

EMERGENCY

LES

-2021

ESTABLISHING the classification and salary range schedule for the new employment classification of Director of Procurement; and **ENACTING** Section 993 of Division 5, 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 Director of Procurement in order to support the creation of new departments and the ongoing duties of existing departments and Directors across various City agencies; and

WHEREAS, the City's Human Resources Department has determined the creation of the Director of Procurement classification specification is necessary to fit the needs of City-wide employment; and

WHEREAS, the creation of the Director of Procurement classification specification is necessary to ensure consistency in the knowledge, skills, and abilities required to carry out the fiduciary obligations prescribed to the position; and

WHEREAS, the Director of Procurement position and salary range provide greater prospects for succession planning and organizational planning among City leaders with institutional knowledge; 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 Director of Procurement, and the factors considered throughout the evaluation process included 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 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 Director of Procurement 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 new Section 993 of Division 5, Chapter 307 of the Cincinnati Municipal Code is hereby enacted as shown below:

Classification	Minimum – Annual	Maximum – Annual
Director of Procurement	\$110,928.58	\$154,246.15

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: _____, 2021

John Cranley, Mayor

Attest: _____
Clerk