

RESOLUTION NO. 2025-298

SPONSOR Executive Shapiro

DATE October 27, 2025 COMMITTEE Personnel

A Resolution approving salary adjustments for various classified non-bargaining employees, for the Executive's Department of Sanitary Sewer Services, and declaring an emergency.

WHEREAS, the Executive wishes to grant salary adjustments for various classified non-bargaining employees in the Department of Sanitary Sewer Services based upon compressed salaries between department supervisors and their direct reports due to agreed upon collective bargaining salary adjustments for certain bargaining unit department employees and pay equity; and

WHEREAS, a copy of all the proposed salary adjustments including names, current positions, and current and new salaries, retroactive to June 30, 2025, is attached hereto as Exhibit A and incorporated fully herein; and

WHEREAS, because salary adjustments for the aforementioned employees represent pay increases under Section 169.07 of the Codified Ordinances of the County of Summit, this Council's approval is required; and

WHEREAS, the Director of the Department of Human Resources will review the personnel actions for the aforementioned salary adjustments as required by Section 169.07(b) of the Codified Ordinances of the County of Summit; and

WHEREAS, the salary adjustments will be submitted to the Director of the Department of Finance and Budget for the certification of availability of appropriated funds, as required by Section 169.07(b) of the Codified Ordinances of the County of Summit; and

WHEREAS, this Council finds and determines, after reviewing all pertinent information, that the aforementioned salary adjustments are necessary and in the best interest of the County of Summit;

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

SECTION 1

This Council hereby determines that the Executive has demonstrated that it is necessary for the effective and continued operation of her Department of Sanitary Sewer Services to authorize the Executive to make the following salary adjustments listed on Exhibit A, which is attached hereto and incorporated fully herein, effective and retroactive commencing on June 30, 2025.

1 RESOLUTION NO. 2025-298

2 PAGE TWO

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4 SECTION 2

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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 to immediately
8 authorize the Executive to timely make the aforementioned salary adjustments for the classified
9 non-bargaining employees listed on Exhibit A.

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11 SECTION 3

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

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17 SECTION 4

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

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26 INTRODUCED October 27, 2025

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28 ADOPTED November 10, 2025

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30 Signed by:
31 Monique Willis

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33 CLERK OF COUNCIL

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35 APPROVED November 10, 2025

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37 Signed by:
38 Gene Shapiro

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40 EXECUTIVE

ENACTED EFFECTIVE November 12, 2025

DocuSigned by:

Rita S. Darrow

PRESIDENT OF COUNCIL

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