

EMERGENCY

AKS

-2023

ESTABLISHING the classification and salary range schedule for the new employment classification Lead Arborist, and **ORDAINING** Section 873 of Division 0C, Chapter 307 of the Cincinnati Municipal Code to reflect this new employment classification.

WHEREAS, the Cincinnati Park Board has determined that it is necessary to create a new Lead Arborist classification specification to recruit and retain quality employees; and

WHEREAS, the Lead Arborist classification specification is necessary to ensure consistencies in the knowledge, skills, and abilities required to carry out the duties and tasks prescribed for the position; and

WHEREAS, the Lead Arborist position and salary range provides 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 and the Cincinnati Park Board Human Resources Division have performed due diligence and conducted appropriate internal comparisons to ensure that the new classification and salary range are consistent with the scope of services and the level of responsibility of the position of Lead Arborist, considering throughout the evaluation process factors including the scope of responsibility, judgment and independent action, accountability, and supervisory responsibility; and

WHEREAS, this class specification evaluation, salary validation, and classification for the position of Lead Arborist is essential to improve recruitment and retention of tree crew members by aligning the current classification with the pay scale and skillset of similar classifications within the City of Cincinnati and comparable municipalities, including title and industry standards for tree care; and

WHEREAS, it has been determined that adoption of the new salary range and classification title for the position of Lead Arborist is based upon a market analysis, an internal classification review, 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 Section 873 of Division 0C, Chapter 307 of the Cincinnati Municipal Code is hereby ordained as follows:

Lead Arborist

Steps	Annual
1	\$54,912.73 (Minimum)
2	\$56,560.11
3	\$58,256.92
4	\$60,004.62
5	\$61,804.76
6	\$63,658.90
7	\$65,568.67
8	\$67,535.73
9	\$69,561.80
10	\$71,648.66
11	\$73,798.11 (Maximum)

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

Section 3. That this ordinance shall be an emergency measure necessary for the preservation of 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 of Lead Arborist in order to recruit and retain qualified employees.

Passed: _____, 2023

Aftab Pureval, Mayor

Attest: _____
Clerk