RESOLUTION NO. 2022-049

SPONSOR Executive Shapiro

DATE March 14, 2022 COMMITTEE Personnel

A Resolution enacting a 2.5% salary increase for current non-bargaining, classified and unclassified employees of the Council, Executive, Fiscal Officer, Prosecutor, Sheriff, Clerk of Courts, Engineer, Internal Audit Department, Office of Information Technology, and Human Resource Commission, effective April 1, 2022, for the Executive’s Department of Human Resources, and declaring an emergency.

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

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

WHEREAS, for purposes of pay equity, the Executive recommends to this Council that non-bargaining classified and unclassified employees of the Council, Executive, Fiscal Officer, Prosecutor, Sheriff, Clerk of Courts, Engineer, Internal Audit Department, Office of Information Technology, and Human Resource Commission receive a 2.5% salary increase, effective April 1, 2022; and

WHEREAS, in order to maintain salary ranges at a competitive level, the Executive further recommends increasing by 2.5%, existing non-bargaining classified and unclassified pay/salary schedule tables for the Council, Executive, Fiscal Officer, Prosecutor, Sheriff, Clerk of Courts, Engineer, Internal Audit Department, Office of Information Technology, and Human Resource effective April 1, 2022; and

WHEREAS, the Executive also recommends for purposes of pay equity, that if a collective bargaining agreement is subsequently executed by any charter office bargaining unit, providing for a salary increase greater than 2.5% in 2022, all of the non-bargaining classified and unclassified pay/salary schedule tables for the Council, Executive, Fiscal Officer, Prosecutor, Sheriff, Clerk of Courts, Engineer, Internal Audit Department, Office of Information Technology, and Human Resource shall be increased by an additional percentage necessary to effectuate an equivalent total 2022 adjustment to the aforementioned collective bargaining increase, for said non-bargaining classified and unclassified pay/salary schedule tables. These non-bargaining classified and unclassified employees shall also receive a salary increase equivalent to such percentage effective as of the execution date of the aforementioned collective bargaining agreement; and

WHEREAS, this Council finds and determines, after reviewing all pertinent information, that it is necessary and in the best interest of the County to enact the aforementioned 2.5% salary increase and increase existing pay/salary schedule tables by 2.5% effective April 1, 2022, subject to the aforementioned future contingency;
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NOW, THEREFORE, BE IT RESOLVED by the Council of the County of Summit, State of Ohio, that:

SECTION 1

The salaries of current non-bargaining classified and unclassified employees of the Council, Executive, Fiscal Officer, Prosecutor, Sheriff, Clerk of Courts, Engineer, Internal Audit Department, Office of Information Technology, and Human Resource Commission shall be increased by 2.5%, effective April 1, 2022.

SECTION 2

The existing pay/salary schedule tables for non-bargaining classified and unclassified employees of the Council, Executive, Fiscal Officer, Prosecutor, Sheriff, Clerk of Courts, Engineer, Internal Audit Department, Office of Information Technology, and Human Resource Commission shall be increased by 2.5% effective April 1, 2022, as stated in the pay/salary schedule tables, attached hereto as Exhibit A and incorporated herein as if fully restated. Effective April 1, 2022, the pay/salary schedule tables in Exhibit A shall replace existing pay/salary schedule tables and shall remain in effect for the remainder of calendar year 2022 and thereafter.

SECTION 3

If a collective bargaining agreement is executed by any charter office providing for a pay increase greater than 2.5% in 2022, the Fiscal Officer is hereby authorized and directed to effect an additional salary increase at a percentage necessary to effectuate a total 2022 adjustment equivalent to the aforementioned collective bargaining increase, effective as of the execution date of the collective bargaining agreement for all current non-bargaining classified and unclassified employees of the Council, Executive, Fiscal Officer, Prosecutor, Sheriff, Clerk of Courts, Engineer, Internal Audit Department, Office of Information Technology, and Human Resource Commission.

SECTION 4

If a collective bargaining agreement is executed by any charter office providing for a pay increase greater than 2.5% in 2022, this Council hereby directs that the existing non-bargaining classified and unclassified pay/salary schedule tables for the Council, Executive, Fiscal Officer, Prosecutor, Sheriff, Clerk of Courts, Engineer, Internal Audit Department, Office of Information Technology, and Human Resource shall be amended to provide for the same total 2022 percentage increase effective as of the execution date of the collective bargaining agreement.

SECTION 5

This Resolution 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 reason of immediately authorizing the aforementioned 2.5% salary increase and adjustment to the pay/salary schedule
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SECTION 5 (Continued)

tables so that it may be effective April 1, 2022, and in order to maintain pay equity and competitiveness in employment within the County, subject to the aforementioned future contingency.

SECTION 6

Provided this Resolution 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 7

It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Resolution 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.

INTRODUCED February 28, 2022

ADOPTED March 14, 2022

CLERK OF COUNCIL

APPROVED March 15, 2022

EXECUTIVE

ENACTED EFFECTIVE March 15, 2022

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

ABSENT: Walters