

## **EMERGENCY**

**MSS**

**-2025**

**MODIFYING** Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code by **AMENDING** Sections 040, 155, 985, 993, 114 and 074 of Division D5 to ensure that the salary ranges of Budget Director, Human Resources Director, Director of Community and Economic Development, Director of Procurement, Director of Economic Inclusion, and Citizen Complaint Authority Director are consistent with internal equity and each position’s level of responsibility.

WHEREAS, Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code provides the current salary ranges for the positions of Budget Director, Human Resources Director, Director of Community and Economic Development, Director of Procurement, Director of Economic Inclusion, and Citizen Complaint Authority Director; and

WHEREAS, the City’s Human Resources Department completed its due diligence and comprehensively reviewed the internal organizational structure, responsibilities, and comparative compensation of these positions and conducted appropriate internal comparisons to evaluate whether the salary ranges are consistent with the level of responsibility and scope of services associated with the positions; and

WHEREAS, following its comprehensive review, the Human Resources Department recommends that the salary ranges of these positions be increased to ensure consistency and internal equity and reflect the strategic importance of the roles; now, therefore,

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

Section 1. That Sections 040, 155, 985, 993, 114 and 074 of Division D5 of Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code are amended as follows to update the salary ranges for the positions of Budget Director, Human Resources Director, Director of Community and Economic Development, Director of Procurement, Director of Economic Inclusion, and Citizen Complaint Authority Director:

| <b>Section</b> | <b>Position</b>          | <b>Minimum Annual</b> | <b>Maximum Annual</b>                          |
|----------------|--------------------------|-----------------------|--|
| 040            | Budget Director          | \$123,638.95          | <del>\$171,919.91</del><br><u>\$186,466.53</u> |
| 155            | Human Resources Director | \$123,638.95          | <del>\$171,919.91</del><br><u>\$186,466.53</u> |

| Section | Position                                       | Minimum Annual                                 | Maximum Annual                                 |
|---------|--|--|--|
| 985     | Director of Community and Economic Development | <del>\$107,856.21</del><br><u>\$123,638.95</u> | <del>\$157,102.65</del><br><u>\$186,466.53</u> |
| 993     | Director of Procurement                        | \$136,627.44                                   | <del>\$171,919.91</del><br><u>\$186,466.53</u> |
| 114     | Director of Economic Inclusion                 | \$136,627.44                                   | <del>\$171,919.91</del><br><u>\$186,466.53</u> |
| 074     | Citizen Complaint Authority Director           | \$123,638.95                                   | <del>\$171,919.91</del><br><u>\$186,466.53</u> |

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

Section 3. 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 ranges of the positions affected to ensure consistency and internal equity.

Passed: \_\_\_\_\_, 2025

\_\_\_\_\_  
Aftab Pureval, Mayor

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

\_\_\_\_\_  
Deletions are indicated by strikethrough; additions are indicated by underline.