

EMERGENCY

AEP

- 2020

ESTABLISHING the salary schedule and classification title for the new employment classification of Water Security Supervisor by enacting Section 761 of Division 0, Chapter 307 of the Cincinnati Municipal Code, in order to establish a new salary schedule and classification title for this classification, consistent with the organizational changes described herein.

WHEREAS, the Greater Cincinnati Water Works has been a municipally owned and operated utility since it was purchased by the City of Cincinnati in 1839; and

WHEREAS, the Greater Cincinnati Water Works employees provide customers with a plentiful supply of high-quality water, support environmental sustainability, and deliver excellent services in a financially responsible manner; and

WHEREAS, the City's Human Resources Department has determined that the creation of the Water Security Supervisor classification is necessary in order to recruit and retain quality employees; and

WHEREAS, the Water Security Supervisor classification is necessary to ensure consistencies in the knowledge, skills, and abilities required to carry out the duties and tasks prescribed to the position; and

WHEREAS, the Water Security Supervisor position and salary range provide an opportunity to increase effectiveness while maintaining a standard of excellence and a clear pathway for continued growth and career progression for employees; and

WHEREAS, the Department of Human Resources has done due diligence and conducted appropriate internal comparisons to ensure that the new classification and salary range is consistent with the scope of services and the level of responsibility of the position of Water Security Supervisor, with factors considered throughout the evaluation process including liability, scope of responsibility, judgment and independent action, accountability, and supervisory responsibility; and

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

WHEREAS, it is further recommended that future cost of living adjustments for the Water Security Supervisor be aligned with salary adjustments for the non-represented groups as approved by City Council; now, therefore,

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

Section 1. That Section 761 of Division 0, Chapter 307 of the Cincinnati Municipal Code is hereby established as shown below:

Classification	Minimum - Annual	Maximum - Annual
Water Security Supervisor	\$ 54,887.63	\$ 80,403.03

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 ranges in order to recruit and retain qualified employees.

Passed: _____, 2020

John Cranley, Mayor

Attest: _____
Clerk