

1 RESOLUTION NO. 2022-049

2
3 SPONSOR Executive Shapiro

4
5 DATE March 14, 2022

COMMITTEE Personnel

6
7 **A Resolution enacting a 2.5% salary increase for current non-bargaining, classified and**
8 **unclassified employees of the Council, Executive, Fiscal Officer, Prosecutor, Sheriff, Clerk**
9 **of Courts, Engineer, Internal Audit Department, Office of Information Technology, and**
10 **Human Resource Commission, effective April 1, 2022, for the Executive's Department of**
11 **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

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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, for purposes of pay equity, the Executive recommends to this Council that
25 non-bargaining classified and unclassified employees of the Council, Executive, Fiscal Officer,
26 Prosecutor, Sheriff, Clerk of Courts, Engineer, Internal Audit Department, Office of Information
27 Technology, and Human Resource Commission receive a 2.5% salary increase, effective April 1,
28 2022; and

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

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36 WHEREAS, the 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 2022, all of the non-bargaining classified and
39 unclassified pay/salary schedule tables for the Council, Executive, Fiscal Officer, Prosecutor,
40 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 2022 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

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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, 2022, subject
51 to the aforementioned future contingency;

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

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7 SECTION 1

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

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14 SECTION 2

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16 The existing pay/salary schedule tables for non-bargaining classified and unclassified
17 employees of the 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, 2022, 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, 2022, 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 2022 and
23 thereafter.

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25 SECTION 3

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27 If a collective bargaining agreement is executed by any charter office providing for a pay
28 increase greater than 2.5% in 2022, the Fiscal Officer is hereby authorized and directed to effect
29 an additional salary increase at a percentage necessary to effectuate a total 2022 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 Council, Executive, Fiscal Officer, Prosecutor, Sheriff, Clerk of
33 Courts, Engineer, Internal Audit Department, Office of Information Technology, and Human
34 Resource Commission.

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36 SECTION 4

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

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45 SECTION 5

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47 This Resolution is hereby declared an emergency in the interest of the health, safety and
48 welfare of the residents of the County of Summit and for the further reason of immediately
49 authorizing the aforementioned 2.5% salary increase and adjustment to the pay/salary schedule
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2 PAGE THREE

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4 SECTION 5 (Continued)

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

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10 SECTION 6

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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.

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16 SECTION 7

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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.

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25 INTRODUCED February 28, 2022

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27 ADOPTED March 14, 2022

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31 
32 CLERK OF COUNCIL

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32 PRESIDENT OF COUNCIL

33 APPROVED March 15, 2022

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37 EXECUTIVE

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39 ENACTED EFFECTIVE March 15, 2022

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

ABSENT: Walters