

EMERGENCY

LES

-2022

ESTABLISHING the classification and salary range schedule for the new full-time employment classification of Public Employees Assistance Program Counselor; and **ENACTING** Section 247 of Division 0, Chapter 307 of the Cincinnati Municipal Code, in order to establish a new salary schedule and classification title for the new classification consistent with the organizational changes described herein.

WHEREAS, the City's Department of Human Resources is recommending the establishment of a new classification specification and salary range for full-time Public Employees Assistance Program Counselor in order to enhance marketability, competitiveness in the job market, recruit and retain qualified candidates for full time employment, and maintain internal salary equity with existing part-time incumbents; and

WHEREAS, the City's Human Resources Department has determined the creation of the full-time Public Employees Assistance Program Counselor classification specification is necessary to fit the needs of City-wide employment; and

WHEREAS, the creation of the full-time Public Employees Assistance Program Counselor classification specification is necessary to ensure consistency in the knowledge, skills, and abilities required to carry out the duties and tasks prescribed to the position; and

WHEREAS, the Department of Human Resources has done its due diligence and conducted appropriate internal comparisons to ensure the new classification and salary range are consistent with the scope of services and the level of responsibility of the position of full-time Public Employees Assistance Program Counselor, and the factors considered throughout the evaluation process included liability, judgment and independent action, scope of responsibility, and accountability; and

WHEREAS, it has been determined that adopting the new salary range and classification title for the position is based upon a market analysis consistent with the organization changes described herein and internal cost of living adjustment comparisons as approved by Council; now, therefore,

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

Section 1. That new Section 247 of Division 0, Chapter 307 of the Cincinnati Municipal Code is hereby enacted as shown below:

Classification	Minimum – Annual	Maximum – Annual
Public Employees Assistance Program Counselor	\$56,929.60	\$92,206.40

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 establish the classification and salary range in order to recruit and retain qualified employees.

Passed: _____, 2022

Aftab Pureval, Mayor

Attest: _____
Clerk