

RESOLUTION NO. 2009-113

LATE FILING

SPONSOR Mr. Pry

DATE March 30, 2009

COMMITTEE: Personnel

A Resolution approving and enacting a \$500.00 cost of living stipend, in lieu of an annual cost of living salary increase in 2009, for current full-time, permanent, non-bargaining classified and unclassified County employees, with an hourly salary of \$24.04 per hour (\$50,000.00 on a 2,080 hour year) or less, and adjusting appropriations to provide for said payments, for the Executive, and declaring an emergency.

WHEREAS, this Council has the authority under Article III, Section 3.03(1) of the Charter of the County of Summit to establish pay ranges for certain non-bargaining, classified and unclassified County employees; and

WHEREAS, in recent years, this Council has enacted an annual three percent (3%) cost of living salary increase for non-bargaining classified and unclassified County employees; and

WHEREAS, the current economic crisis has negatively impacted many of the revenues received by the County; and

WHEREAS, as a result of decreased revenues, this Council approved a 2009 budget that reduced overall spending by 3.3% and general fund spending by 5.5%; and

WHEREAS, as the economic crisis has worsened in recent months, County revenue outlooks have worsened, thereby threatening to increase the budget deficit in 2009; and

WHEREAS, the single largest cost of the County are personnel costs; and

WHEREAS, in the interest of reducing personnel costs and offsetting some of the revenue losses, it is necessary to forego the annual three percent (3%) cost of living salary increase for current non-bargaining classified and unclassified County employees in favor of a \$500.00 cost of living stipend for those full-time, permanent, non-bargaining classified and unclassified employees who make less than \$24.04 per hour (\$50,000.00 on a 2,080 hour year); and

WHEREAS, the cost of living stipend is intended to assist those County employees with lower salaries who are facing additional difficulties in these harsh economic times; 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 approve and enact a \$500.00 cost of living stipend, in lieu of an annual cost of living salary increase in 2009, for current full-time, permanent, non-bargaining classified and unclassified County employees, with an hourly salary of \$24.04 per hour (\$50,000.00 on a 2,080 hour year) or less.

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

SECTION 1

A cost of living stipend of \$500.00 is hereby approved and enacted, in lieu of an annual cost of living salary increase in 2009, for current, full-time, permanent, non-bargaining, classified and unclassified employees, with an hourly salary of \$24.04 per hour or less, of the Fiscal Officer, Clerk of the Court of Common Pleas, Engineer, Prosecutor, Sheriff, County Council, County Executive, Department of Internal Auditing, Human Resource Commission and Office of Consumer Affairs. A full-time employee is an employee that works at least 72 hours per pay period. Said stipend payment shall be paid to said employees with the April 17, 2009 pay.

No other non-bargaining classified or unclassified employees of said offices will receive an annual salary increase or cost of living stipend in 2009.

SECTION 2

For purposes of consistency amongst similarly economically situated employees of the County, a cost of living stipend of \$500.00 shall be appropriated for current, full-time, permanent, non-bargaining, classified and unclassified employees, with an hourly rate of \$24.04 per hour or less of the Court of Common Pleas- General Division, Summit County Juvenile Court, Summit County Probate Court, Court of Common Pleas- Domestic Relations Division, Board of Elections and Veterans Services Commission. A full-time employee is an employee that works at least 72 hours per pay period.

These offices are hereby strongly encouraged to provide said cost of living stipend to the specified employees with the appropriated funds with the April 17, 2009 pay, and to provide no other non-bargaining classified or unclassified employees of said offices with an annual salary increase or cost of living stipend in 2009.

SECTION 3

Employees who received supplemental income (i.e. contractual or 1099 income) from the County of Summit in 2008 that resulted in a combined total income from the County of Summit in excess of \$50,000.00 are ineligible to receive said stipend, and funds will not be appropriated to the offices listed in Sections 1 and 2 for these employees.

SECTION 4

Salaries and benefits appropriations in the general fund shall be reduced by the full amount of the budgeted 2009 annual cost of living salary increase, and funds for the \$500.00 stipend will then be appropriated to a separate General Fund organization for the payment of the funds. Salaries and benefits appropriations for all other funds shall be reduced by the difference between the budgeted 2009 annual cost of living salary increase and the cost of the \$500.00 stipend. Funds are hereby adjusted and appropriated as follows:

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Section 4 (continued)

Account No.	Description	Decrease	Increase
10003- 1009 -20501	Council Salaries-Non-Bargaining	\$5,300	
10003- 1113 -20501	Executive Salaries-Non-Bargaining	\$2,200	
10003- 1114 -20501	Finance & Budget Salaries-Non-Bargaining	\$10,500	
10003- 1115 -20501	Personnel Salaries-Non-Bargaining	\$9,500	
10003- 1117 -20501	Law Salaries-Non-Bargaining	\$14,000	
10003- 1122 -20501	Purchasing Salaries-Non-Bargaining	\$4,800	
10003- 1125 -20501	Communication Salaries-Non-Bargaining	\$9,500	
10003- 1135 -20501	Administration Salaries-Non-Bargaining	\$5,300	
10003- 1136 -20501	Physical Plants Salaries-Non-Bargaining	\$8,000	
10003- 1139 -20501	Development Salaries-Non-Bargaining	\$9,900	
10003- 1205 -20501	Fiscal Office Salaries-Non-Bargaining	\$56,400	
10003- 1220 -20501	Data Processing Salaries-Non-Bargaining	\$17,400	
10003- 1401 -20501	HRC Salaries-Non-Bargaining	\$2,400	
10003- 1600 -20501	Board of Elections Salaries-Non-Bargaining	\$47,100	
10003- 2501 -20501	Clerk of Courts Salaries-Non-Bargaining	\$35,100	
10003- 3001 -20501	Sheriff Salaries-Non-Bargaining	\$27,600	
10003- 3003 -20501	Sheriff-Jail Salaries-Non-Bargaining	\$9,100	
10003- 3107 -20501	Medical Examiner Salaries-Non-Bargaining	\$17,400	
10003- 7330 -20501	Veterans Service Comm. Salaries-Non-Bargaining	\$10,400	
10003- 1009 -25501	Council Fringe Benefits	\$900	
10003- 1113 -25501	Executive Fringe Benefits	\$400	
10003- 1114 -25501	Finance & Budget Fringe Benefits	\$1,700	
10003- 1115 -25501	Personnel Fringe Benefits	\$1,500	
10003- 1117 -25501	Law Fringe Benefits	\$2,200	
10003- 1122 -25501	Purchasing Fringe Benefits	\$800	
10003- 1125 -25501	Communication Fringe Benefits	\$1,500	
10003- 1135 -25501	Administration Fringe Benefits	\$900	
10003- 1136 -25501	Physical Plants Fringe Benefits	\$1,300	
10003- 1139 -25501	Development Fringe Benefits	\$1,600	
10003- 1205 -25501	Fiscal Office Fringe Benefits	\$8,800	
10003- 1220 -25501	Data Processing Fringe Benefits	\$2,700	
10003- 1401 -25501	HRC Fringe Benefits	\$400	
10003- 1600 -25501	Board of Elections Fringe Benefits	\$7,300	
10003- 2501 -25501	Clerk of Courts Fringe Benefits	\$5,500	
10003- 3001 -25501	Sheriff Fringe Benefits	\$4,300	
10003- 3003 -25501	Sheriff-Jail Fringe Benefits	\$1,500	
10003- 3107 -25501	Medical Examiner Fringe Benefits	\$2,700	
10003- 7330 -25501	Veterans Service Comm. Fringe Benefits	<u>\$1,700</u>	
10003- 8016 -20501	Miscellaneous Salaries-Non-Bargaining		\$223,200
10003- 8016 -25501	Miscellaneous Fringe Benefits		<u>\$3,400</u>
	Total General Fund Appropriation Adjustments	\$349,600	\$226,600
	Total Net General Fund Appropriation Decrease	<u>\$123,000</u>	

Section 4 (continued)

Account No.	Description	Decrease	Increase
10017- 1307 -20501	Hotel/Motel Salaries-Non-Bargaining	\$1,200	
10035- 1313 -20501	R.E.D. Admin Salaries-Non-Bargaining	\$800	
10126- 3028 -20501	Sheriff Training Rotary Salaries-Non-Bargaining	\$200	
10131- 3034 -20501	Inmate Welfare Salaries-Non-Bargaining	\$1,200	
10145- 1151 -20501	Auto Ins & Repair Salaries-Non-Bargaining	\$900	
10158- 1154 -20501	Consumer Affairs Salaries-Non-Bargaining	\$2,300	
10161- 2603 -20501	SBC Phone Comm.-Pros Salaries-Non-Bargaining	\$500	
10168- 1225 -20501	Foreclosure Education Salaries-Non-Bargaining	\$300	
10171- 2605 -20501	Direct Indictment Prg. Salaries-Non-Bargaining	\$2,100	
20004- 5060 -20501	Animal Control Salaries-Non-Bargaining	\$1,900	
20011- 7103 -20501	JFS-Shared Salaries-Non-Bargaining	\$70,100	
20011- 7105 -20501	JFS-Family Support Salaries-Non-Bargaining	\$30,600	
20011- 7107 -20501	JFS-Child Adult Salaries-Non-Bargaining	\$2,000	
20502- 4105 -20501	Motor Vehicle Admin Salaries-Non-Bargaining	\$16,400	
20502- 4110 -20501	Motor Vehicle Maint. Salaries-Non-Bargaining	\$11,600	
20502- 4115 -20501	Motor Vehicle Engineer Salaries-Non-Bargaining	\$24,400	
20560- 1235 -20501	Real Estate Assess Salaries-Non-Bargaining	\$35,000	
20571- 1316 -20501	DRETAC Salaries-Non-Bargaining	\$10,200	
20571- 2616 -20501	DRETAC-Pros Salaries-Non-Bargaining	\$12,300	
20574- 1319 -20501	Tax Certif. Admin Salaries-Non-Bargaining	\$3,400	
22018- 6108 -20501	CDBG Admin Salaries-Non-Bargaining	\$2,300	
22018- 6114 -20501	CDBG Econ Salaries-Non-Bargaining	\$2,700	
22036- 6157 -20501	CDBG Home Trust Salaries-Non-Bargaining	\$500	
23247- 4207 -20501	Issue II Salaries-Non-Bargaining	\$1,100	
28505- 2517 -20501	Clerk Courts Comp Salaries-Non-Bargaining	\$7,600	
28522- 2211 -20501	Probate Court-Computer Salaries-Non-Bargaining	\$2,200	
28587- 1503 -20501	Clerk Courts Title Salaries-Non-Bargaining	\$13,100	
40010- 8116 -20501	Capital Projects Admin Salaries-Non-Bargaining	\$4,400	
50001- 8510 -20501	DOES-Sewer Salaries-Non-Bargaining	\$51,000	
60005- 8753 -20501	Office Services Salaries-Non-Bargaining	\$2,000	
60008- 8756 -20501	Workers Comp Salaries-Non-Bargaining	\$2,200	
60011- 8759 -20501	Employee Hosp Salaries-Non-Bargaining	\$5,600	
60017- 8765 -20501	Telephone Salaries-Non-Bargaining	\$2,700	
60020- 8768 -20501	Internal Audit Salaries-Non-Bargaining	\$8,400	
93250- 9530 -20501	Soil Water Salaries-Non-Bargaining	\$2,100	
93406- 9009 -20501	Emergency Mgmt Salaries-Non-Bargaining	\$3,300	
10017- 1307 -25501	Hotel/Motel Fringe Benefits	\$200	
10035- 1313 -25501	R.E.D. Admin Fringe Benefits	\$280	
10126- 3028 -25501	Sheriff Training Rotary Fringe Benefits	\$100	
10131- 3034 -25501	Inmate Welfare Fringe Benefits	\$200	
10145- 1151 -25501	Auto Ins & Repair Fringe Benefits	\$190	
10158- 1154 -25501	Consumer Affairs Fringe Benefits	\$580	
10161- 2603 -25501	SBC Phone Comm.-Pros Fringe Benefits	\$190	
10168- 1225 -25501	Foreclosure Education Fringe Benefits	\$190	
10171- 2605 -25501	Direct Indictment Prg. Fringe Benefits	\$760	
20004- 5060 -25501	Animal Control Fringe Benefits	\$480	
20011- 7103 -25501	JFS-Shared Fringe Benefits	\$13,880	
20011- 7105 -25501	JFS-Family Support Fringe Benefits	\$7,960	
20011- 7107 -25501	JFS-Child Adult Fringe Benefits	\$940	

Section 4 (continued)

Account No.	Description	Decrease	Increase
20502- 4105 -25501	Motor Vehicle Admin Fringe Benefits	\$2,950	
20502- 4110 -25501	Motor Vehicle Maint. Fringe Benefits	\$1,980	
20502- 4115 -25501	Motor Vehicle Engineer Fringe Benefits	\$4,070	
20560- 1235 -25501	Real Estate Assess Fringe Benefits	\$6,310	
20571- 1316 -25501	DRETAC Fringe Benefits	\$2,230	
20571- 2616 -25501	DRETAC-Pros Fringe Benefits	\$2,260	
20574- 1319 -25501	Tax Certif Admin Fringe Benefits	\$870	
22018- 6108 -25501	CDBG Admin Fringe Benefits	\$490	
22018- 6114 -25501	CDBG Econ Fringe Benefits	\$590	
22036- 6157 -25501	CDBG Home Trust Fringe Benefits	\$190	
23247- 4207 -25501	Issue II Fringe Benefits	\$200	
28505- 2517 -25501	Clerk Courts Comp Fringe Benefits	\$1,200	
28587- 1503 -25501	Clerk Courts Title Fringe Benefits	\$4,630	
40010- 8116 -25501	Capital Projects Admin Fringe Benefits	\$700	
50001- 8510 -25501	DOES-Sewer Fringe Benefits	\$9,440	
60005- 8753 -25501	Office Services Fringe Benefits	\$390	
60008- 8756 -25501	Workers Comp Fringe Benefits	\$490	
60011- 8759 -25501	Employee Hosp Fringe Benefits	\$1,080	
60017- 8765 -25501	Telephone Fringe Benefits	\$490	
60020- 8768 -25501	Internal Audit Fringe Benefits	\$1,570	
93250- 9530 -25501	Soil Water Fringe Benefits	\$760	
93406- 9009 -25501	Emergency Mgmt Fringe Benefits	<u>\$870</u>	
Total Other Funds Appropriations Decrease		<u>\$408,310</u>	

SECTION 5

This Resolution is hereby declared an emergency in the interest of the health, safety and welfare of the citizens of the County of Summit and for the further purpose to immediately enact the aforementioned cost of living stipend so that it may be received by employees in April 2009.

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.

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INTRODUCED March 16, 2009

ADOPTED March 30, 2009

Shawley R. Greer
CLERK OF COUNCIL

Nick Kostandaras
PRESIDENT

APPROVED March 30, 2009

Russell M. Py
EXECUTIVE

March 30, 2009
ENACTED EFFECTIVE

Voice Vote: 10-0 YES: Crossland, Schmidt, Comunale, Poda, Prentice
Smith, Crawford, Feeman, Rodgers, Kostandaras ABSENT: Shapiro