

1 RESOLUTION NO. 2019-078

2
3 SPONSOR Ms. Shapiro

4
5 DATE March 18, 2019 COMMITTEE Personnel

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7 **A Resolution enacting a 3% salary increase for current non-bargaining, classified and**
8 **unclassified employees of the County Council, Executive, Fiscal Officer, Prosecutor,**
9 **Sheriff, Clerk of Courts, Engineer, Internal Audit Department, Office of Information**
10 **Technology, and Human Resource Commission, effective April 1, 2019, for the Executive's**
11 **Department of Human Resources, and declaring an emergency.**

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13 WHEREAS, pursuant to Article III, Section 3.03(10) of the Charter of the County of
14 Summit, this Council has the authority to establish personnel procedures, job descriptions,
15 rankings, and uniform pay ranges of all employees of the County Council, Executive, Fiscal
16 Officer, Prosecutor, Sheriff, Clerk of Courts and Engineer; and

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18 WHEREAS, pursuant to Section 169.08(d) of the Codified Ordinances of the County of
19 Summit, this Council has the authority to determine the amount and frequency of general salary
20 increases for the employees of the County Council, Executive, Fiscal Officer, Prosecutor,
21 Sheriff, Clerk of Courts, Engineer, Internal Audit Department, Office of Information
22 Technology, and Human Resource Commission; and

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24 WHEREAS, in 2017, a fact-finding decision awarded the bargaining unit employees in
25 the County Sheriff's Office that are members of the Fraternal Order of Police, Ohio Labor
26 Council Inc., a pay increase of 3% for the third year of its collective bargaining agreement with
27 the County (1/1/19 to 12/31/19); and

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29 WHEREAS, following the aforementioned fact-finding award, the County has reached
30 terms with many of its other collective bargaining units providing for 3% wage increases in the
31 second year of those collective bargaining agreements; and

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33 WHEREAS, for purposes of pay equity, the County Executive recommends to this
34 Council that non-bargaining classified and unclassified employees of the County Council,
35 Executive, Fiscal Officer, Prosecutor, Sheriff, Clerk of Courts, Engineer, Internal Audit
36 Department, Office of Information Technology, and Human Resource Commission receive a 3%
37 salary increase, effective April 1, 2019; and

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39 WHEREAS, in order to maintain salary ranges at a competitive level, the County
40 Executive further recommends increasing by 3% existing non-bargaining classified and
41 unclassified pay/salary schedule tables for the County Council, Executive, Fiscal Officer,
42 Prosecutor, Sheriff, Clerk of Courts, Engineer, Internal Audit Department, Office of Information
43 Technology, and Human Resource effective April 1, 2019; and

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45 WHEREAS, this Council finds and determines, after reviewing all pertinent information,
46 that it is necessary and in the best interest of the County to enact the aforementioned 3% salary
47 increase and increase existing pay/salary schedule tables by 3% effective April 1, 2019;

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

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2 PAGE TWO

3
4 SECTION 1

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6 The salaries of current non-bargaining classified and unclassified employees of the
7 County Council, Executive, Fiscal Officer, Prosecutor, Sheriff, Clerk of Courts, Engineer,
8 Internal Audit Department, Office of Information Technology, and Human Resource
9 Commission shall be increased by 3%, effective April 1, 2019.

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11 SECTION 2

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13 The existing pay/salary schedule tables for non-bargaining classified and unclassified
14 employees of the County Council, Executive, Fiscal Officer, Prosecutor, Sheriff, Clerk of Courts,
15 Engineer, Internal Audit Department, Office of Information Technology, and Human Resource
16 Commission shall be increased by 3% effective April 1, 2019, as stated in the pay/salary
17 schedule tables attached hereto as Exhibit A and incorporated herein as if fully restated.
18 Effective April 1, 2019, the pay/salary schedule tables in Exhibit A shall replace existing
19 pay/salary schedule tables and shall remain in effect for the remainder of calendar year 2019 and
20 thereafter.

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22 SECTION 3

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24 This Resolution is hereby declared an emergency in the interest of the health, safety and
25 welfare of the residents of the County of Summit and for the further reason of immediately
26 authorizing the aforementioned 3% salary increase and adjustment to the pay/salary schedule
27 tables so that it may be effective April 1, 2019, and in order to maintain pay equity and
28 competitiveness in employment within the County.

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30 SECTION 4

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

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36 SECTION 5

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38 It is found and determined that all formal actions of this Council concerning and relating
39 to the adoption of this Resolution were adopted in an open meeting of this Council, and that all
40 deliberations of this Council and of any of its committees that resulted in such formal action,
41 were in meetings open to the public, in compliance with all legal requirements, including Section
42 121.22 of the Ohio Revised Code.
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1 RESOLUTION NO. 2019-078

2 PAGE THREE

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5 INTRODUCED March 4, 2019

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7 ADOPTED March 18, 2019

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11 _____
12 CLERK OF COUNCIL

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14 _____
15 PRESIDENT OF COUNCIL

16 APPROVED March 19, 2019

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18 _____
19 EXECUTIVE

ENACTED EFFECTIVE March 19, 2019

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