

1 RESOLUTION NO. 2015-089

2
3 SPONSOR Mr. Pry

4
5 DATE March 16, 2015 COMMITTEE Personnel

6
7 **A Resolution enacting a 2.0% salary increase for current non-bargaining, classified and**
8 **unclassified employees of the County Council, Executive, Fiscal Officer, Prosecutor,**
9 **Sheriff, Clerk of Courts, Engineer, Internal Audit Department and Human Resource**
10 **Commission, effective April 1, 2015, for the Executive's Department of Human Resources,**
11 **and declaring an emergency.**

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

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

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24 WHEREAS, a 2014 fact-finding decision awarded the bargaining-unit employees in the
25 County Sheriff's Office that are members of the Fraternal Order of Police, Ohio Labor Council,
26 Inc. (Deputies' Unit), a pay increase of 2.0% for the second year of its Collective Bargaining
27 Agreement with the County (January 1, 2015 – December 31, 2015); and

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29 WHEREAS, following the aforementioned fact-finding award, the County has reached
30 terms with many of its other collective bargaining units providing for 2.0% wage increases in the
31 second year of those agreements; and

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33 WHEREAS, for purposes of pay equity the County Executive has recommended to this
34 Council that non-bargaining classified and unclassified employees of the County Council,
35 Executive, Fiscal Officer, Prosecutor, Sheriff, Clerk of Courts, Engineer, Internal Audit
36 Department and Human Resource Commission receive a 2.0% salary increase, effective April 1,
37 2015; and

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39 WHEREAS, in order to maintain salary ranges at a competitive level, the County
40 Executive has further recommended increasing existing non-bargaining classified and
41 unclassified salary range tables for the County Council, Executive, Fiscal Officer, Prosecutor,
42 Sheriff, Clerk of Courts, Engineer, Internal Audit Department and Human Resource Commission
43 by 2.0%; and

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45 WHEREAS, this Council finds and determines, after reviewing all pertinent information,
46 that it is necessary and in the best interest of the County to enact the aforementioned salary
47 increase and increase existing salary range tables by 2.0%;

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

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2 PAGE TWO

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4 SECTION 1

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6 The salaries of current non-bargaining classified and unclassified employees of the
7 County Council, Executive, Fiscal Officer, Prosecutor, Sheriff, Clerk of Courts, Engineer,
8 Internal Audit Department and Human Resource Commission shall be increased by 2.0%,
9 effective April 1, 2015.

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11 SECTION 2

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13 The existing salary range tables for non-bargaining classified and unclassified employees
14 of the County Council, Executive, Fiscal Officer, Prosecutor, Sheriff, Clerk of Courts, Engineer,
15 Internal Audit Department and Human Resource Commission shall be increased by 2.0%
16 effective April 1, 2015, as stated in the salary range tables attached hereto as Exhibit A and
17 incorporated herein. Effective April 1, 2015, the salary tables in Exhibit A shall replace existing
18 salary range tables and shall remain in effect for the remainder of calendar year 2015 and
19 thereafter.

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21 SECTION 3

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23 This Resolution is hereby declared an emergency in the interest of the health, safety and
24 welfare of the citizens of the County of Summit and for the further reason of immediately
25 providing the salary increase and adjustment to the salary range table in order to maintain pay
26 equity and competitiveness in employment with the County.

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28 SECTION 4

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

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34 SECTION 5

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36 It is found and determined that all formal actions of this Council concerning and relating
37 to the adoption of this Resolution were adopted in an open meeting of this Council, and that all
38 deliberations of this Council and of any of its committees that resulted in such formal action,
39 were in meetings open to the public, in compliance with all legal requirements, including Section
40 121.22 of the Ohio Revised Code.

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2 PAGE THREE

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5 INTRODUCED March 2, 2015

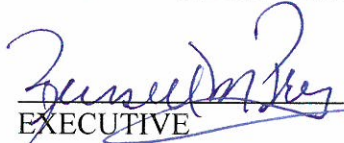
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7 ADOPTED March 16, 2015

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11 _____
12 CLERK OF COUNCIL



PRESIDENT OF COUNCIL

13 APPROVED March 17, 2015

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16 _____
17 EXECUTIVE

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19 ENACTED EFFECTIVE March 17, 2015

Voice Vote: 11-0: YES: Comunale, Crawford, Donofrio, Feeman, Kostandaras,
Kurt, Lee, Prentice, Rodgers, Schmidt, Shapiro