

EMERGENCY

RDH

2019

MODIFYING the salary range schedule for the classification of Crime Analyst by repealing existing Section 373 of Division OC, Chapter 307 of the Cincinnati Municipal Code, in order to establish a new salary range schedule for said classification.

WHEREAS, the City of Cincinnati Human Resources Department is recommending a modification to the current salary range for the classification of Crime Analyst to enhance marketability and competitiveness in the job market; and

WHEREAS, the City's Human Resources Department conducted a market analysis to further assess the compensation range against industry trends, and the research determined that the City was below market as it relates to the position of Crime Analyst and confirmed the need for adjustment of the salary range; and

WHEREAS, the Department of Human Resources has done due diligence and conducted appropriate internal comparisons to ensure that the new salary range is consistent with the scope of services and the level of responsibility of the position of Crime Analyst, with factors considered throughout the evaluation process including technical level administrative crime analysis assistance to Command Staff, judgment and independent action, accountability, technical level analysis, and data generation; and

WHEREAS, the Department of Human Resources finds that the salary range requires amendment based on the level of responsibility, liability, and scope of work performed by the Crime Analyst; and

WHEREAS, it has been determined that adopting the new salary range for the position of Crime Analyst is based upon a market analysis, and evaluation of job factors associated with the position, and a review of the Division OC-CODE salary structure to ensure competitiveness within the industry; now, therefore,

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

Section 1. That existing Section 373 of Division OC, Chapter 307 of the Cincinnati Municipal Code is hereby amended as shown below:

| Classification | Minimum Biweekly | Maximum Biweekly | Minimum Annual | Maximum Annual |
|-----------------------|-------------------------|-------------------------|-----------------------|-----------------------|
| Crime Analyst | \$1,635.62 | \$2,198.13 | \$42,526.07 | \$57,151.48 |
| | | \$2,134.11 | | |
| | | \$2,071.95 | | |
| | | \$2,011.60 | | |
| | | \$1,953.01 | | |
| | | \$1,896.13 | | |
| | | \$1,840.90 | | |
| | | \$1,787.28 | | |
| | | \$1,735.23 | | |
| | | \$1,684.69 | | |
| | | \$1,635.62 | | |
| Crime Analyst | \$2,159.57 | \$2,902.28 | \$56,148.78 | \$75,459.27 |
| | | \$2,817.75 | | |
| | | \$2,735.68 | | |
| | | \$2,656.00 | | |
| | | \$2,578.64 | | |
| | | \$2,503.53 | | |
| | | \$2,430.61 | | |
| | | \$2,359.82 | | |
| | | \$2,291.09 | | |
| | | \$2,224.36 | | |
| | | \$2,159.57 | | |

Section 2. 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 competitive retention and recruitment.

Passed: _____, 2019

Mayor

Attest: _____
Clerk