C OF C 125-174

# Ordinance No. 963-2025

**By Council Members Santana and Griffin (by departmental request)**

**AN EMERGENCY ORDINANCE**

To supplement the Codified Ordinances of Cleveland, Ohio, 1976, by enacting new Section 173.011 relating to the payment of discretionary bonuses.

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WHEREAS, this ordinance constitutes an emergency measure providing for the usual daily operation of a municipal department; now, therefore,

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF CLEVELAND:

Section 1. That the Codified Ordinances of Cleveland, Ohio, 1976, are supplemented by enacting new Section 173.011 to read as follows:

Section 173.011 Payment of Discretionary Bonuses

(a) The Mayor and the Clerk of Council, as appropriate, may in his or her discretion, grant any person in the unclassified service of the City a discretionary bonus when he or she deems it necessary for retaining employees, or rewarding employees who have demonstrated exceptional effort, initiative, performance and success in their duties in the current tax year.

(b) Eligible City officers and employees must be in a permanent, full-time, and unclassified employment status and must not be elected officials to be eligible for a discretionary bonus.

(c) Discretionary bonuses provided to an eligible employee shall not exceed twenty-five thousand dollars ($25,000.00) expended during any calendar year.

(d) Any bonuses provided under this section shall be independent of and are not subject to the schedules of salaries and compensation passed by Council.

(e) The Director of Finance is authorized to pay discretionary bonuses authorized in this section from funds appropriated for this purpose.

(f) The Director of Human Resources shall notify the Clerk of Council when any bonus authorized by this section is paid that exceed five thousand dollars ($5,000.00). Once one hundred thousand dollars ($100,000.00) has been expended during any calendar year under this section, additional legislation is required to authorize any further expenditures under this section.

Section 2. That this ordinance is declared to be an emergency measure and, provided it receives the affirmative vote of two-thirds of all the members elected to Council, it shall take effect and be in force immediately upon its passage and approval by the Mayor; otherwise it shall take effect and be in force from and after the earliest period allowed by law.

DDR:nl
8-13-2025
FOR: Director Cole

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**READ FIRST TIME on AUGUST 13, 2025** **REPORTS**
**and referred to DIRECTORS of Human Resources, Finance, Law;**
**COMMITTEES on Workforce Education Training and Youth Development,**
**Finance Diversity Equity and Inclusion**

**CITY CLERK**

**READ SECOND TIME**

**CITY CLERK**

**READ THIRD TIME**

**PRESIDENT**

**CITY CLERK**

**APPROVED**

**MAYOR**

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**REPORT**
**after second Reading**

PASSAGE RECOMMENDED BY COMMITTEE ON
**WORKFORCE, EDUCATION, TRAINING and YOUTH DEVELOPMENT**

FILED WITH COMMITTEE _____

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**FINANCE, DIVERSITY, EQUITY and INCLUSION**

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