



## Legislation Details (With Text)

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<b>File #:</b>	O-037-19	<b>Version:</b>	1	<b>Name:</b>	
<b>Type:</b>	Ordinance	<b>Status:</b>		Approved	
<b>File created:</b>	1/10/2019	<b>In control:</b>	Diversity, Equity & Inclusion Department		
<b>On agenda:</b>	1/22/2019	<b>Final action:</b>	1/22/2019		
<b>Title:</b>	Amending the Toledo Municipal Code by repealing Section 2101.01 and enacting a new Section 2101.01 to change the Salary Group classification of the Executive Director of the Office of Diversity and Inclusion from E-2 to E-4; to change the title of the top administrative position within the Office of Diversity and Inclusion from Executive Director to Director; and declaring an emergency.				

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Audio: Agenda Review 1/15/2019, 2. Audio: Council Meeting 1/22/19

Date	Ver.	Action By	Action	Result
1/22/2019	1	City Council	Dispense with the rules of Council requiring...	Pass
1/22/2019	1	City Council	declare emergency	Pass
1/22/2019	1	City Council	passage	Pass

**DIVERSITY AND INCLUSION**

Office of the Mayor  
C. Crosby (x1007)

**Amending the Toledo Municipal Code by repealing Section 2101.01 and enacting a new Section 2101.01 to change the Salary Group classification of the Executive Director of the Office of Diversity and Inclusion from E-2 to E-4; to change the title of the top administrative position within the Office of Diversity and Inclusion from Executive Director to Director; and declaring an emergency.**

**SUMMARY & BACKGROUND:**

The Salary Group classification for the Executive Director of Diversity and Inclusion is E-2. The Administration seeks to change the salary classification for this position to E-4 by repealing and replacing Toledo Municipal Code Section 2101.01.

Further, to be consistent with TMC 125.02 in which the top administrative position within Diversity and Inclusion is referred to as “Director”, this ordinance would change the title within the salary classification in TMC 2101.01 from “Executive Director” to “Director”.

Making these changes to the Toledo Municipal Code recognizes the Administration and City Council’s commitment to diversity, equity, and inclusion.

The Administration and Council recognize the importance of the role to maintaining an engaged workforce and healthy workplace culture.

This action reflects that the Administration and Council will not tolerate discrimination within the workplace.

This action demonstrates that the Administration and Council continue to be committed to diversity, equity, and inclusion in the City’s procurement and contracting processes.

NOW, THEREFORE, Be it ordained by the Council of the City of Toledo:

SECTION 1. That Toledo Municipal Code Section 2101.01 which states as follows:

2101.01 Classifications.

The employees working in classifications listed in this section comprise the Exempt Service and are the management level, supervisory and confidential staff of the Mayor's Office, the Word Processing Section, the Department of Law, the Clerk of Council Office, the Department of Human Resources, the Financial Analysis Section and other City Divisions.

Employees working in these classifications are excluded from representation by any bargaining agent.

The management level, supervisory and confidential classifications presently included in the exempt group are as follows:

- (a) Administrative Salary Groups 1 through 15 (A-1 through A-15)

<b>CLASSIFICATION</b>	<b>SALARY GROUP</b>
Administrative Analyst 1	10
Administrative Analyst 2	11
Administrative Analyst 3	12
Administrative Analyst 4	13
Administrative Assistant to the Mayor	14
Administrative Secretary	7
Administrative Services Officer 1	11
Administrative Services Officer 2	14
Administrative Specialist 1	8
Administrative Specialist 2	9
Administrative Specialist 3	10
Administrative Technician 1	6
Administrative Technician 2	8
Administrator-Administrative Services 1	13
Administrator-Administrative Services 2	14
Administrator-Administrative Services 3 (737-01)	15
Administrator-Public Services 1	13
Administrator-Public Services 2	15
Chief, Bargaining and Representation (279-14)	14
Clerk 1	3

Clerk 2	4
Clerk 3	5
Clerk 4	6
Mayor's Assistant 1	4
Mayor's Assistant 2	8
Public Services Officer 1	11
Public Services Officer 2	12
Public Services Officer 3	13
Registrar-Vital Statistics	9
Secretary 1	4
Secretary 2 (735-01)	6
Secretary 3	8
Supervisor-Public Health Nursing	12

(b) Salary Groups E-1 through E-4

<b>CLASSIFICATION</b>	<b>SALARY GROUP</b>
Assistant Chief Operating Officer	E-4
Assistant City Auditor	E-1
Assistant Clerk of Council	E-2
Chief of Staff	E-4
Chief Operating Officer/Director of Public Safety	E-4
Chief-Public Health Dentistry	E-2
City Auditor	E-2
Clerk of Council	E-4
Commissioner-Administrative Services	E-2
Commissioner-Public Services	E-2
Director-Administrative Services	E-4
Director-Public Services	E-4
Director-Toledo-Lucas County Plan Commissions	E-4
Executive Director-Office of Diversity and Inclusion	E-2
Executive Fire Officer/Assistant Chief	E-3
Manager-Administrative Services	E-1
Manager-Legislative Operations	E-1
Manager-Public Services	E-1
Mayor's Executive Assistant	E-4
Public Information Coordinator	E-1

(c) Police and Fire Deputy Chiefs Group

<b>CLASSIFICATION</b>	<b>SALARY GROUP</b>
Fire Deputy Chief-Pro Tem	84
Police Deputy Chief-Pro Tem	94

(d) Salary Groups L-1 through L-4

<b>CLASSIFICATION</b>	<b>SALARY GROUP</b>
Attorney	L-1
Chief-Legal Section	L-3
Deputy Chief Prosecutor	L-2
General Counsel	L-4
Senior Attorney	L-2

(e) The classifications listed in this chapter are assigned to the salary group shown opposite the classification. Employees in classifications listed herein shall be paid in the salary group to which the classification is assigned in accordance with the annual salary as set forth in Sections 2101.58, 2101.70 and 2101.74 (Base Annual Salaries).

is repealed.

SECTION 2. That a new Toledo Municipal Code Section 2101.01 is enacted to state as follows:

2101.01 Classifications.

The employees working in classifications listed in this section comprise the Exempt Service and are the management level, supervisory and confidential staff of the Mayor's Office, the Word Processing Section, the Department of Law, the Clerk of Council Office, the Department of Human Resources, the Financial Analysis Section and other City Divisions.

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Secretary 2 (735-01)	6
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(b) Salary Groups E-1 through E-4

<b><i>CLASSIFICATION</i></b>	<b><i>SALARY GROUP</i></b>
Assistant Chief Operating Officer	E-4
Assistant City Auditor	E-1
Assistant Clerk of Council	E-2
Chief of Staff	E-4
Chief Operating Officer/Director of Public Safety	E-4
Chief-Public Health Dentistry	E-2
City Auditor	E-2
Clerk of Council	E-4
Commissioner-Administrative Services	E-2
Commissioner-Public Services	E-2
Director-Administrative Services	E-4

Director-Public Services	E-4
Director-Toledo-Lucas County Plan Commissions	E-4
Director-Office of Diversity and Inclusion	E-4
Executive Fire Officer/Assistant Chief	E-3
Manager-Administrative Services	E-1
Manager-Legislative Operations	E-1
Manager-Public Services	E-1
Mayor's Executive Assistant	E-4
Public Information Coordinator	E-1

(c) Police and Fire Deputy Chiefs Group

<i>CLASSIFICATION</i>	<i>SALARY GROUP</i>
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Deputy Chief Prosecutor	L-2
General Counsel	L-4
Senior Attorney	L-2

(e) The classifications listed in this chapter are assigned to the salary group shown opposite the classification. Employees in classifications listed herein shall be paid in the salary group to which the classification is assigned in accordance with the annual salary as set forth in Sections 2101.58, 2101.70 and 2101.74 (Base Annual Salaries).

SECTION 3. That this Ordinance is hereby declared to be an emergency measure and shall take effect and be in full force from and after its passage. The reason for the emergency lies in the fact that this Ordinance is necessary for the immediate preservation of the public peace, health, safety and property, and for the further reason that this ordinance must be immediately effective in order to clarify the title of the top administrative position within the Office of Diversity and Inclusion from Executive Director to Director, and to immediately effectuate the salary classification of the Director of Diversity and Inclusion.

Vote on emergency clause: yeas \_\_\_\_\_, nays \_\_\_\_\_.

Passed: \_\_\_\_\_, as an emergency measure: yeas \_\_\_\_\_, nays \_\_\_\_\_.

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

Clerk of Council

President of Council

Approved: \_\_\_\_\_

\_\_\_\_\_

Mavor