ORDINANCE NO. 2026-312

SPONSOR Executive Shapiro

DATE November 9, 2026 COMMITTEE Rules

An Ordinance amending Section 169.06 of the Codified Ordinances of the County of Summit, entitled "Hours of Work; Overtime; Fair Labor Standards Act," to allow overtime pay to exempt employees under certain circumstances, for the Executive's Department of Law and Risk Management, and declaring an emergency.

WHEREAS, Section 169.06 of the Codified Ordinances of the County of Summit, entitled "Hours of Work; Overtime; Fair Labor Standards Act," defines workdays and hours, pay periods, and the parameters of overtime pay for non-exempt employees, and compliance with the Fair Lavor Standards Act; and

WHEREAS, in various operations of the County, the need arises from time to time to engage exempt employees, as defined under the Fair Labor Standards Act, to work outside of, and in addition to, their normally scheduled work periods and on holidays; and

WHEREAS, in order to adequately compensate such exempt employees for work outside, and in addition to, their normal scheduled hours where their salaries are not otherwise structured to account for such additional work, the Executive has determined that allowing the payment of overtime under certain circumstances is the most expedient way to meet operational needs and to adequately compensate such exempt employees; and

WHEREAS, the Executive wishes to amend Section 169.06 to permit the occasional payment of overtime to exempt employees with the prior approval of the appointing authority and with the availability of funds; and

WHEREAS, the Executive recommends the amendment to Section 169.06 outlined in Exhibit A, a copy of which is attached to this Ordinance and incorporated herein as if fully restated; and

WHEREAS, this Council finds and determines, after reviewing all pertinent information, that it is necessary and in the best interest of the County of Summit to amend Section 169.06 of the Codified Ordinances of the County of Summit for the aforementioned reasons;

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

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SECTION 1

Section 169.06 of the Codified Ordinances of the County of Summit, entitled "Hours of Work; Overtime; Fair Labor Standards Act," is hereby amended as set forth in Exhibit A, a copy of which is attached to this Ordinance and incorporated herein as if fully restated.

SECTION 2

This Ordinance is hereby declared to be an emergency in the interest of the health, safety and welfare of the residents of the County of Summit and for the further reason that it is necessary to immediately amend Section 169.06 to allow overtime pay to exempt employees under certain circumstances.

SECTION 3

Provided this Ordinance 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 4

It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance 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 November 9, 2026

ADOPTED _____

_____ _____

CLERK OF COUNCIL PRESIDENT OF COUNCIL

APPROVED _____

_____

EXECUTIVE

ENACTED EFFECTIVE _____