

1 ORDINANCE NO. 2020-095

First Reading Passage Requested
(B. Nelsen)

2 SPONSOR Ms. Shapiro

3
4 DATE April 13, 2020

COMMITTEE: Personnel

6
7 **An Ordinance amending Section 169.04, entitled “Hiring,” to implement a temporary**
8 **freeze on the hiring of new employees by all County appointing authorities until December**
9 **31, 2020, for the Executive, and declaring an emergency.**

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11 WHEREAS, due to the anticipated economic crisis and related budgetary concerns
12 resulting from the COVID-19 coronavirus pandemic and the State of Ohio’s Stay at Home
13 Order, this Council desires to implement a temporary hiring freeze by offices governed by the
14 Summit County Charter through December 31, 2020; and

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16 WHEREAS, given the uncertain nature of the economic crisis, and the anticipated
17 negative impact on revenue projections for budget year 2020, this Council desires to implement a
18 temporary hiring freeze until December 31, 2020; and

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20 WHEREAS, given the current staffing shortages and difficulties encountered by the
21 Summit County Sheriff in hiring qualified Sheriff Deputies and recognizing the financial impact
22 of increased overtime costs these shortages create for staffing the Summit County Jail, this
23 Council desires to exempt the position of Sheriff Deputy from the aforementioned temporary
24 hiring freeze; and

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26 WHEREAS, this Council finds and determines, after reviewing all pertinent information,
27 that it is necessary and in the best interest of the County to implement a temporary freeze on the
28 hiring of new employees by all County appointing authorities, except the Sheriff as set forth
29 above, until December 31, 2020.

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31 NOW, THEREFORE, BE IT ORDAINED, by the Council of the County of Summit,
32 State of Ohio, that:

33
34 SECTION 1

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36 Section 169.04 of the Codified Ordinances of the County of Summit is hereby amended
37 to add subsection (i), as follows:

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39 “(i) Temporary Hiring Freeze. Commencing April 14, 2020 and terminating
40 December 31, 2020, no person shall be hired for initial employment by the Fiscal Officer,
41 Clerk of the Court of Common Pleas, Engineer, Prosecutor, County Council, County
42 Executive, Department of Internal Auditing, Office of Information Technology or the
43 Human Resource Commission except as set forth herein.

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45 This section is not intended to limit, and shall not limit, the ability of a current
46 employee of the County to transfer or be promoted to a vacant position in any of the
47 aforementioned offices from within any of the aforementioned offices, between any of
48 the aforementioned offices or from any other Summit County appointing authority,
49 office, agency, board or commission, provided that vacant positions funded in whole or in
50 part with general fund dollars may not be filled except through the transfer or promotion
51 of employees currently funded in whole or in part by the general fund. Furthermore, any
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SECTION 1 (Continued)

position that has been posted for hiring by any of the aforementioned offices prior to April 14, 2020 may be filled.

In the event any of the aforementioned offices are able to demonstrate that the filling of an existing position by hiring a new employee is necessary for the effective and continued operation of the office, County Council may adopt a Resolution authorizing the hiring of a person to fill said vacancy as an exception to this Section.

This section shall not prohibit the hiring of Sheriff Deputies to fill vacant positions contained in the 2020 budget for the employment of Sheriff Deputies. Seasonal employees may be hired by any office that has historically hired seasonal employees to perform functions and responsibilities of that office, and this Section shall not be construed to prohibit or limit the hiring of said seasonal employees, provided that the employment of those employees shall terminate upon the completion of all seasonal work. Youth employees may be hired by any office as part of a Workforce Investment Act youth employment program, provided that the employment of those employees shall terminate upon the completion of their involvement in the youth employment program.

SECTION 2

This Ordinance is hereby declared an emergency in the interest of the health, safety and welfare of the residents of the County of Summit and for the further purpose to immediately enact the aforementioned temporary hiring freeze to protect and preserve the current County fund balances and control and limit the 2020 budget deficit.

SECTION 3

Provided this Ordinance receives the affirmative vote of eight members, it shall take effect immediately upon its adoption and approval by the Executive; otherwise, it shall take effect and be in force at the earliest time provided by law.

SECTION 4

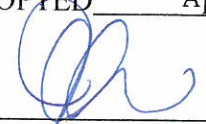
It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were adopted in an open meeting of this Council, and that all deliberations of this Council and of any of its committees that resulted in such formal action, were in meetings open to the public, in compliance with all legal requirements, including section 121.22 of the Ohio Revised Code.

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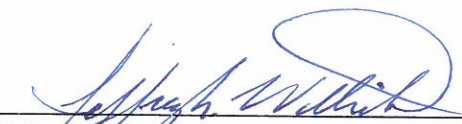
ORDINANCE NO. 2020-095
PAGE THREE

INTRODUCED April 13, 2020

ADOPTED April 13, 2020

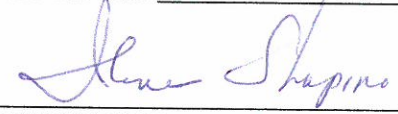


CLERK OF COUNCIL



PRESIDENT OF COUNCIL

APPROVED April 14, 2020



EXECUTIVE

ENACTED EFFECTIVE April 14, 2020

Voice Vote YES: 11-0 Dickinson, Donofrio, Feeman, Koehler, McKenney, Prentice, Rodgers, Schmidt, Sims, Walters, Wilhite