

EMERGENCY

City of Cincinnati

JWF

EESW

An Ordinance No. 411

- 2025

MODIFYING the provisions of Chapter 307, "Classified Compensation Schedules," of the Cincinnati Municipal Code by **ORDAINING** new Sections 829 and 830 of Division D0C to establish the classification titles and salary range schedules for the new employment classifications of Alternative Response Behavioral Health Specialist and Alternative Response Supervisor.

WHEREAS, the Human Resources Department, in consultation with the Emergency Communications Center, has determined that it is necessary to establish new Alternative Response Behavioral Health Specialist and Alternative Response Supervisor classifications to recruit and retain quality employees to support the City's expanding Alternative Response Program, including Alternative Response to Crisis (ARC) and 311 Community Responder teams; and

WHEREAS, the new classifications and salary ranges are necessary to ensure consistency in the knowledge, skills, and abilities required to carry out the duties and tasks prescribed for the positions; and

WHEREAS, creation of the Alternative Response Behavioral Health Specialist and Alternative Response Supervisor classifications and salary ranges provides an opportunity to increase organizational effectiveness while maintaining a standard of excellence and a clear pathway for continued growth and career progression for employees; and

WHEREAS, the Human Resources Department has done its due diligence and conducted appropriate internal comparisons to ensure that the new classifications and salary ranges are consistent with the scope of services and the levels of responsibility of these new positions, considering factors throughout the evaluation process including the scope of responsibility, judgment, independent action, and accountability associated with the classifications; and

WHEREAS, the new classifications and salary ranges for these positions are based on a market analysis and internal cost of living adjustment comparison as approved by Council; now, therefore,

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

Section 1. That new Sections 829 and 830 of Division D0C of Chapter 307, "Classified Compensation Schedules," of the Cincinnati Municipal Code are ordained as follows:

Section	Classification	Minimum Annual Salary	Maximum Annual Salary	Division
829	Alternative Response Behavioral Health Specialist	\$77,407.44	\$104,029.13	D0C

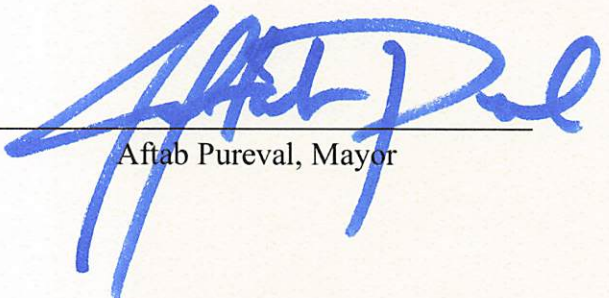
Section	Classification	Minimum Annual Salary	Maximum Annual Salary	Division
830	Alternative Response Supervisor	\$83,479.48	\$112,189.45	DOC

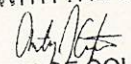
Section 2. That the proper City officials are authorized to do all things necessary and proper to carry out the provisions of Section 1.

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 new classification titles and salary range schedules to recruit and retain qualified employees for critical behavioral health response services.

Passed: December 10, 2025

Attest: 
Clerk


Aftab Pureval, Mayor

I HEREBY CERTIFY THAT ORDINANCE NO 411-2025
WAS PUBLISHED IN THE CITY BULLETIN
IN ACCORDANCE WITH THE CHARTER ON 12/23/2025

CLERK OF COUNCIL

BY CERTIFYING
I HAVE PUBLISHED
ORDINANCE NO
CLERK