

1 RESOLUTION NO. 2016-464

Late Filing
First Reading Passage Requested
(J. Dodson)

2 SPONSOR Ms. Shapiro

3 DATE December 12, 2016

4 COMMITTEE Personnel

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7 **A Resolution amending Section 169.22(n) of the Codified Ordinances of the County of**
8 **Summit, entitled "Paid Parental Leave", to provide for intermittent use of Paid Parental**
9 **Leave in minimum increments of one working day, for the Executive's Department of**
10 **Human Resources, and declaring an emergency.**

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12 WHEREAS, this Council previously adopted Resolution No. 2016-376, which enacted
13 Section 169.22(n) of the Codified Ordinances of the County of Summit, entitled "Paid Parental
14 Leave", to provide for a paid parental leave benefit to parents of newborn or newly adopted
15 children; and

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17 WHEREAS, upon the implementation of the new Paid Parental Leave benefit,
18 employees have expressed an interest in utilizing some, but not all, of the allocated six (6)
19 calendar weeks of Paid Parental Leave; and

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21 WHEREAS, it is beneficial to the County to allow for intermittent use of Paid Parental
22 Leave, provided that prior notice is given and that intermittent use does not lengthen the period
23 of time that the benefit is available to the employee; and

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25 WHEREAS, the Executive has proposed an amendment to Section 169.22(n) that
26 allows for intermittent use of Paid Parental Leave in minimum increments of one working day,
27 provided that prior notice is given to the employee's supervisor, and the use of intermittent leave
28 does not lengthen the period of time that the benefit is available to the employee; and

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30 WHEREAS, this Council finds and determines, after reviewing all pertinent
31 information, that it is necessary and in the best interest of the County to amend Section 169.22
32 (n) of the Codified Ordinances of the County of Summit as proposed by the Executive.

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34 NOW, THEREFORE, BE IT RESOLVED by the Council of the County of Summit, State
35 of Ohio, that:

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37 SECTION 1

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39 Section 169.22(n) of the Codified Ordinances of the County of Summit, entitled "Paid
40 Parental Leave," is amended to reflect the changes found in Exhibit A, which is found attached
41 and incorporated herein.

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43 SECTION 2

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45 This Resolution is hereby declared an emergency in the interest of the health, safety and
46 welfare of the citizens of the County of Summit, and further to immediately provide for the
47 changes necessary to administer the County's paid parental leave.

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2 PAGE TWO

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4 SECTION 3

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

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10 SECTION 4

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12 It is found and determined that all formal actions of this Council concerning and relating
13 to the adoption of this Resolution were adopted in an open meeting of this Council, and that all
14 deliberations of this Council and of any of its committees that resulted in such formal action,
15 were in meetings open to the public, in compliance with all legal requirements, including Section
16 121.22 of the Ohio Revised Code.

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19 INTRODUCED December 12, 2016

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21 ADOPTED December 12, 2016

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26 CLERK OF COUNCIL

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PRESIDENT OF COUNCIL

APPROVED December 14, 2016

EXECUTIVE

ENACTED EFFECTIVE December 14, 2016

Voice Vote: 10-0 YES: Crawford, Dickinson, Donofrio, Feeman,
Kostandaras, Prentice, Rodgers, Schmidt, Walters, Wilhite
ABSENT: Lee