



City of Cincinnati

801 Plum Street
Cincinnati, OH 45202

Agenda

Public Safety & Governance

Councilmember Scotty Johnson, Chair
Vice Mayor Jan-Michele Kearney, Vice Chair
Councilmember Mark Jeffreys
Councilmember Liz Keating
Councilmember Jeff Cramerding

Tuesday, November 15, 2022

9:30 AM

Council Chambers, Room 300

AGENDA

1. [202202029](#) **ORDINANCE (EMERGENCY)** submitted by Sheryl M. M. Long, City Manager, on 11/2/2022, **MODIFYING** the salary range schedules for all non-represented middle management employment classifications by amending all sections of Division 0 and certain sections of Division 7 (LAW) and Division 9 of Chapter 307 of the Cincinnati Municipal Code to provide for pay parity between non-represented employees and represented employees in those salary divisions.

Sponsors: City Manager
Attachments: [Transmittal](#)
[Ordinance](#)
[Attachment](#)

ADJOURNMENT

November 2, 2022

To: Mayor and Members of City Council

From: Sheryl M.M. Long, City Manager

202202029

Subject: Emergency Ordinance: Salary Schedule increase for employees in salary division 0 and certain classifications in salary divisions 7 (LAW) and 9

Attached is an Emergency Ordinance captioned:

MODIFYING the salary range schedules for all non-represented middle management employment classifications by amending all sections of Division 0 and certain sections of Division 7 (LAW) and Division 9 of Chapter 307 of the Cincinnati Municipal Code to provide for pay parity between non-represented employees and represented employees in those salary divisions.

The Human Resources Director has approved the classifications included in the recommended adjustment for equity with represented employees and to avoid staggered salary schedules for like classifications.

The Administration recommends passage of this Emergency Ordinance.

cc: Edward G. Ramsey, Human Resources Director

EMERGENCY

IMD

-2022

MODIFYING the salary range schedules for all non-represented middle management employment classifications by amending all sections of Division 0 and certain sections of Division 7 (LAW) and Division 9 of Chapter 307 of the Cincinnati Municipal Code to provide for pay parity between non-represented employees and represented employees in those salary divisions.

WHEREAS, pursuant to Ordinance No. 188-2022, all non-represented employees in salary Divisions 0, 7 (LAW), and 9 received a three percent cost-of-living adjustment at the beginning of Fiscal Year 2023; and

WHEREAS, all represented employees in the Police, Fire, Building Trades, and AFSCME bargaining units and all employees represented by the Cincinnati Organized and Dedicated Employees, Inc. (“CODE”) received a five percent across-the-board wage increase in the first year of their current contracts; and

WHEREAS, CODE was formed out of certain positions included in Division 0; and

WHEREAS, CODE represents some employees who have the same position titles or equivalent positions as some non-represented employees included in Division 0 who are excluded from the collective bargaining unit, but who at one time shared the same salary range; and

WHEREAS, certain CODE classifications perform administrative work and certain classifications in Divisions 0, 7 (LAW), and 9 also perform a high quantity and level of administrative work, but those classifications are excluded from the CODE collective bargaining unit; and

WHEREAS, modifying the salary range schedules for those non-represented employees who have the same position titles as or job responsibilities equivalent to employees represented by CODE to accord with the five percent wage increase provided to CODE employees ensures internal parity, and that salary range modification is consistent with the services and responsibilities of such non-represented employees; now, therefore,

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

Section 1. That, in accordance with Appendix A, the salary ranges of the non-represented middle management employment classifications in all sections of Division 0 and certain sections of Division 7 (LAW) and Division 9 of Chapter 307 of the Cincinnati Municipal Code are hereby increased by 1.94175%, effective as of November 13, 2022.

Section 2. That the existing sections of Divisions 0, 7 (LAW), and 9 listed in Appendix A are hereby repealed.

Section 3. That the proper City officials are 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 said classifications to ensure internal parity for employees with the same job titles or equivalent job responsibilities.

Passed: _____, 2022

Aftab Pureval, Mayor

Attest: _____
Clerk

Appendix A: Salary Schedule with 1.94175% Wage Increase

CMC Section	Division	Grade	Title	Existing Minimum	Existing Maximum	New Minimum	New Maximum
				Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate
307-001	D0	001	Administrative Specialist	26.082746	39.653999	26.589208	40.423981
307-008	D0	008	Administrative Technician	19.754884	30.033654	20.138474	30.616832
307-009	D0	009	Investigator	31.060159	47.041021	31.663270	47.954440
307-013	D0	013	Senior Administrative Spclst	30.941161	47.041021	31.541961	47.954440
307-042	D0	042	Computer Programmer/Analyst	20.528448	28.267675	20.927059	28.816563
307-043	D0	043	Senior Comptr Programmer/Anlys	30.941161	47.041021	31.541961	47.954440
307-058	D0	058	Community Dvlpmnt & Plan Anal-EXM	26.082746	39.653999	26.589208	40.423981
307-066	D0	066	Development Officer	26.082746	35.915931	26.589208	36.613329
307-080	D0	080	Graphic Designer	26.082746	39.653999	26.589208	40.423981
307-089	D0	089	Human Resources Analyst	26.082746	39.653999	26.589208	40.423981
307-092	D0	092	Internal Auditor	26.082746	39.653999	26.589208	40.423981
307-094	D0	094	Management Analyst	26.082746	39.653999	26.589208	40.423981
307-146	D0	146	Comm Econ Development Analyst	20.461058	39.653999	20.858361	40.423981
307-148	D0	148	Comm Econ Develop Sr Analyst	25.321584	47.041021	25.813266	47.954440
307-149	D0	149	Senior Human Resources Analyst	30.941617	47.041021	31.542426	47.954440
307-150	D0	150	Senior Internal Auditor	30.941617	47.041021	31.542426	47.954440
307-151	D0	151	Supvr of Prk/Rec Maint & Const	30.941617	47.041021	31.542426	47.954440
307-152	D0	152	Senior City Planner	30.941617	47.041021	31.542426	47.954440
307-154	D0	154	Senior CommDev & Plan Anl-EXM	30.941617	47.041021	31.542426	47.954440
307-156	D0	156	Senior Development Officer	30.941617	47.041021	31.542426	47.954440
307-162	D0	162	Human Resources Info Sys Anal	30.937438	47.043767	31.538166	47.957239
307-177	D0	177	Senior Management Analyst	30.941617	47.041020	31.542426	47.954439
307-190	D0	190	Zoning Hearing Examiner	45.916903	61.987825	46.808494	63.191474
307-200	D0	200	Dietitian	23.231980	31.990436	23.683087	32.611610
307-219	D0	219	PEAP Coordinator	44.769579	62.295146	45.638892	63.504762
307-220	D0	220	Psychologist	31.347085	43.164940	31.955767	44.003095
307-222	D0	222	Intelligence Analyst	23.762100	32.342000	24.223501	32.970001
307-228	D0	228	Assistant Dental Director	30.941617	42.606600	31.542426	43.433914
307-232	D0	232	Intelligence Analyst Supervisor	26.079600	36.038908	26.586001	36.738693
307-247	D0	247	PEAP Counselor	28.191100	45.659900	28.738501	46.546501
307-248	D0	248	Physician Assistant	32.751633	44.015446	33.387588	44.870116
307-258	D0	258	Accountant	26.082746	39.653999	26.589208	40.423981
307-265	D0	265	City Planner	26.082746	39.653999	26.589208	40.423981
307-271	D0	271	Physical Therapist	24.452921	33.671677	24.927736	34.325497
307-299	D0	299	Asst Health Laboratory Mgr	30.941617	42.606600	31.542426	43.433914
307-322	D0	322	Recycling Operations Tech	18.616632	24.825678	18.978120	25.307731
307-323	D0	323	Training Coordinator	30.941617	47.041021	31.542426	47.954440
307-336	D0	336	Housing Services Coordinator	21.440321	22.188874	21.856638	22.619726
307-438	D0	438	Supervisor of Building Permits	25.675004	35.354477	26.173548	36.040973
307-443	D0	443	Zoning Supervisor	29.321984	40.376375	29.891344	41.160383
307-575	D0	575	Development Officer 4	33.367655	47.041021	34.015571	47.954440
307-761	D0	761	Water Security Supervisor	28.278002	41.423487	28.827090	42.227828
307-763	D0	763	Security Supervisor	19.754884	27.202475	20.138474	27.730679
307-824	D0	824	Information Technology Coor	20.528448	28.267675	20.927059	28.816563
307-826	D0	826	Emergency Comm Asst Mgr	30.941160	47.041021	31.541960	47.954440
307-864	D0	864	Landscape Architect	26.489345	36.475829	27.003702	37.184098
307-963	D0	963	Park Planner	33.367655	45.947255	34.015571	46.839436
307-035	D9	035	Deputy Clerk	20.332200	30.457846	20.727000	31.049261
307-036	D9	036	Assistant Chief Deputy Clerk	26.656861	36.853341	27.174471	37.568941
307-186	LAW	186	Support Services Manager	30.941159	42.606597	31.541959	43.433911
307-191	LAW	191	Asst to the City Solicitor	30.33447	47.113975	30.923490	48.028811
307-193	LAW	193	Support Services Specialist	19.367530	39.654001	19.743599	40.423983
307-217	LAW	217	Legal Assistant	19.367530	39.654001	19.743599	40.423983
307-224	LAW	224	Real Estate Specialist	26.082748	35.915928	26.589210	36.613326
307-225	LAW	225	Senior Real Estate Specialist	33.367656	47.113975	34.015572	48.028811
307-930	LAW	930	Law Clerk	11.875900	19.788897	12.106500	20.173148