

EMERGENCY

City of Cincinnati

KKF/B

AWB

An Ordinance No. _____

-2021

MODIFYING the salary range schedule for the classification of Water Works Construction Inspector by amending existing Section 463, Division I, of Chapter 307 of the Cincinnati Municipal Code in order to ensure that the new salary range is consistent with the level of responsibility of this position and competitive with similar positions across internal and external job markets.

WHEREAS, the Greater Cincinnati Water Works (“GCWW”) and Human Resources Department are recommending a modification to the current salary for the classification of Water Works Construction Inspector to ensure that the new salary range is consistent with the level of responsibility of this position and competitive with similar positions across internal and external job markets; and

WHEREAS, GCWW and the City’s Department of Human Resources was approached by employees with concerns of wage inequity based on a comparison to like classifications in comparable external governmental water and wastewater utilities; and

WHEREAS, GCWW and the City's Department of Human Resources conducted a market analysis to further assess the compensation range against industry trends, and the research confirmed that the maximum salary range for this classification is below market and requires amendment based on the level of responsibility, liability, and scope of work performed by the classification; and

WHEREAS, the Department of Human Resources has done due diligence to ensure that the new salary range is consistent with the scope of services and the level of responsibility of the position of Water Works Construction Inspector, with factors considered throughout the evaluation process including liability, scope of responsibility, judgment and independent action, and accountability; now, therefore,

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

Section 1. That Section 463 of Division 1, Chapter 307 of the Cincinnati Municipal Code is hereby amended as shown below:

Classification	Minimum Annual	Maximum Annual
Water Works Construction Inspector	57,626.85	64,612.94 <u>65,617.40</u>

Step 1 (Hourly)	27.705217
Step 2 (Hourly)	28.809337
Step 3 (Hourly)	29.931034
Step 4 (Hourly)	31.063914 <u>31.546826</u>

Section 2. That existing Section 463, Division 1, of Chapter 307 of the Cincinnati Municipal Code is hereby repealed.

Section 3. That the proper City officials are thereby authorized to do all things necessary to carry out the provisions of Sections 1 and 2 herein.

Section 4. 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 adjust the salary range of the classification to ensure that the new salary range is consistent with the level of responsibility of this position and competitive with similar positions across internal and external job markets.

Passed: _____, 2021

John Cranley, Mayor

Attest: _____
Clerk

New language is underscored. Deleted language is struck through.