

## EMERGENCY

KKF

-2024

**ESTABLISHING** the classification and salary range schedule for the new employment classification of Supervising Crime Analyst; **ESTABLISHING** the classification and salary range schedule for two new employment classifications of Budget Analyst and Senior Budget Analyst; **ESTABLISHING** the classification and salary range schedule for two new employment classifications of Environmental Program Specialist and Sustainability Program Specialist; **ESTABLISHING** the classification and salary range for the new employment classification of Natural Resource Specialist; **ORDAINING** Section 513 of Division 8, Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code; **ORDAINING** Sections 452, 453, 454, and 455 of Division 0, Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code; and **ORDAINING** Section 598 of Division 1, Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code, all to reflect these new employment classifications and schedules.

WHEREAS, the Human Resources Department, in consultation with the relevant City departments, has determined that it is necessary to create new Supervising Crime Analyst, new Budget Analyst and Senior Budget Analyst, new Environmental Program Specialist and Sustainability Program Specialist, and Natural Resource Specialist classifications to recruit and retain quality employees; and

WHEREAS, these 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 position; and

WHEREAS, creation of the Supervising Crime Analyst position and salary range provides an opportunity to increase organizational effectiveness while maintaining a standard of excellence and a clear pathway for continued growth and career progression for employees; and

WHEREAS, the Budget Analyst and Senior Budget Analyst classifications (“Budget positions”) and compensation plan 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, the Budget positions are responsible for performing advanced level professional work and administrative and operational analysis; and

WHEREAS, personnel filling the Budget positions will be responsible for operational analysis, budget preparation and administration, and management or organizational studies; and

WHEREAS, the Environmental Program Specialist and Sustainability Program Specialist classifications (“Environmental positions”) 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, the Environmental positions are responsible for performing advanced level professional work and providing technical support for City-wide environmental and sustainability initiatives and programs; and

WHEREAS, personnel filling the Environmental positions will be responsible for climate change mitigation, project management, community relations, policy research, data analysis, partnership building, and playing a crucial role in the implementation of environmental programs; and

WHEREAS, the Natural Resource Specialist classification and compensation plan is necessary to ensure consistency in the knowledge, skills, and abilities required to carry out the duties and tasks prescribed for the position; and

WHEREAS, the Natural Resource Specialist position is responsible for constructing and rerouting trails using best practice sustainable trail design, helping maintain a diversified and healthy ecosystem and trail system within and around designated forest, prairies, ponds, rivers, and wetlands, and carrying out other initiatives that advance the City's goals related to making Cincinnati more walkable; and

WHEREAS, creation of the Natural Resource Specialist position and salary range provides an opportunity to increase organizational effectiveness while maintaining a standard of excellence within the Cincinnati Parks system; and

WHEREAS, the Department of Human Resources has performed due diligence and conducted appropriate internal comparisons to ensure that the new classifications and salary ranges are consistent with the scope of work and the level of responsibility of these new positions, considering such factors including scope of responsibility, judgment and independent action, accountability, and supervisory responsibility throughout the evaluation process; 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 Section 513 of Division 8, Chapter 307, "Classified Compensation Schedules," of the Cincinnati Municipal Code is ordained as follows to establish the new classification and salary range of Supervising Crime Analyst:

Supervising Crime Analyst (513)	\$79,438.46 (Minimum) – \$115,516.77 (Maximum)
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Section 2. That Sections 453 and 454 of Division D0, Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code are ordained as follows to establish the new classifications and salary ranges of Budget Analyst (453) and Senior Budget Analyst (454):

Budget Analyst (453)	\$57,517.77 (Minimum) – \$87,445.16 (Maximum)
Senior Budget Analyst (454)	\$68,232.58 (Minimum) – \$103,735.05 (Maximum)

Section 3. That Sections 455 and 452 of Division D0, Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code are ordained as follows to establish the new classifications and salary ranges of Environmental Program Specialist (455) and Sustainability Program Specialist (452):

Environmental Program Specialist (455)	\$68,231.57 (Minimum) – \$103,735.05 (Maximum)
Sustainability Program Specialist (452)	\$68,231.57 (Minimum) – \$103,735.05 (Maximum)

Section 4. That Section 598 of Division 1, Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code is ordained as follows to establish the new classification and salary range of Natural Resource Specialist:

Natural Resource Specialist (598)	\$54,725.07 (Minimum – Step 1)
	\$57,012.842 (Step 2)
	\$59,363.527 (Step 3)
	\$61,703.13 (Maximum – Step 4)

Section 5. That the salary ranges for the new non-represented positions of Supervising Crime Analyst, Budget Analyst, Senior Budget Analyst, Environmental Program Specialist, and Sustainability Program Specialist as established in Sections 1 through 3 of this ordinance will be adjusted to include any cost of living adjustment for non-represented employees approved by Council in the FY 2025 budget.

Section 6. That the proper City officials are authorized to do all things necessary and proper to carry out the terms of Sections 1 through 5.

Section 7. 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 classifications and salary ranges of Supervising Crime Analyst, Budget Analyst, Senior Budget Analyst, Environmental Program Specialist, Sustainability Program Specialist, and Natural Resource Specialist by the start of FY 2025 on July 1, 2024.

Passed: \_\_\_\_\_, 2024

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Aftab Pureval, Mayor

Attest: \_\_\_\_\_  
Clerk