

1 RESOLUTION NO. 2021-067

2
3 SPONSOR Executive Shapiro

4
5 DATE March 29, 2021

COMMITTEE Personnel

6
7 **A Resolution approving and enacting a COVID-19 lump sum program, for current non-**
8 **bargaining, classified and unclassified employees of the County Council, Executive, Fiscal**
9 **Officer, Prosecutor, Sheriff, Clerk of Courts, Engineer, Internal Audit Department, Office**
10 **of Information Technology, and Human Resource Commission, for the Executive's**
11 **Department of Human Resources, and declaring an emergency.**

12
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, Internal Audit Department Office of
17 Information Technology and Human Resource Commission (hereafter "Charter Offices"); and

18
19 WHEREAS, pursuant to Section 169.08(d) of the Codified Ordinances of the County of
20 Summit, this Council has the authority to determine the amount and frequency of general salary
21 increases for the employees of the Charter Offices; and

22
23 WHEREAS, this Council previously approved Resolutions 2020-377 and 2020-378,
24 authorizing Hazard Pay (Covid-19 lump sum payments) for Sheriff Deputies and Supervisors to
25 compensate those employees for the additional risks associated with COVID-19 for on-site work,
26 and to further provide the County with long term financial flexibility to allow for the continued
27 delivery of County services; and

28
29 WHEREAS, this Council recognizes that many employees of the County performed their
30 jobs admirably during 2020, while dealing with risks posed by COVID-19 and the increased
31 responsibility of delivering services to the residents of Summit County, including the creation
32 and delivery of new services and support necessitated by COVID-19; and

33
34 WHEREAS, in an effort to balance the potential for future negative economic impact
35 created by COVID-19, with the County's current financial condition, the Executive wishes to
36 further establish a COVID-19 lump sum program full-time current non-bargaining classified and
37 unclassified employees of the Charter Offices; and

38
39 WHEREAS, this plan will provide greater benefit to the lowest paid County employees,
40 and those who were not able to work remotely in 2020, and will also aid in ensuring long-term
41 financial stability for the County by keeping wage rates at 2020 levels; and

42
43 WHEREAS, under the Executive's plan, all full-time current non-bargaining classified
44 and unclassified employees of the Charter Offices on April 1, 2021, who were paid for at least
45 1,000 hours of "Regular" pay by the County in 2020, will receive a one-time lump sum base
46 payment of \$1,350.00; and

3
4 WHEREAS, full-time current non-bargaining classified and unclassified employees of
5 the Charter Offices on April 1, 2021, who's hourly salary is less than \$28.85, may additionally
6 be eligible for a lump sum on-site work payment of \$750.00, provided at least 1,000 hours of
7 their County "Regular" pay in 2020 was performed on-site, at their regular place of County
8 employment and they did not receive any other unusual employment rewards or benefits during
9 2020; and

10
11 WHEREAS, under the Executive's plan, all part-time current non-bargaining classified
12 and unclassified employees of the Charter Officers on April 1, 2021, who were paid for at least
13 750 hours of "Regular" pay by the County in 2020, will receive a one-time lump sum base
14 payment of \$675.00; and

15
16 WHEREAS, part-time current non-bargaining classified and unclassified employees of
17 the Charter Offices on April 1, 2021, who's hourly salary is less than \$28.85, may additionally
18 be eligible for a lump sum on-site work payment of \$375.00, provided at least 750 hours of their
19 County "Regular" pay in 2020 was performed on-site, at their regular place of County
20 employment and they did not receive any other unusual employment rewards or benefits during
21 2020; and

22
23 WHEREAS, for purposes of determining eligibility for lump sum on-site work payments
24 of \$375.00 for part-time workers and \$750.00 for full-time workers, unusual employment
25 rewards or benefits shall be inclusive of, but not limited to, bonuses or stipends of any value,
26 paid time off of more than 20 hours provided either in addition to normal accrued time off or
27 paid to non-essential employees for time not worked, or any other employee benefit exceeding
28 \$375.00 of value; and

29
30 WHEREAS, the certification of eligibility by Charter Office appointing authorities, shall
31 be deemed sufficient proof of eligibility for employee lump sum on-site work payments of
32 \$375.00 for part-time workers and \$750.00 for full-time workers; and

33
34 WHEREAS, this Council finds and determines, after reviewing all pertinent information,
35 that it is necessary and in the best interest of the County to approve the Executive's COVID-19
36 lump sum program.

37
38 NOW, THEREFORE, BE IT RESOLVED by the Council of the County of Summit, State
39 of Ohio, that:

40
41 SECTION 1

42
43 All full-time current non-bargaining classified and unclassified employees of the County
44 Council, Executive, Fiscal Officer, Prosecutor, Sheriff, Clerk of Courts, Engineer, Internal Audit
45 Department, Office of Information Technology, and Human Resource Commission ("Charter
46 Offices") on April 1, 2021, who were paid for at least 1,000 hours of "Regular" pay by the
47 County in 2020, will receive a one-time lump sum base payment of \$1,350.00.
48
49
50
51

3
4 SECTION 2

5
6 All full-time current non-bargaining classified and unclassified employees of the Charter
7 Offices on April 1, 2021, who's hourly salary is less than \$28.85, are additionally eligible for a
8 lump sum on-site work payment of \$750.00, provided at least 1,000 hours of their County
9 "Regular" pay in 2020 was performed on-site, at their regular place of County employment and
10 they did not receive any other unusual employment rewards or benefits during 2020.

11
12 SECTION 3

13
14 All part-time current non-bargaining classified and unclassified employees of the Charter
15 Offices on April 1, 2021, who were paid for at least 750 hours of "Regular" pay by the County in
16 2020, will receive a one-time lump sum base payment of \$675.00.

17
18 SECTION 4

19
20 All part-time current non-bargaining classified and unclassified employees of the Charter
21 Offices on April 1, 2021, who's hourly salary is less than \$28.85, are additionally eligible for a
22 lump sum on-site work payment of \$375.00, provided at least 750 hours of their County
23 "Regular" pay in 2020 was performed on-site, at their regular place of County employment and
24 they did not receive any other unusual employment rewards or benefits during 2020.

25
26 SECTION 5

27
28 For purposes of determining eligibility for lump sum on-site work payments of \$375.00
29 for part-time workers and \$750.00 for full-time workers, unusual employment rewards or
30 benefits shall be inclusive of, but not limited to, bonuses or stipends of any value, paid time off
31 of more than 20 hours provided either in addition to normal accrued time off or paid to non-
32 essential employees for time not worked, or any other employee benefit exceeding \$375.00 of
33 value.

34
35 SECTION 6

36
37 The President of County Council, Executive, Fiscal Officer, Prosecutor, Sheriff, Clerk of
38 Courts, Engineer, Chair of the County Audit Committee, Chair of the County Information
39 Technology Board, and Chair of the Human Resource Commission are authorized to certify the
40 eligibility of their employees to receive lump sum on-site work payments of \$375.00 for part-
41 time workers and \$750.00 for full-time workers and such certification shall constitute sufficient
42 proof of eligibility.

43
44 SECTION 7

45
46 All lump sum payments approved pursuant to this resolution shall be paid not later than
47 April 30, 2021.
48
49
50
51

1 RESOLUTION NO. 2021-067

2 PAGE FOUR

3
4 SECTION 8

5
6 This Resolution is hereby declared an emergency in the interest of the health, safety and
7 welfare of the residents of the County of Summit and for the further reason of immediately
8 authorizing the aforementioned COVID-19 lump sum program.

9
10 SECTION 9

11
12 Provided this Resolution receives the affirmative vote of eight members, it shall take
13 effect immediately upon its adoption and approval by the Executive; otherwise, it shall take
14 effect and be in force at the earliest time provided by law.

15
16 SECTION 10

17
18 It is found and determined that all formal actions of this Council concerning and relating
19 to the adoption of this Resolution were adopted in an open meeting of this Council, and that all
20 deliberations of this Council and of any of its committees that resulted in such formal action,
21 were in meetings open to the public, in compliance with all legal requirements, including Section
22 121.22 of the Ohio Revised Code.

23
24
25 INTRODUCED March 15, 2021

26
27 ADOPTED March 29, 2021

28
29
30
31 CLERK OF COUNCIL

32
33
34
35
36
37 PRESIDENT OF COUNCIL

38
39 APPROVED March 30, 2021

40
41
42
43
44
45
46
47
48
49
50
51
52
53
54
55
56
57
58
59
60
61
62
63
64
65
66
67
68
69
70
71
72
73
74
75
76
77
78
79
80
81
82
83
84
85
86
87
88
89
90
91
92
93
94
95
96
97
98
99
100
101
102
103
104
105
106
107
108
109
110
111
112
113
114
115
116
117
118
119
120
121
122
123
124
125
126
127
128
129
130
131
132
133
134
135
136
137
138
139
140
141
142
143
144
145
146
147
148
149
150
151
152
153
154
155
156
157
158
159
160
161
162
163
164
165
166
167
168
169
170
171
172
173
174
175
176
177
178
179
180
181
182
183
184
185
186
187
188
189
190
191
192
193
194
195
196
197
198
199
200
201
202
203
204
205
206
207
208
209
210
211
212
213
214
215
216
217
218
219
220
221
222
223
224
225
226
227
228
229
230
231
232
233
234
235
236
237
238
239
240
241
242
243
244
245
246
247
248
249
250
251
252
253
254
255
256
257
258
259
260
261
262
263
264
265
266
267
268
269
270
271
272
273
274
275
276
277
278
279
280
281
282
283
284
285
286
287
288
289
290
291
292
293
294
295
296
297
298
299
300
301
302
303
304
305
306
307
308
309
310
311
312
313
314
315
316
317
318
319
320
321
322
323
324
325
326
327
328
329
330
331
332
333
334
335
336
337
338
339
340
341
342
343
344
345
346
347
348
349
350
351
352
353
354
355
356
357
358
359
360
361
362
363
364
365
366
367
368
369
370
371
372
373
374
375
376
377
378
379
380
381
382
383
384
385
386
387
388
389
390
391
392
393
394
395
396
397
398
399
400
401
402
403
404
405
406
407
408
409
410
411
412
413
414
415
416
417
418
419
420
421
422
423
424
425
426
427
428
429
430
431
432
433
434
435
436
437
438
439
440
441
442
443
444
445
446
447
448
449
450
451
452
453
454
455
456
457
458
459
460
461
462
463
464
465
466
467
468
469
470
471
472
473
474
475
476
477
478
479
480
481
482
483
484
485
486
487
488
489
490
491
492
493
494
495
496
497
498
499
500
501
502
503
504
505
506
507
508
509
510
511
512
513
514
515
516
517
518
519
520
521
522
523
524
525
526
527
528
529
530
531
532
533
534
535
536
537
538
539
540
541
542
543
544
545
546
547
548
549
550
551
552
553
554
555
556
557
558
559
560
561
562
563
564
565
566
567
568
569
570
571
572
573
574
575
576
577
578
579
580
581
582
583
584
585
586
587
588
589
590
591
592
593
594
595
596
597
598
599
600
601
602
603
604
605
606
607
608
609
610
611
612
613
614
615
616
617
618
619
620
621
622
623
624
625
626
627
628
629
630
631
632
633
634
635
636
637
638
639
640
641
642
643
644
645
646
647
648
649
650
651
652
653
654
655
656
657
658
659
660
661
662
663
664
665
666
667
668
669
670
671
672
673
674
675
676
677
678
679
680
681
682
683
684
685
686
687
688
689
690
691
692
693
694
695
696
697
698
699
700
701
702
703
704
705
706
707
708
709
710
711
712
713
714
715
716
717
718
719
720
721
722
723
724
725
726
727
728
729
730
731
732
733
734
735
736
737
738
739
740
741
742
743
744
745
746
747
748
749
750
751
752
753
754
755
756
757
758
759
760
761
762
763
764
765
766
767
768
769
770
771
772
773
774
775
776
777
778
779
780
781
782
783
784
785
786
787
788
789
790
791
792
793
794
795
796
797
798
799
800
801
802
803
804
805
806
807
808
809
810
811
812
813
814
815
816
817
818
819
820
821
822
823
824
825
826
827
828
829
830
831
832
833
834
835
836
837
838
839
840
841
842
843
844
845
846
847
848
849
850
851
852
853
854
855
856
857
858
859
860
861
862
863
864
865
866
867
868
869
870
871
872
873
874
875
876
877
878
879
880
881
882
883
884
885
886
887
888
889
890
891
892
893
894
895
896
897
898
899
900
901
902
903
904
905
906
907
908
909
910
911
912
913
914
915
916
917
918
919
920
921
922
923
924
925
926
927
928
929
930
931
932
933
934
935
936
937
938
939
940
941
942
943
944
945
946
947
948
949
950
951
952
953
954
955
956
957
958
959
960
961
962
963
964
965
966
967
968
969
970
971
972
973
974
975
976
977
978
979
980
981
982
983
984
985
986
987
988
989
990
991
992
993
994
995
996
997
998
999
1000

Voice Vote - YES: 10-0: Darrow, DeVitis, Dickinson, Donofrio,
McKenney, Rodgers, Schmidt, Sims, Walters, Wilhite
ABSENT: Feeman