

**December 3, 2025**

202502062

**To:** Mayor and Members of City Council

**From:** Sheryl M.M. Long, City Manager

**Subject:** **Emergency Ordinance: Alternative Response Behavioral Health Specialist and Supervisor Classifications**

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Attached is an Emergency Ordinance captioned:

**MODIFYING** the provisions of Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code by **ORDAINING** new Sections 829 and 830 of Division D0C to establish the classification titles and salary range schedules for the new employment classifications of Alternative Response Behavioral Health Specialist and Alternate Response Supervisor.

The Department of Human Resources, in partnership with the Emergency Communications Center, has conducted the necessary internal reviews and classification analyses to support the creation of these two new roles. These classifications are critical to the growth and continued implementation of the City’s Alternative Response Program, which provides behavioral health-focused responses to non-violent, low-risk 911 and 311 calls through the Alternative Response to Crisis (ARC) and Community Responder teams.

The Alternative Response Behavioral Health Specialist is a licensed clinician responsible for providing field-based assessments and behavioral health interventions. The Alternative Response Supervisor provides operational oversight and staff coordination for ARC and 311 Community Responder teams.

The Administration recommends passage of this Emergency Ordinance to support timely recruitment and retention of qualified professionals to these critical positions and to ensure the continuity and expansion of this important public safety initiative.

cc: Latisha Hazell, HR Director