

1 ORDINANCE NO. 2025-041

2

3 SPONSOR Executive Shapiro

4

5 DATE February 10, 2025

COMMITTEE Personnel

6

7 **An Ordinance amending Section 169.29 of the Codified Ordinances of the County of Summit,**
8 **entitled “Fee and Tuition Reimbursement For Any Employment Related Undergraduate**
9 **Courses Program,” to make certain updates and revisions to adjust reimbursement amount**
10 **for inflation and make reimbursement more competitive, for the Executive’s Department of**
11 **Human Resources, and declaring an emergency.**

12

13 WHEREAS, Chapter 169 of the Codified Ordinances of the County of Summit, entitled
14 “Personnel Policies and Procedures”, defines the personnel policies and procedures, including
15 Section 169.29, entitled “Fee and Tuition Reimbursement For Any Employment Related
16 Undergraduate Courses Program.”; and

17

18 WHEREAS, the Executive wishes to amend Section 169.29(b)(1) to allow for employees
19 that have completed the probationary period defined in Section 169.16 to receive reimbursement
20 through the “Fee and Tuition Reimbursement For Any Employment Related Undergraduate
21 Courses Program.”; and

22

23 WHEREAS, Section 169.29(b)(7) was amended in 2002 to cover two thousand five
24 hundred dollars (\$2,500) per calendar year, the Executive wishes to amend Section 169.29(b)(7)
25 to five thousand dollars (\$5,250) per calendar year as an adjustment to inflation and the IRS
26 threshold; and

27

28 WHEREAS, the Executive and Executive’s Departments of Law and Human Resources
29 recommend the changes outlined in Exhibit A, a copy of which is attached to this Ordinance and
30 incorporated herein as if fully restated, in order to update the Chapter and allow for greater support
31 of County employee recruitment; and

32

33 WHEREAS, this Council finds and determines, after reviewing all pertinent information,
34 that it is necessary and in the best interest of the County of Summit to amend Section 169.29 of
35 Chapter 169 of the Codified Ordinances of the County of Summit for the aforementioned reasons;

36

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

39

40 SECTION 1

41

42 Section 169.29 of the Codified Ordinances of the County of Summit, entitled “Fee and
43 Tuition Reimbursement For Any Employment Related Undergraduate Courses Program,” is

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2 PAGE TWO

3
4 SECTION 1 (CONT.)

5
6 hereby amended as set forth in Exhibit A, a copy of which is attached to this Ordinance and
7 incorporated herein as if fully restated.

8
9 SECTION 2

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11 This Ordinance is hereby declared to be an emergency in the interest of the health, safety
12 and welfare of the residents of the County of Summit and for the further reason that it is necessary
13 to immediately amend Chapter 169 to update tuition reimbursement policies.

14
15 SECTION 3

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

20
21 SECTION 4

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

28
29 INTRODUCED February 10, 2025

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31 ADOPTED March 3, 2025

32 Signed by:
33 Monique Willis
34
35 CLERK OF COUNCIL
586050F4000645

DocuSigned by:
Rita J. Darrow
PRESIDENT OF COUNCIL
32A0559D2840

36
37 APPROVED March 3, 2025

38 Signed by:
39 Executive Shapiro
40
41 EXECUTIVE
E8C8DB740D287473...

Voice Vote – YES: 11 – 0: Darrow, Dickinson,
Donofrio, Ford, Higham, Kacyon, Licate,
McKenney, Schmidt, Walters, Wilhite

42
43 ENACTED EFFECTIVE March 4, 2025