RESOLUTION NO. _____ 2014-170

SPONSOR ________ Mr. Pry

DATE ____________ April 28, 2014 ________ COMMITTEE ________ Personnel

A Resolution enacting a one and one-half percent (1.5%) salary increase for current non-bargaining, classified and unclassified employees of the County Council, Executive, Fiscal Officer, Prosecutor, Sheriff, Clerk of Courts, Engineer, Internal Audit Department and Human Resource Commission, effective April 1, 2014, for the Executive’s Department of Human Resources, and declaring an emergency.

WHEREAS, pursuant to Article III, Section 3.03(10) of the Charter of the County of Summit, this Council has the authority to establish personnel procedures, job descriptions, rankings, and uniform pay ranges of all employees of the County Council, Executive, Fiscal Officer, Prosecutor, Sheriff, Clerk of Courts and Engineer; and

WHEREAS, pursuant to Section 169.08(d) of the Codified Ordinances of the County of Summit, this Council has the authority to determine the amount and frequency of general salary increases for the employees of the County Council, Executive, Fiscal Officer, Prosecutor, Sheriff, Clerk of Courts, Engineer, Internal Audit Department and Human Resource Commission; and

WHEREAS, a recent fact-finding decision awarded the bargaining-unit employees in the County Sheriff’s Office that are members of the Fraternal Order of Police, Ohio Labor Council, Inc. (Deputies’ Unit), a pay increase of one and one-half percent (1.5%) for the first year of its Collective Bargaining Agreement with the County (January 1, 2014 – December 31, 2014); and

WHEREAS, as a result of a “me-too” clause in the collective bargaining agreement between Ohio Council 8 and Local 1229 of the American Federation of State, County and Municipal Employees, AFL-CIO (Auditor’s/Recorder’s Division of the Fiscal Office”), the County Fiscal Officer and the County Executive, the bargaining unit employees of the County Fiscal Office will also receive an increase in pay of 1.5% (rather than the 1% previously awarded through fact-finding); and

WHEREAS, the collective bargaining agreement between the Summit County Sheriff Supervisors Association, the County Sheriff and the County Executive relies on the wages set forth in the Deputies’ Unit agreement, which will result in an increase in pay of 1.5% for the supervisors in the County Sheriff’s Office; and

WHEREAS, given the increases in pay for the above-mentioned bargaining-unit employees, the County Executive intends to negotiate the balance of the County’s collective bargaining agreements to a wage increase of 1.5% in the first year of those agreements; and

WHEREAS, for purposes of pay equity the County Executive has recommended to this Council that non-bargaining classified and unclassified employees of the County Council, Executive, Fiscal Officer, Prosecutor, Sheriff, Clerk of Courts, Engineer, Internal Audit Department and Human Resource Commission receive a one and one-half percent (1.5%) salary increase, effective April 1, 2014; and
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WHEREAS, in order to maintain salary ranges at a competitive level, the County Executive has further recommended increasing existing non-bargaining classified and unclassified salary range tables for the County Council, Executive, Fiscal Officer, Prosecutor, Sheriff, Clerk of Courts, Engineer, Internal Audit Department and Human Resource Commission by one and one-half percent (1.5%); and

WHEREAS, the Council finds and determines, after reviewing all pertinent information, that it is necessary and in the best interest of the County to enact the aforementioned salary increase and increase existing salary range tables by one and one-half percent (1.5%);

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

SECTION 1

The salaries of current non-bargaining classified and unclassified employees of the County Council, Executive, Fiscal Officer, Prosecutor, Sheriff, Clerk of Courts, Engineer, Internal Audit Department and Human Resource Commission shall be increased by one and one-half percent (1.5%), effective April 1, 2014.

SECTION 2

The existing salary range tables for non-bargaining classified and unclassified employees of the County Council, Executive, Fiscal Officer, Prosecutor, Sheriff, Clerk of Courts, Engineer, Internal Audit Department and Human Resource Commission shall be increased by one and one-half percent (1.5%) effective April 1, 2014, as stated in the salary range tables attached hereto as Exhibit A and incorporated herein. Effective April 1, 2014, the salary tables in Exhibit A shall replace existing salary range tables and shall remain in effect for the remainder of calendar year 2014 and thereafter.

SECTION 3

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 reason of immediately providing the salary increase and adjustment to the salary range table in order to maintain pay equity and competitiveness in employment with the County.

SECTION 4

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.
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SECTION 5

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

INTRODUCED ______ April 14, 2014 ______

ADOPTED ______ April 28, 2014 ______

CLERK OF COUNCIL

APPROVED ______ April 29, 2014 ______

EXECUTIVE

ENACTED EFFECTIVE ______ April 29, 2014 ______

Voice Vote: 10-0 YES: Comunale, Crawford, Feeman, Kostandaras Kurt, Lee, Prentice, Roemer, Schmidt, Shapiro
ABSENT: Rodgers