

EMERGENCY

KKF

2023

AUTHORIZING the City Manager to establish an aquatics series of job classifications for the purpose of recruiting and retaining qualified employees within the Cincinnati Recreation Commission's aquatics program; **ESTABLISHING** four new classifications and salary range schedules in new Sections 936, 937, 938, and 939 in Division 4, Chapter 307 of the Cincinnati Municipal Code; and **MODIFYING** the salary range schedule for existing Section 908 of Division 4, Chapter 307 of the Cincinnati Municipal Code in order to establish new classifications and a new salary range schedule for said classifications.

WHEREAS, in order to recruit and retain quality unclassified, unrepresented, seasonal employees in the Division 4 job classifications and salary schedule and to staff an increased number of pools that can be opened during the summer, the Cincinnati Recreation Commission ("CRC") has determined the need for the aquatics series of job classifications; and

WHEREAS, the aquatic series of job classifications and compensation plan also is necessary to ensure consistencies in the knowledge, skills, and abilities required to carry out the duties and tasks prescribed to the positions; and

WHEREAS, the aquatic series of job classifications and compensation plan provide opportunities to increase operational efficiencies while maintaining a standard of excellence and a clear pathway for continued growth and career progression for unclassified, unrepresented, seasonal employees; and

WHEREAS, sufficient resources are currently available from CRC's FY 2023 operating budget for the aquatic series of job classifications and compensation plan; and

WHEREAS, resources will be provided in future fiscal years, subject to appropriations from Council, for the aquatic series of job classifications and compensation plan; and

WHEREAS, the Human Resources Department has reviewed the current proposed salary ranges for the classifications of the aquatic series; and

WHEREAS, CRC conducted a market analysis to assess the classification and compensation range of the aquatic series classifications against local industry trends, and the research determined that the City was below market as it relates to the aquatics positions and confirmed the need for adjustment of the salary range to ensure competitiveness within the industry; and

WHEREAS, the aquatics series of job classifications and compensation plan are in accordance with the “Live” goal to “[c]reate a more livable community,” as described on pages 147-156 of Plan Cincinnati (2012); now, therefore,

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

Section 1. That the aquatics series of job classifications to be established is hereby authorized for the purpose of recruiting, hiring, and retaining qualified unclassified, unrepresented, seasonal employees in the Division 4 salary schedule within the Cincinnati Recreation Commission aquatics program.

Section 2. That new Sections 936, 937, 938, and 939 of Division 4 of the Cincinnati Municipal Code are hereby enacted, and that Section 908 of Division 4, Chapter 307 of the Cincinnati Municipal Code is hereby amended, as shown below:

Section	Classification	Minimum Hourly Rate	Maximum Hourly Rate
908	Pool Manager	\$11.53\$22	\$14.50
<u>936</u>	<u>Pool Supervisor</u>	<u>\$25</u>	
<u>937</u>	<u>Head Guard</u>	<u>\$19</u>	
<u>938</u>	<u>Pool Monitor</u>	<u>\$16</u>	
<u>939</u>	<u>Aquatic Specialist</u>	<u>\$12</u>	<u>\$15.30</u>

Section 3. That the proper City officials are authorized to do all things necessary and proper to carry out the terms of Sections 1 and 2 hereof.

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 recruit qualified employees so that the Cincinnati Recreation Commission can open and operate an increased number of pools in the coming season.

Passed: _____, 2023

Aftab Pureval, Mayor

Attest: _____
Clerk

New language underscored. Deleted language indicated by strikethrough.