

EMERGENCY

KKF

-2024

ESTABLISHING the classification and salary range schedule for the new employment classification of Alternative Response Program Manager; and **ORDAINING** Section 820 of Division 8, Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code to reflect this new employment classification.

WHEREAS, the Human Resources Department, in consultation with the Emergency Communication Center, has determined that it is necessary to create a new Alternative Response Program Manager classification specification to recruit and retain quality employees; and

WHEREAS, the Alternative Response Program Manager 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, this position manages, plans, supervises, and coordinates assigned program activities and operations within the Emergency Communications Center and with partner agencies, including alternative response to 911 and crisis-related calls, co-responder programs, 311 community responders, 911 call diversion to 988, and other initiatives that advance the City’s goals related to harm reduction and criminal justice diversion; and

WHEREAS, creation of the Alternative Response Program Manager position 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 Human Resources Department has performed due diligence and conducted appropriate internal comparisons to ensure that the new classification and salary range are consistent with the scope of work and the level of responsibility of the position of Alternative Response Program Manager, with factors considered throughout the evaluation process including scope of responsibility, judgment and independent action, accountability, and supervisory responsibility; and

WHEREAS, adopting the new salary range and classification title for the position 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 820 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 Alternative Response Program Manager:

Alternative Response Program Manager
Minimum \$79,438.46 – Maximum \$115,516.77

Section 2. That the proper City officials are authorized to do all things necessary and proper to carry out the terms 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 establish the classification and salary range of Alternative Response Program Manager to recruit and retain qualified employees in the Emergency Communication Center as soon as possible.

Passed: _____, 2024

Aftab Pureval, Mayor

Attest: _____
Clerk