Local 250.

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).

The reason for the emergency is the immediate need to establish the bonus plan in order to recruit and retain qualified employees.

The Administration recommends passage of this Emergency Ordinance.

cc: Andrew M. Dudas, Budget Director
Karen Alder, Finance Director



Attachment