

EMERGENCY

City of Cincinnati

CMZ *EEAN*

An Ordinance No. 263 - 2022

APPROVING the recommendation of the Mayor of the City of Cincinnati for the appointment of Sheryl Long as City Manager of the City of Cincinnati, effective as of 3:00 p.m. on September 1, 2022, and **ESTABLISHING** the terms and compensation for the position, pursuant to Article III, Section 2 and Article IV, Section 1 of the Charter of the City of Cincinnati.

WHEREAS, pursuant to Article III, Section 2 of the Charter of the City of Cincinnati, the Mayor is authorized to submit to City Council, for its approval, a recommendation for appointment to the position of City Manager; and

WHEREAS, Mayor Pureval has submitted, for Council consideration and approval, his recommended candidate, Sheryl Long, for the position of City Manager of the City of Cincinnati, and upon Council approval, Sheryl Long shall commence the duties and obligations of the City Manager effective as of 3:00 p.m. on September 1, 2022 in accordance with Article IV, Section 1 of the Cincinnati Charter; now, therefore,

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

Section 1. That Council, by affirmative vote of at least five members, hereby approves the appointment of Sheryl Long as City Manager of the City of Cincinnati, effective as of 3:00 p.m. on September 1, 2022.

Section 2. That Council hereby authorizes the payment of a salary to Sheryl Long bi-weekly at the rate of \$11,028.42 beginning on September 1, 2022, when she will assume the duties of City Manager, which bi-weekly salary consists of a base rate of approximately \$286,739.00 per year.

Section 3. That the Mayor and City Council shall conduct an annual review and consider a merit-based salary increase on or before each anniversary date of Sheryl Long's appointment to City Manager. Such evaluation may include an assessment of performance as provided in Article

IV, Section 1 of the Charter. The evaluation shall be inclusive of every Councilmember who participates and provides input.

Section 4. That in addition to the salary set forth in Section 2 hereof, Sheryl Long shall be eligible beginning September 1, 2022 for all benefits provided to Division 5 executive employees with the following additional benefits or exceptions:

Vacation and Sick Leave: Upon assumption of duties as City Manager, Sheryl Long shall accrue vacation and sick leave at the same rate as other Division 5 senior managers within Cincinnati government. Upon her assumption of duties as City Manager, all previously accrued vacation and sick leave shall remain available to Sheryl Long for use while City Manager. Upon her assumption of duties as City Manager, the City shall grant Sheryl Long vacation accrual at 9 hours per pay period, approximately 29 days per year. Sick leave shall accrue at the normal rate granted to Division 5 senior managers.

Health Care and Other Employee Benefits: Sheryl Long shall be entitled to receive all the benefits afforded Division 5 senior managers, including health care benefits, cost of living adjustments, and life and disability insurance. Such benefits shall become effective, to the extent they do not already exist for her, immediately upon assumption of duties as City Manager.

Transportation Plan: In recognition that the City Manager will be required to respond to emergencies for the City from time to time, Sheryl Long shall be entitled to the use of a city vehicle on a 24-hour basis in accordance with the terms of CMC 306-32(b)(2) or its successor, including the regulations applicable to all city employees.

Tort Liability Under Ohio Law: Sheryl Long shall be entitled to all of the protection from tort liability afforded to public employees pursuant to Ohio Revised Code Chapter 2744 regarding political subdivision tort liability in the State of Ohio.

Retirement and Deferred Compensation: Sheryl Long shall remain a member of the Cincinnati Retirement System in accordance with all current membership requirements pursuant to the Cincinnati Municipal Code. In addition, Sheryl Long shall receive from the City of Cincinnati the amount of \$369.23 per bi-weekly pay period for contribution to one or more of the City of Cincinnati approved 457(b) deferred compensation programs, for a total annual contribution of \$9,599.98.

Severance: In the unlikely event that Sheryl Long is terminated, she shall receive a severance payment that equals twelve months' salary calculated using the rate of her salary on the date of termination. Sheryl Long shall also be entitled to this severance payment in the case of resignation by Sheryl Long as a result of an adverse employment action, including, but not limited to, a vote of no confidence, reduction in pay, or failure to fund the office of the City Manager. The severance payment shall be made upon execution of a

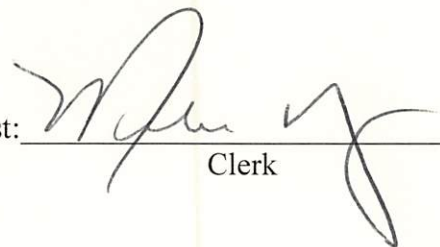
mutually agreed upon release and waiver of claims between the City and Sheryl Long related to her City employment.

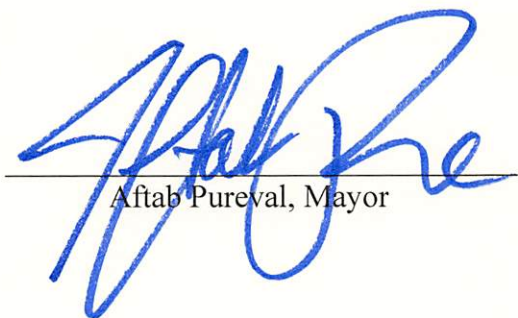
Separation: Upon separation from City employment, Sheryl Long shall be entitled to a payment of accrued sick and vacation time, dollar for dollar; deferred compensation payments for the remainder of the fiscal year in which the separation occurs; and the total cost of COBRA continuation coverage for up to nine months or until such time as Sheryl Long secures alternative employment providing employer-provided health benefits, whichever is earlier. Such separation benefits shall be paid upon execution of a mutually agreed upon release and waiver of claims between the City and Sheryl Long related to her City employment.

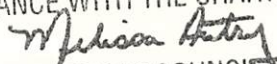
Dues and Subscriptions: The City will pay for Sheryl Long's membership in the ICMA and other professional organizations, associated travel, and other such expenses related to the performance of her official duties.

Section 5. 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 necessity of authorizing compensation and terms of employment for Sheryl Long prior to her assumption of duties as City Manager of the City of Cincinnati.

Passed: September 1, 2022

Attest: 
Clerk


Aftab Pureval, Mayor

I HEREBY CERTIFY THAT ORDINANCE NO 263-2022
WAS PUBLISHED IN THE CITY BULLETIN
IN ACCORDANCE WITH THE CHARTER ON 9.13.2022

CLERK OF COUNCIL