

ESTABLISHING the classification and salary range schedule for new employment classifications of Arborist 1 and Arborist 2 and **ORDAINING** Sections 843 and 844 of Division 1, Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code to reflect these new employment classifications.

WHEREAS, the Department of Human Resources, in consultation with the Parks Department, has determined that it is necessary to create new Arborist 1 and Arborist 2 classifications to recruit and retain quality employees; and

WHEREAS, the new employment classifications and compensation plans are necessary to ensure consistency in the knowledge, skills, and abilities required to carry out the duties and tasks prescribed for the positions; and

WHEREAS, creation of the Arborist 1 and Arborist 2 positions and salary ranges 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 has done its due diligence and conducted appropriate internal comparisons to ensure that the new classifications and salary ranges are consistent with the scope of services and the level of responsibility of these new positions, considering throughout the evaluation process factors including liability, scope of responsibility, judgment and independent action, accountability, and responsibility; and

WHEREAS, adopting the new salary ranges and classification titles for these positions is based upon a market analysis 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 new Sections 843 and 844 of Division 1, Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code are ordained as follows:

Section	Classification	Minimum Annual Salary	Maximum Annual Salary	Division
843	Arborist 1	\$47,736.00	\$54,820.04	D1
844	Arborist 2	\$54,820.04	\$63,252.80	D1

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

Section 3. That this ordinance shall take effect and be in force from and after the earliest period allowed by law.

Passed: _____, 2025

Aftab Pureval, Mayor

Attest: _____
Clerk