

1 RESOLUTION NO. 2020-044

2  
3 SPONSOR Ms. Shapiro

4  
5 DATE March 16, 2020 COMMITTEE Personnel

6  
7 **A Resolution enacting a 2.5% 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, 2020, 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; and

17  
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

23  
24 WHEREAS, for purposes of pay equity, the County Executive recommends to this  
25 Council that non-bargaining classified and unclassified employees of the County Council,  
26 Executive, Fiscal Officer, Prosecutor, Sheriff, Clerk of Courts, Engineer, Internal Audit  
27 Department, Office of Information Technology, and Human Resource Commission receive a  
28 2.5% salary increase, effective April 1, 2020; and

29  
30 WHEREAS, in order to maintain salary ranges at a competitive level, the County  
31 Executive further recommends increasing by 2.5% existing non-bargaining classified and  
32 unclassified pay/salary schedule tables for the County Council, Executive, Fiscal Officer,  
33 Prosecutor, Sheriff, Clerk of Courts, Engineer, Internal Audit Department, Office of Information  
34 Technology, and Human Resource effective April 1, 2020; and

35  
36 WHEREAS, the County Executive also recommends for purposes of pay equity, that if a  
37 collective bargaining agreement is subsequently executed by any charter office bargaining unit,  
38 providing for a salary increase greater than 2.5% in 2020, all of the non-bargaining classified and  
39 unclassified pay/salary schedule tables for the County Council, Executive, Fiscal Officer,  
40 Prosecutor, Sheriff, Clerk of Courts, Engineer, Internal Audit Department, Office of Information  
41 Technology, and Human Resource shall be increased by an additional percentage necessary to  
42 effectuate an equivalent total 2020 adjustment to the aforementioned collective bargaining  
43 increase, for said non-bargaining classified and unclassified pay/salary schedule tables. These  
44 non-bargaining classified and unclassified employees shall also receive a salary increase  
45 equivalent to such percentage effective as of the execution date of the aforementioned collective  
46 bargaining agreement; and

47  
48 WHEREAS, this Council finds and determines, after reviewing all pertinent information,  
49 that it is necessary and in the best interest of the County to enact the aforementioned 2.5% salary  
50 increase and increase existing pay/salary schedule tables by 2.5% effective April 1, 2020, subject  
51 to the aforementioned future contingency;

3  
4 NOW, THEREFORE, BE IT RESOLVED by the Council of the County of Summit, State  
5 of Ohio, that:

6  
7 SECTION 1

8  
9 The salaries of current non-bargaining classified and unclassified employees of the  
10 County Council, Executive, Fiscal Officer, Prosecutor, Sheriff, Clerk of Courts, Engineer,  
11 Internal Audit Department, Office of Information Technology, and Human Resource  
12 Commission shall be increased by 2.5%, effective April 1, 2020.

13  
14 SECTION 2

15  
16 The existing pay/salary schedule tables for non-bargaining classified and unclassified  
17 employees of the County Council, Executive, Fiscal Officer, Prosecutor, Sheriff, Clerk of Courts,  
18 Engineer, Internal Audit Department, Office of Information Technology, and Human Resource  
19 Commission shall be increased by 2.5% effective April 1, 2020, as stated in the pay/salary  
20 schedule tables attached hereto as Exhibit A and incorporated herein as if fully restated.  
21 Effective April 1, 2020, the pay/salary schedule tables in Exhibit A shall replace existing  
22 pay/salary schedule tables and shall remain in effect for the remainder of calendar year 2020 and  
23 thereafter.

24  
25 SECTION 3

26  
27 If a collective bargaining agreement is executed by any charter office providing for a pay  
28 increase greater than 2.5% in 2020, the Fiscal Officer is hereby authorized and directed to effect  
29 an additional salary increase at a percentage necessary to effectuate a total 2020 adjustment  
30 equivalent to the aforementioned collective bargaining increase, effective as of the execution  
31 date of the collective bargaining agreement for all current non-bargaining classified and  
32 unclassified employees of the County Council, Executive, Fiscal Officer, Prosecutor, Sheriff,  
33 Clerk of Courts, Engineer, Internal Audit Department, Office of Information Technology, and  
34 Human Resource Commission.

35  
36 SECTION 4

37  
38 If a collective bargaining agreement is executed by any charter office providing for a pay  
39 increase greater than 2.5% in 2020, this Council hereby directs that the existing non-bargaining  
40 classified and unclassified pay/salary schedule tables for the County Council, Executive, Fiscal  
41 Officer, Prosecutor, Sheriff, Clerk of Courts, Engineer, Internal Audit Department, Office of  
42 Information Technology, and Human Resource shall amended to provide for the same total 2020  
43 percentage increase effective as of the execution date of the collective bargaining agreement.  
44  
45  
46  
47  
48  
49  
50  
51

1 RESOLUTION NO. 2020-044

2 PAGE TWO

3  
4  
5 SECTION 5

6  
7 This Resolution is hereby declared an emergency in the interest of the health, safety and  
8 welfare of the residents of the County of Summit and for the further reason of immediately  
9 authorizing the aforementioned 2.5% salary increase and adjustment to the pay/salary schedule  
10 tables so that it may be effective April 1, 2020, and in order to maintain pay equity and  
11 competitiveness in employment within the County, subject to the aforementioned future  
12 contingency.

13  
14 SECTION 6

15  
16 Provided this Resolution receives the affirmative vote of eight members, it shall take  
17 effect immediately upon its adoption and approval by the Executive; otherwise, it shall take  
18 effect and be in force at the earliest time provided by law.

19  
20 SECTION 7

21  
22 It is found and determined that all formal actions of this Council concerning and relating  
23 to the adoption of this Resolution were adopted in an open meeting of this Council, and that all  
24 deliberations of this Council and of any of its committees that resulted in such formal action,  
25 were in meetings open to the public, in compliance with all legal requirements, including Section  
26 121.22 of the Ohio Revised Code.

27  
28  
29 INTRODUCED March 2, 2020

30  
31 ADOPTED March 16, 2020

32  
33  
34  
35 CLERK OF COUNCIL

36  
37  
38  
39  
40  
41 PRESIDENT OF COUNCIL

36  
37 APPROVED March 18, 2020

38  
39  
40  
41 EXECUTIVE

42  
43 ENACTED EFFECTIVE 3-18-2020

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