



City of Cincinnati

801 Plum Street
Cincinnati, OH 45202

Agenda - Final

Public Safety & Governance

Councilmember Scotty Johnson, Chair
Vice Mayor Jan-Michele Kearney, Vice Chair
Councilmember Mark Jeffreys
Councilmember Anna Albi

Wednesday, September 3, 2025

9:30 AM

Council Chambers, Room 300

AGENDA

1. [202501372](#) **REPORT**, dated 8/6/2025, submitted Sheryl M. M. Long, City Manager, regarding the creation of policy for City employees who are living donors. (Reference Document # 20250031)

Sponsors: City Manager
Attachments: [Report](#)

2. [202501568](#) **ORDINANCE**, submitted by Councilmember Owens, from Emily Smart Woerner, City Solicitor, **MODIFYING** Chapter 871, "Landlord-Tenant Relations," of the Cincinnati Municipal Code by **AMENDING** Section 871-3, "Definitions," and **ORDAINING** new Section 871-17, "Retaliation Prohibited," to protect tenants and tenant organizations against retaliation for reporting hazardous or substandard living conditions and advocating regarding their tenancy.

Sponsors: Owens
Attachments: [Transmittal](#)
[Ordinance](#)

3. [202501564](#) **ORDINANCE (EMERGENCY)** submitted by Sheryl M. M. Long, City Manager, on 8/6/2025, **MODIFYING** the provisions of Chapter 307, "Classified Compensation Schedules," of the Cincinnati Municipal Code by **ORDAINING** new Section 279 of Division 1 to establish the classification title and salary range schedule for the new employment classification of Dietetic Technician.

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

4. [202501565](#) **ORDINANCE (EMERGENCY)** submitted by Sheryl M. M. Long, City Manager, on 8/6/2025, **MODIFYING** the provisions of Chapter 307, "Classified Compensation Schedules," of the Cincinnati Municipal Code by **ORDAINING** new Sections 478 and 479 of Division 1 to establish the classification titles and salary range schedules for the new employment classifications of Utilities Construction Inspector 1 and Utilities Construction Inspector 2.
- Sponsors:** City Manager
- Attachments:** [Transmittal](#)
[Ordinance](#)
5. [202501567](#) **ORDINANCE (EMERGENCY)** submitted by Sheryl M. M. Long, City Manager, on 8/6/2025, **MODIFYING** the provisions of Chapter 307, "Classified Compensation Schedules," of the Cincinnati Municipal Code by **ORDAINING** new section 733 of Division 1 to establish the classification title and salary range schedule for the new employment classification of Water Works Maintenance Worker 2.
- Sponsors:** City Manager
- Attachments:** [Transmittal](#)
[Ordinance](#)
6. [202501597](#) **ORDINANCE (B VERSION) (EMERGENCY)** submitted by Sheryl M. M. Long, City Manager, on 9/3/2025, **MODIFYING** the provisions of Chapter 307, "Classified Compensation Schedules," of the Cincinnati Municipal Code by **ORDAINING** new Section 279 of Division 1 to establish the classification title and salary range schedule for the new employment classification of Dietetic Technician.
- Sponsors:** City Manager
- Attachments:** [Transmittal](#)
[Ordinance](#)
7. [202501598](#) **ORDINANCE (B VERSION) (EMERGENCY)** submitted by Sheryl M. M. Long, City Manager, on 9/3/2025, **MODIFYING** the provisions of Chapter 307, "Classified Compensation Schedules," of the Cincinnati Municipal Code by **ORDAINING** new Sections 478 and 479 to establish the classification titles and salary range schedules for the new employment classifications of Utilities Construction Inspector 1 and Utilities Construction Inspector 2.
- Sponsors:** City Manager
- Attachments:** [Transmittal](#)
[Ordinance](#)

8. [202501601](#) **ORDINANCE (B VERSION) (EMERGENCY)** submitted by Sheryl M. M. Long, City Manager, on 9/3/2025, **MODIFYING** the provisions of Chapter 307, "Classified Compensation Schedules," of the Cincinnati Municipal Code by **ORDAINING** new Section 766 of Division 1 to establish the classification title and salary range schedule for the new employment classification of Water Works Maintenance Worker 2.

Sponsors: City Manager

Attachments: [Transmittal](#)
[Ordinance](#)

ADJOURNMENT

August 6, 2025

To: Mayor and Members of Council 202501372
From: Sheryl M. Long, City Manager
Subject: **Creation of Policy for City Employees who are Living Donors**

Reference Document # 202500031

On January 23, 2025, the Public Safety and Governance Committee referred the following for a report:

MOTION, submitted by Vice Mayor Kearney, **WE MOVE** that the administration of the City of Cincinnati to provide a report within ninety (90) days on creating a policy for city employees who are living donors of organs (*e.g.*, a kidney or parts of a liver), or bone marrow to receive full pay for time off needed to prepare for and complete the transplant process, and to recover from the medical procedure. UC Health and the Center for Closing the Health Gap recommend such a policy in order to encourage more living donors. (BALANCE OF MOTION ON FILE IN THE CLERK'S OFFICE)

The following report addresses policies and practices regarding leave for living organ and bone marrow donation across various jurisdictions, with a focus on identifying common standards, variations in benefits, and potential models for the City of Cincinnati. The report outlines paid and unpaid leave provisions in select cities and states, average recovery times by donation type, prevalence of donor transplants, and estimated costs associated with several leave policy proposals. This information is intended to provide a framework for evaluating feasible leave options for City Council's consideration.

SUMMARY OF OTHER JURISDICTIONS LIVING ORGAN AND BONE MARROW DONATION LEAVE POLICIES

This summary outlines Organ and Bone Marrow Donation leave policies across multiple governmental agencies. The policies vary by municipality, offering different levels of support to donors in terms of paid and unpaid leave, eligibility requirements, and procedural provisions.

Agencies offering paid donor leave:

- **U.S. Office of Personnel Management**

Provides options for paid leave for organ donation and bone marrow donation.

Leave Provisions:

- An employee also may use up to 30 days of paid leave each calendar year to serve as an organ donor.

- An employee may use up to 7 days of paid leave each calendar year to serve as a bone-marrow donor.

- **State of Ohio**

Provides options for paid leave for organ donation and bone marrow donation.

Requirements:

- Employees who desire to use Donor Leave must apply in writing ten working days prior to the procedure or as soon as possible after the employee is informed of the date of the procedure.
- Employees must indicate Donor Leave and specify the type of donation (kidney, liver, or marrow).
- Effective Date and Triggering Event: Eligibility for taking Donor Leave shall begin on the date of the procedure.

Leave Provisions:

- Eligible employees shall receive up to two-hundred-forty (240) hours of paid leave each calendar year to cover absences for the employee's donation of any portion of an adult liver or kidney.
- Eligible employees shall receive up to fifty-six (56) hours of paid leave each calendar year for bone marrow donations.

- **Columbus, Ohio**

Provides options for paid leave for organ donation and bone marrow donation.

Leave Provisions:

- Eligible employees shall receive up to two-hundred-forty (240) hours of paid leave each calendar year to cover absences for the employee's donation of any portion of an adult liver or kidney.
- Eligible employees shall receive up to fifty-six (56) hours of paid leave each calendar year for bone marrow donations.

- **Toledo, Ohio**

Provides options for paid leave for organ donation and bone marrow donation.

Requirements:

- Medical documentation must be submitted to Human Resources for approval.
- Paid leave runs concurrently with applicable FMLA provisions.

Leave Provisions:

- Organ Donation: Up to 240 hours (30 workdays) of paid leave per calendar year.
- Bone Marrow Donation: Up to 56 hours (7 workdays) of paid leave per calendar year.

- **Lexington, Kentucky**

Provides options for paid leave for organ donation and bone marrow donation.

Requirements:

- An employee must be a full-time classified or unclassified worker, excluding seasonal workers.
- Medical verification is required before approval and upon completion of the procedures.

- FMLA leave must be used concurrently with donor leave.

Leave Provisions:

- Organ Donation: Up to 240 hours (30 workdays) of paid leave.
- Bone Marrow Donation: Up to 40 hours (5 workdays) of paid leave.

Agencies offering unpaid donor leave:

- **Chesapeake, Virginia**

Provides options for unpaid leave for organ donation and bone marrow donation.

Requirements:

- An employee must have at least 12 months of service and 1,250 hours worked in the previous year.
- Medical documentation verifying donor status and medical necessity is required.

Leave Provisions:

- Organ Donation: Up to 60 business days of unpaid leave per 12-month period.
- Bone Marrow Donation: Up to 30 business days of unpaid leave per 12-month period.

- **Milwaukee, Wisconsin**

Provides options for unpaid leave for organ donation and bone marrow donation.

Requirements:

- Employees must have worked for at least 52 consecutive weeks and at least 1,000 hours during that period.
- Leave is limited to the period necessary for the donation procedure and recovery.
- Employees may substitute paid or unpaid leave provided by the employer.
- Employees must provide written verification of their intent to donate.
- Employer may require certification from a healthcare provider regarding the donation and recovery period.

Leave Provisions:

- Organ Donation: Up to 6 weeks of unpaid leave in a 12-month period.
- Bone Marrow Donation: Up to 6 weeks of unpaid leave in a 12-month period.

Offers a Donor Leave Program that allows employees to donate accrued time-off to colleagues in need. Employees can donate vacation hours, compensatory hours, and holidays in whole-hour increments, but sick leave hours cannot be donated.

AVERAGE TIME AWAY FROM WORK FOR RECOVERY

Kidney Donation

On average, someone who donates a kidney can expect to be out of work for 2 to 6 weeks, depending on their job type and overall health.

- Desk Jobs or Remote Work: Recovery is usually quicker, around 2 to 4 weeks.
- Physically Demanding Jobs: If the job involves heavy lifting or strenuous activity, recovery may take 4 to 6 weeks.

Liver Donation

If someone donates a portion of their liver, the recovery time varies, but typically:

- Hospital Stay: 5–7 days after surgery.
- Initial Recovery: 6–8 weeks to resume normal daily activities.
- Full Recovery: 3–6 months for the liver to regenerate fully.
- Strenuous activities and heavy lifting should generally be avoided for about 3 months. Most donors can return to work within 6–8 weeks, depending on the nature of their job.

Bone Marrow Donation

The recovery time after donating bone marrow depends on the donation method:

1. Peripheral Blood Stem Cell (PBSC) Donation – Most common method (about 90% of cases).
 - a. Recovery time: A few days to a week
 - b. Side effects: Some donors feel flu-like symptoms or fatigue from the medication used to stimulate stem cell production but can often return to work within a couple of days.
2. Bone Marrow Donation (Surgical Procedure) – Less common, done under anesthesia.
 - a. Recovery time: 1 to 2 weeks
 - b. Side effects: Soreness at the collection site (hip bone), fatigue, and possible bruising. Some donors need a few extra days to a week before resuming normal activities.
 - c. Many donors return to work within a week, but full recovery varies by individual. If the job is physically demanding, a longer recovery period may be needed.

PREVELANCE OF DONOR TRANSPLANTS NATIONWIDE & BY CITY OF CINCINNATI EMPLOYEES

General Statistics:

- On average, around 20,000 to 25,000 people donate an organ each year in the United States. This includes both living donors (who donate a kidney or part of their liver) and deceased donors (who can provide multiple organs like kidneys, liver, heart, lungs, pancreas, and intestines).
- Kidney is the number one transplanted organ in the US.

City Statistics:

Below is a summary of the number of City of Cincinnati employee donations for kidney, liver, and bone marrow over the past 2 years.

- 2023
 - Kidney Donor: 1
 - Liver Donor: 0
 - Bone Marrow Donor: 1
- 2024
 - Kidney Donor: 2
 - Liver Donor: 0
 - Bone Marrow Donor: 0

LIVING ORGAN AND BONE MARROW DONATION LEAVE PROPOSALS & ESTIMATED COSTS

While the cost of providing paid donor leave will vary based on the donor's classification, rate of pay, and the type of donation, below are estimates based on donation type, amount of allotted leave, and hourly rate.

Proposal 1:

This proposal is based on average recovery time and mirrors the current leave policies of the U.S. Office of Personnel Management, State of Ohio, City of Columbus and City of Toledo.

Proposed Amount of Additional Leave (by donation type):

Organ Donation

- 240 hours (30 workdays)

Bone Marrow Donation

- 56 hours (7 workdays)

Estimated Cost per Employee (by classification and hourly rate):

Classification	Hourly Rate (based on the top end of the classification salary)	Average cost for organ donation (240 hours)	Average cost for bone marrow donation (56 hours)
Administrative Specialist	\$43.30	\$10,392.00	\$2,424.80
Truck Driver	\$26.56	\$6,374.40	\$1,487.36
Electrical Maintenance Worker 3	\$35.27	\$8,464.80	\$1,975.12
Police Officer	\$44.32	\$10,636.80	\$2,481.92
Fire Fighter	\$43.15	\$10,356.00	\$2,416.40
Deputy Director	\$75.53	\$18,127.20	\$4,229.68

In addition to the above estimates, there are additional factors that may increase the overall cost of donation leave, including but not limited to:

- Utilization of overtime coverage in the employee's absence
- Utilization of temporary transfer pay, working out of classification pay, or above-grade pay to cover the employee's absence
- The need to temporarily backfill the employee's absence via temporary promotion

Proposal 2:

This proposal provides a benefit that is currently greater than most other municipalities across the state and country.

Proposed Amount of Additional Leave (by donation type):

Organ Donation

- 80 hours (10 workdays)

Bone Marrow Donation

- 24 hours (3 workdays)

Estimated Cost per Employee (by classification and hourly rate):

Classification	Hourly Rate (based on the top end of the classification salary)	Average cost for organ donation (80 hours)	Average cost for bone marrow donation (24 hours)
Administrative Specialist	\$43.30	\$3,464.00	\$1,039.20
Truck Driver	\$26.56	\$2,124.80	\$637.44
Electrical Maintenance Worker 3	\$35.27	\$2,821.60	\$846.48
Police Officer	\$44.32	\$3,545.60	\$1,063.68
Fire Fighter	\$43.15	\$3,452.00	\$1,035.60
Deputy Director	\$75.53	\$6,042.40	\$1,812.72

In addition to the above estimates, there are additional factors that may increase the overall cost of donation leave, including but not limited to:

- Utilization of overtime coverage in the employee's absence
- Utilization of temporary transfer pay, working out of classification pay, or above-grade pay to cover the employee's absence
- The need to temporarily backfill the employee's absence via temporary promotion

Proposal 3:

Employees wishing to donate an organ or bone marrow may utilize existing city benefits, which are outlined below.

Estimated Cost per Employee: No additional cost.

CURRENT CITY BENEFITS THAT MAY BE UTILIZED FOR ORGAN AND BONE MARROW DONATION

- Paid Leave Balances
 - Sick Leave
 - City employees accrue 4-hours of sick leave per pay period
 - Vacation Leave
 - Accrual amounts vary based on seniority and salary division
 - Accrual Range: 3.4 hours – 9.0 hours per pay period
 - Other Leave Balances (varies by salary division and bargaining unit):
 - Compensatory time
 - Flex time (CODE and Non-represented only)
 - Holiday leave (FOP and IAFF only)
- Advanced Vacation Purchase
 - Some employees may purchase vacation hours each year. The amount that can be purchased and whether this benefit is available varies by salary division and bargaining unit.
- Donated Time
 - Employees that exhaust all of their own paid leave balances may receive donated leave time from other City employees in certain circumstances. The

amount and type of leave that can be donated varies by salary division and bargaining unit.

- Usage of FMLA Leave
 - It is the policy of the City to provide up to 12 weeks of family and medical leave during any 12-month period to eligible employees in accordance with the provisions of the Family and Medical Leave Act of 1993 (FMLA). If an eligible employee does not have any paid leave balances, they are entitled to utilize unpaid leave.

CONCLUSION

Living organ and bone marrow donation is a life-saving act that reflects the highest ideals of public service. While only a small number of City of Cincinnati employees have pursued donation in recent years, jurisdictional comparisons show a growing trend toward offering paid leave for donors, particularly for kidney and liver donations that require extended recovery time.

This report outlines three potential approaches for donor leave, each with different implications for cost, support, and implementation. Proposal 1 offers the most robust benefit, providing up to 240 hours of paid leave for organ donation and 56 hours for bone marrow donation. This level of leave aligns with federal and state standards and allows for full recovery time in most cases. However, it also represents the highest potential cost, particularly in positions that may require overtime coverage or backfilling during an employee's absence. While precise citywide cost projections are difficult to estimate due to the low number of historical donations, the per-employee cost for organ donation under this model could range from approximately \$6,000 to over \$18,000 per employee, depending on classification and hourly rate. Actual costs would vary based on the number of employees who utilize the benefit and the operational impacts in each department.

Proposal 2 offers a more moderate option, providing 80 hours of leave for organ donation and 24 hours for bone marrow donation. While this level of leave may not fully cover recovery for more invasive procedures, it offers a tangible benefit with reduced financial exposure. The per-employee cost under this model would be roughly one-third of Proposal 1's estimate.

Proposal 3 maintains the status quo, in which employees can use accrued leave or donated time but receive no dedicated benefit for donation. This option carries no new cost to the City.

These three proposals, each offering a different level of support and fiscal impact, are presented for your consideration. At this time, there are no available resources to support either proposal. If this is a priority for City Council, additional resources will need to be identified and allocated to move forward.

cc: Latisha Hazel, Director, Human Resources

Date: August 6, 2025

To: Councilmember Meeka Owens
From: Emily Smart Woerner, City Solicitor *EESW*
Subject: **Ordinance – Modifying CMC Chapter 871**

Transmitted herewith is an ordinance captioned as follows:

MODIFYING Chapter 871, “Landlord-Tenant Relations,” of the Cincinnati Municipal Code by **AMENDING** Section 871-3, “Definitions,” and **ORDAINING** new Section 871-17, “Retaliation Prohibited,” to protect tenants and tenant organizations against retaliation for reporting hazardous or substandard living conditions and advocating regarding their tenancy.

EESW/MRM(dbr)
Attachment
4912-6333-5766

City of Cincinnati

An Ordinance No. _____

MRM

EESW

- 2025

MODIFYING Chapter 871, “Landlord-Tenant Relations,” of the Cincinnati Municipal Code by **AMENDING** Section 871-3, “Definitions,” and **ORDAINING** new Section 871-17, “Retaliation Prohibited,” to protect tenants and tenant organizations against retaliation for reporting hazardous or substandard living conditions and advocating regarding their tenancy.

WHEREAS, tenants living in residential rental property are entitled to safe and sanitary living conditions; and

WHEREAS, the City of Cincinnati’s enforcement of building, health, fire, and safety code provisions is primarily driven by complaints from residents, including tenants of residential rental property; and

WHEREAS, it is critical that tenants of residential rental property who report code violations and substandard living conditions at their place of residence can access the City’s code enforcement services; and

WHEREAS, tenants of residential rental property who seek intervention from the City’s code enforcement service providers should be protected from retaliation to ensure that City officials can perform their jobs and ensure owners of residential rental properties comply with health and safety regulations; and

WHEREAS, R.C. Section 5321.02(A)(1) prohibits retaliation against tenants living in residential rental housing who make complaints regarding the condition of their residence; and

WHEREAS, Council desires to create local protections for tenants living in residential rental properties who seek intervention by the City’s code enforcement officials to address reports of building, housing, health, fire, and safety code violations; now, therefore,

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

Section 1. That existing Section 871-3, “Definitions,” of Chapter 871, “Landlord-Tenant Relations,” of the Cincinnati Municipal Code is amended as follows:

Sec. 871-3. Definitions.

As used in this Chapter 871, the following words and terms shall have the meanings indicated in this section. Words and terms used and not specifically defined in this section, but which are defined in the Cincinnati Building Code, Title XI of the Cincinnati Municipal Code - Ohio Basic Building Code, shall have the meanings there defined. Words used in the singular

include the plural and the plural the singular. Words used in the masculine gender include the feminine, and the feminine the masculine.

- (a) “Director of Buildings and Inspections” or “Director” shall be construed to include the director of buildings and inspections and authorized employees appointed to perform specific duties of the Department of Buildings and Inspections in the enforcement of the provisions of the Ohio Building Code and the Cincinnati Building Code.
- (b) “Landlord” means the owner of a rental unit.
- (c) “Protected activity” or “protected activities” means any advocacy or action related to advocacy by a tenant or tenant organization intended to influence or impact the health, safety, or welfare of a tenant of residential rental property; the terms of a rental agreement; or the amount or payment of rent including, but not limited to:
 - (1) Reporting or complaining to an appropriate governmental agency of a violation of a building, housing, health, fire, or safety code that is applicable to the premises of the residential rental property;
 - (2) Reporting or complaining to the landlord, landlord’s agent or representative, or person in control of the residential rental property of any violation of R.C. 5321.04, Section 871-9, or any substantially similar successor statute or ordinance;
 - (3) Using or indicating an intent to use a right or remedy provided under R.C. 5321.07 or any substantially similar successor statute;
 - (4) Communicating or joining with other tenants for the purpose of negotiating or dealing collectively with the landlord on any of the terms and conditions of a rental agreement;
 - (5) Establishing or operating an organization intended to advocate for tenants or engage in protected activity;
 - (6) Distributing, posting, or placing leaflets on doors of rental units, in lobby areas, or common areas;
 - (7) Conducting door-to-door surveys to determine interest from tenants in establishing a tenant organization or promoting tenant rights;
 - (8) Offering information about tenant organizations, tenant rights, or landlord obligations;
 - (9) Assisting tenants to participate in tenant organization activities; or

- (10) Convening meetings of tenants to discuss, advocate, or plan to respond to issues related to tenant health, safety, or welfare; criminal activity at the premises; enforcement action by a governmental entity regarding the premises; or violations of building, health, or fire safety laws or standards.
- (d) “Rental agreement” means any contract or lease, whether written, oral, or implied by operation of law, for the rental of the rental unit.
- (e) “Rental unit” means the whole or part of a building including common areas used by a person for living dining, cooking, sleeping, and sanitation purposes owned or controlled by another, under an agreement for the periodic payment of rent.
- (f) “Retaliate” means increasing the tenant’s rent, decreasing services that are due to the tenant, or bringing or threatening to bring an action for possession of the tenant’s premises, serving a notice to leave the premises, terminating the tenant’s rental agreement, refusing to renew the tenant’s rental agreement or to continue the tenant’s tenancy, shutting off or interfering with access to utilities, refusing to accept rent payments, interfering with the tenant’s lawful use of the premises, or any other action or threat intended to deter or punish a tenant or tenant organizer from engaging in a protected activity.
- (g) “Security deposit” means any deposit of money or other property however denominated whose primary function is to secure the performance of the tenant under a rental agreement.
- (h) “Tenant” means an occupant of a rental unit other than an owner or operator.
- (i) “Tenant household” means an individual tenant who lawfully resides in a rental unit or two or more individuals who lawfully reside in the same rental unit, whether or not such individuals are related to one another by blood or marriage.
- (j) “Tenant organization” means any group of people who establish a group at the invitation or request of tenants for the purpose of addressing issues related to the health, safety, and welfare of tenants; the terms and conditions of their tenancy; health, building, fire, and other safety code compliance; and crime around the premises.
- (k) “Vacate order” means an order to vacate and keep vacant an occupied rental unit, which order is issued pursuant to the city’s police powers to protect public health, safety, and welfare, including pursuant to Section 3742.40 of the Ohio Revised Code, Rule 370-30-11 of the Ohio Administrative Code, Section 602-7 or Section 1101-65 of the Cincinnati Municipal Code, or the director’s authority pursuant to Section 5, Article XXI of the Cincinnati Administrative Code.

Section 2. That new Section 871-17, “Retaliation Prohibited,” of Chapter 871, “Landlord-Tenant Relations,” of the Cincinnati Municipal Code is ordained as follows:

Sec. 871-17 Retaliation Prohibited.

- (a) No landlord, landlord’s agent or representative, or person in control of the premises of a residential rental property shall retaliate or threaten to retaliate against a tenant or tenant organization because the tenant or tenant organizer engaged in a protected activity.
- (b) Nothing in section (a) of this section shall prohibit a landlord from:
 - (1) increasing the rent to reflect the cost of improvements installed at the residential rental property or to reflect an increase in other costs of operation of the residential rental property.
 - (2) enforcing a tenant’s obligations under R.C. 5321.05, Section 871-9, or any substantially similar successor statute or ordinance, so long as the landlord has not assumed responsibility for any of these obligations pursuant to R.C. 5321.13(F).
- (c) If a landlord acts in violation of section (a) of this section the tenant may:
 - (1) Use the retaliatory action of the landlord as a defense to an action by the landlord to recover possession of the premises;
 - (3) Recover possession of the premises; or
 - (4) Terminate the rental agreement.

In addition to the remedies described in division (c), the tenant or tenant organizer may recover from the landlord reasonable attorneys’ fees together with the greater of three times any actual damages or an amount equal to three times the periodic rent.
- (d) It shall be prima facie evidence of a violation of section (a) that a landlord, landlord’s agent or representative, or a person in control of the premises threatened to engage or engaged in an action listed in Section 871-3(f) within six months of a tenant engaging in a protected activity.
- (e) In addition to the remedies provided by Section 871-15, any person who violates, threatens to violate, or engages in a pattern of violations of this section shall be enjoined from further violation consistent with state law.

Section 3. That the City Manager and the proper City officials are authorized to take all necessary and proper actions to carry out the provisions of Section 1.

Section 4. 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

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

August 06, 2025

202501564

To: Mayor and Members of City Council

From: Sheryl M.M. Long, City Manager

Subject: **Emergency Ordinance: Establishing Classifications and Salary Ranges for Dietetic Technician**

Attached is an Emergency Ordinance captioned:

MODIFYING the provisions of Chapter 307, "Classified Compensation Schedules," of the Cincinnati Municipal Code by **ORDAINING** new Section 279 of Division 1 to establish the classification title and salary range schedule for the new employment classification of Dietetic Technician.

The Human Resources Director has approved the request for this ordinance to establish the classification of Dietetic Technician and salary range. The recommended salary range is based upon a market study to identify current scopes of work and future career paths for the classification structure. The Human Resources Department conducted a market analysis to evaluate the classification and compensation for the Dietetic Technician position. The classification is necessary to ensure the retention of staff in this specialized area of work.

The Administration recommends passage of this Emergency Ordinance.

cc: Latisha Hazell, HR Director

EMERGENCY

MSS

-2025

MODIFYING the provisions of Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code by **ORDAINING** new Section 279 of Division 1 to establish the classification title and salary range schedule for the new employment classification of Dietetic Technician.

WHEREAS, the City’s Human Resources Department, in consultation with the Cincinnati Health Department, has determined that it is necessary to establish a new Dietetic Technician classification to recruit and retain quality employees; and

WHEREAS, the new classification and salary range 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 Dietetic Technician classification 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 Human Resources Department has done its due diligence and conducted appropriate internal comparisons to ensure that the new classification and salary range are consistent with the scope of services and the level of responsibility of this new position, considering factors throughout the evaluation process including the scope of responsibility, judgment, independent action, and accountability associated with the classification; and

WHEREAS, the new classification and salary range for this position is based on a market analysis and internal cost of living adjustment comparison as approved by Council; now, therefore,

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

Section 1. That new Section 279 of Division 1 of Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code is ordained as follows:

Section	Classification	Minimum Annual Salary	Maximum Annual Salary	Division
279	Dietetic Technician	\$53,358.26	\$56,366.72	D1

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 title and salary range schedule of Dietetic Technician to recruit and retain qualified employees.

Passed: _____, 2025

Aftab Pureval, Mayor

Attest: _____
Clerk

August 06, 2025

To: Mayor and Members of City Council

From: Sheryl M.M. Long, City Manager

202501565

Subject: Emergency Ordinance: Establishing Classifications and Salary Ranges for Utilities Construction Inspector 1 & 2

Attached is an Emergency Ordinance captioned:

MODIFYING the provisions of Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code by **ORDAINING** new Sections 478 and 479 of Division 1 to establish the classification titles and salary range schedules for the new employment classifications of Utilities Construction Inspector 1 and Utilities Construction Inspector 2.

The Human Resources Director has approved the request for this ordinance to establish the classifications of Utilities Construction Inspector 1 & 2 and new salary ranges. The recommended salary ranges are based upon a market study to identify current scopes of work and future career paths for the classification’s structures. The Human Resources Department conducted a market analysis to evaluate the classifications and salary ranges for the Utilities Construction Inspector 1 & 2 positions. The classifications are necessary to ensure the retention of staff in this specialized area of work.

The Administration recommends passage of this Emergency Ordinance.

cc: Latisha Hazell, HR Director

EMERGENCY

MSS

-2025

MODIFYING the provisions of Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code by **ORDAINING** new Sections 478 and 479 of Division 1 to establish the classification titles and salary range schedules for the new employment classifications of Utilities Construction Inspector 1 and Utilities Construction Inspector 2.

WHEREAS, the City’s Human Resources Department, in consultation with the Metropolitan Sewer District and Greater Cincinnati Water Works, has determined that it is necessary to establish new Utilities Construction Inspector 1 and Utilities Construction Inspector 2 classifications to recruit and retain quality employees; and

WHEREAS, the new classifications and salary ranges 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 Utilities Construction Inspector 1 and Utility Construction Inspector 2 classifications and salary ranges 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 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 factors throughout the evaluation process including the scope of responsibility, judgment, independent action, and accountability associated with the classifications; and

WHEREAS, the new classifications and salary ranges for these positions are based on a market analysis and internal cost of living adjustment comparison 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 478 and 479 of Division 1 of Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code are ordained as follows:

Section	Classification	Minimum Annual Salary	Maximum Annual Salary	Division
478	Utility Construction Inspector 1	\$66,112.70	\$75,279.90	D1
479	Utility Construction Inspector 2	\$73,223.86	\$80,729.31	D1

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 titles and salary range schedules of Utility Construction Inspector 1 and Utility Construction Inspector 2 to recruit and retain qualified employees.

Passed: _____, 2025

Aftab Pureval, Mayor

Attest: _____
Clerk

August 06, 2025

To: Mayor and Members of City Council
From: Sheryl M.M. Long, City Manager
Subject: **Emergency Ordinance: Establishing Classifications and Salary Ranges for Water Works Maintenance Worker 2**

202501567

Attached is an Emergency Ordinance captioned:

MODIFYING the provisions of Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code by **ORDAINING** new section 733 of Division 1 to establish the classification title and salary range schedule for the new employment classification of Water Works Maintenance Worker 2.

The Human Resources Director has approved the request for this ordinance to establish the classification of Water Works Maintenance Worker 2 and salary range. The recommended salary range is based upon a market study to identify current scopes of work and future career paths for the classification structure. The Human Resources Department conducted a market analysis to evaluate the classification and compensation for the Water Works Maintenance Worker 2 position. The classification is necessary to ensure the retention of staff in this specialized area of work.

The Administration recommends passage of this Emergency Ordinance.

cc: Latisha Hazell, HR Director

EMERGENCY

JWF

- 2025

MODIFYING the provisions of Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code by **ORDAINING** new Section 766 of Division 1 to establish the classification title and salary range schedule for the new employment classification of Water Works Maintenance Worker 2.

WHEREAS, the Human Resources Department, in consultation with Greater Cincinnati Water Works, has determined that it is necessary to establish a new Water Works Maintenance Worker 2 classification to recruit and retain quality employees; and

WHEREAS, the new classification and salary range 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 Water Works Maintenance Worker 2 classification and salary range 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 Human Resources Department has done its due diligence and conducted appropriate internal comparisons to ensure that the new classification and salary range are consistent with the scope of services and the level of responsibility of this new position, considering factors throughout the evaluation process including the scope of responsibility, judgment, independent action, and accountability associated with the classification; and

WHEREAS, the new classification and salary range for this position is based on a market analysis and internal cost of living adjustment comparison as approved by Council; now, therefore,

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

Section 1. That new Section 766 of Division 1 of Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code is ordained as follows:

Section	Classification	Minimum Annual Salary	Maximum Annual Salary	Division
766	Water Works Maintenance Worker 2	\$59,947.18	\$63,554.22	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 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 new classification title and salary range schedule of Water Works Maintenance Worker 2 to recruit and retain qualified employees.

Passed: _____, 2025

Aftab Pureval, Mayor

Attest: _____
Clerk

September 3, 2025

To: Members of the Public Safety and Governance Committee

From: Sheryl M. M. Long, City Manager

Subject: **Emergency Ordinance – Establishing Classifications and Salary Ranges for Dietetic Technician (B Version)**

Attached is an Emergency Ordinance captioned:

MODIFYING the provisions of Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code by **ORDAINING** new Section 279 of Division 1 to establish the classification title and salary range schedule for the new employment classification of Dietetic Technician.

The Human Resources Director has approved the request for this ordinance to establish the classification of Dietetic Technician and salary range. The recommended salary range is based upon a market study to identify current scopes of work and future career paths for the classification structure. The Human Resources Department conducted a market analysis to evaluate the classification and compensation for the Dietetic Technician position. The classification is necessary to ensure the retention of staff in this specialized area of work.

The Administration recommends passage of this Emergency Ordinance.

cc: Latisha Hazell, Human Resources Director

EMERGENCY

MSS/B

-2025

MODIFYING the provisions of Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code by **ORDAINING** new Section 279 of Division 1 to establish the classification title and salary range schedule for the new employment classification of Dietetic Technician.

WHEREAS, the City’s Human Resources Department, in consultation with the Cincinnati Health Department, has determined that it is necessary to establish a new Dietetic Technician classification to recruit and retain quality employees; and

WHEREAS, the new classification and salary range 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 Dietetic Technician classification 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 Human Resources Department has done its due diligence and conducted appropriate internal comparisons to ensure that the new classification and salary range are consistent with the scope of services and the level of responsibility of this new position, considering factors throughout the evaluation process including the scope of responsibility, judgment, independent action, and accountability associated with the classification; and

WHEREAS, the new classification and salary range for this position is based on a market analysis and internal cost of living adjustment comparison as approved by Council; now, therefore,

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

Section 1. That new Section 279 of Division 1 of Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code is ordained as follows:

Section	Classification	Minimum Annual Salary	Maximum Annual Salary	Division
279	Dietetic Technician	\$56,026.18	\$59,185.06	D1

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 title and salary range schedule of Dietetic Technician to recruit and retain qualified employees.

Passed: _____, 2025

Aftab Pureval, Mayor

Attest: _____
Clerk

September 3, 2025

To: Members of the Public Safety and Governance Committee 202501598
From: Sheryl M. M. Long, City Manager
Subject: **Emergency Ordinance – Establishing Classifications and Salary Ranges for Utilities Construction Inspector 1 & 2 (B Version)**

Attached is an Emergency Ordinance captioned:

MODIFYING the provisions of Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code by **ORDAINING** new Sections 478 and 479 to establish the classification titles and salary range schedules for the new employment classifications of Utilities Construction Inspector 1 and Utilities Construction Inspector 2.

The Human Resources Director has approved the request for this ordinance to establish the classifications of Utilities Construction Inspector 1 & 2 and new salary ranges. The recommended salary ranges are based upon a market study to identify current scopes of work and future career paths for the classification’s structures. The Human Resources Department conducted a market analysis to evaluate the classifications and salary ranges for the Utilities Construction Inspector 1 & 2 positions. The classifications are necessary to ensure the retention of staff in this specialized area of work.

The Administration recommends passage of this Emergency Ordinance.

cc: Latisha Hazell, Human Resources Director

EMERGENCY

MSS/B

-2025

MODIFYING the provisions of Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code by **ORDAINING** new Sections 478 and 479 of Division 1 to establish the classification titles and salary range schedules for the new employment classifications of Utilities Construction Inspector 1 and Utilities Construction Inspector 2.

WHEREAS, the City’s Human Resources Department, in consultation with the Metropolitan Sewer District and Greater Cincinnati Water Works, has determined that it is necessary to establish new Utilities Construction Inspector 1 and Utilities Construction Inspector 2 classifications to recruit and retain quality employees; and

WHEREAS, the new classifications and salary ranges 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 Utilities Construction Inspector 1 and Utility Construction Inspector 2 classifications and salary ranges 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 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 factors throughout the evaluation process including the scope of responsibility, judgment, independent action, and accountability associated with the classifications; and

WHEREAS, the new classifications and salary ranges for these positions are based on a market analysis and internal cost of living adjustment comparison 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 478 and 479 of Division 1 of Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code are ordained as follows:

Section	Classification	Minimum Annual Salary	Maximum Annual Salary	Division
478	Utility Construction Inspector 1	\$69,418.34	\$79,043.89	D1
479	Utility Construction Inspector 2	\$76,885.05	\$84,765.78	D1

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 titles and salary range schedules of Utility Construction Inspector 1 and Utility Construction Inspector 2 to recruit and retain qualified employees.

Passed: _____, 2025

Aftab Pureval, Mayor

Attest: _____
Clerk

September 3, 2025

To: Members of the Public Safety and Governance Committee
From: Sheryl M. M. Long, City Manager
Subject: **Emergency Ordinance – Establishing Classified Compensation Schedules for Water Works Maintenance Worker 2 (B Version)**

202501601

Attached is an Emergency Ordinance captioned:

MODIFYING the provisions of Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code by **ORDAINING** new Section 766 of Division 1 to establish the classification title and salary range schedule for the new employment classification of Water Works Maintenance Worker 2.

The Human Resources Director has approved the request for this ordinance to establish the classification of Water Works Maintenance Worker 2 and salary range. The recommended salary range is based upon a market study to identify current scopes of work and future career paths for the classification structure. The Human Resources Department conducted a market analysis to evaluate the classification and compensation for the Water Works Maintenance Worker 2 position. The classification is necessary to ensure the retention of staff in this specialized area of work.

The Administration recommends passage of this Emergency Ordinance.

cc: Latisha Hazell, Human Resources Director

EMERGENCY

JWF/B

- 2025

MODIFYING the provisions of Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code by **ORDAINING** new Section 766 of Division 1 to establish the classification title and salary range schedule for the new employment classification of Water Works Maintenance Worker 2.

WHEREAS, the Human Resources Department, in consultation with Greater Cincinnati Water Works, has determined that it is necessary to establish a new Water Works Maintenance Worker 2 classification to recruit and retain quality employees; and

WHEREAS, the new classification and salary range 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 Water Works Maintenance Worker 2 classification and salary range 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 Human Resources Department has done its due diligence and conducted appropriate internal comparisons to ensure that the new classification and salary range are consistent with the scope of services and the level of responsibility of this new position, considering factors throughout the evaluation process including the scope of responsibility, judgment, independent action, and accountability associated with the classification; and

WHEREAS, the new classification and salary range for this position is based on a market analysis and internal cost of living adjustment comparison as approved by Council; now, therefore,

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

Section 1. That new Section 766 of Division 1 of Chapter 307, “Classified Compensation Schedules,” of the Cincinnati Municipal Code is ordained as follows:

Section	Classification	Minimum Annual Salary	Maximum Annual Salary	Division
766	Water Works Maintenance Worker 2	\$62,944.54	\$66,731.93	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 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 new classification title and salary range schedule of Water Works Maintenance Worker 2 to recruit and retain qualified employees.

Passed: _____, 2025

Aftab Pureval, Mayor

Attest: _____
Clerk