

ORDINANCE NO. 2011-380

SPONSOR Mr. Pry

DATE November 07, 2011

COMMITTEE Personnel

An amended Ordinance amending Chapter 169 Sections ~~169.01, 169.02, 169.03, 169.05, 169.06, 169.08, 169.14, 169.15, 169.20, 169.21, 169.22, 169.23, 169.24, 169.25, 169.27, 169.28, 169.29 and 169.30~~ of the Codified Ordinances of the County of Summit, entitled "Personnel Policies and Procedures", repealing Section ~~169.19~~ of the Codified Ordinances and enacting new Sections ~~169.19, 169.31 and 169.32~~ of the Codified Ordinances, for the Executive's Department of Human Resources and the Human Resource Commission, and declaring an emergency.

WHEREAS, in March 2008, representatives from County offices were assembled to serve on a committee to review and make recommendations for revisions to Chapter 169 of the Codified Ordinances of the County of Summit, entitled "Personnel Policies and Procedures;" and

WHEREAS, in June 2011, after review by the County Executive's Department of Law, Insurance and Risk Management, recommendations for revisions to Chapter 169 were submitted to the Human Resource Commission ("HRC") for review; and

WHEREAS, on July 27, 2011, the HRC adopted Order No. 11-03, attached hereto and incorporated herein as if fully restated, approving the recommended revisions to Chapter 169; and

WHEREAS, it is necessary for County Council to adopt legislation implementing the recommended revisions to Chapter 169; and

WHEREAS, this Council has determined by reviewing all pertinent information that it is necessary to amend Sections 169.01, 169.02, 169.03, 169.05, 169.06, 169.08, 169.14, 169.15, 169.20, 169.21, 169.22, 169.23, 169.24, 169.25, 169.27, 169.28, 169.29 and 169.30 of the Codified Ordinances of the County of Summit, repeal Section 169.19 of the Codified Ordinances and enact new Sections 169.19, 169.31 and 169.32 of the Codified Ordinances;

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

SECTION 1

Sections 169.01, 169.02, 169.03, 169.05, 169.06, 169.08, 169.14, 169.15, 169.20, 169.21, 169.22, 169.23, 169.24, 169.25, 169.27, 169.28, 169.29 and 169.30 of the Codified Ordinances of the County of Summit are hereby amended as shown on Exhibit B, attached hereto and incorporated herein as if fully restated. Section 169.19 of the Codified Ordinances, entitled "Absenteeism/Tardiness," is hereby repealed in its entirety, as shown on Exhibit B. New sections 169.19, entitled "Workplace Violence Prevention," 169.31, entitled "Employee Assistance Program," and 169.32, entitled "Fitness for Duty," are hereby enacted as shown on Exhibit B.

1 ORDINANCE NO. 2011-380

2 PAGE TWO

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4 SECTION 2

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6 This Ordinance is hereby declared an emergency in the interest of the health, safety and
7 welfare of the citizens of the County of Summit, and for the further reason of immediately
8 amending Sections 169.01, 169.02, 169.03, 169.05, 169.06, 169.08, 169.14, 169.15, 169.20,
9 169.21, 169.22, 169.23, 169.24, 169.25, 169.27, 169.28, 169.29 and 169.30 of the Codified
10 Ordinances of the County of Summit, repealing Section 169.19 of the Codified Ordinances and
11 enacting new Sections 169.19, 169.31 and 169.32 of the Codified Ordinances in order to
12 immediately implement a more efficient human resource system in the County.

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14 SECTION 3

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

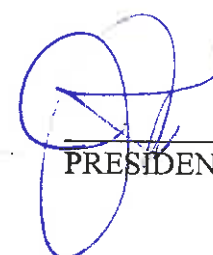
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20 SECTION 4

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22 It is found and determined that all formal actions of this Council concerning and relating
23 to the adoption of this Ordinance were adopted in an open meeting of this Council, and that all
24 deliberations of this Council and of any of its committees that resulted in such formal action,
25 were in meetings open to the public, in compliance with all legal requirements, including Section
26 121.22 of the Ohio Revised Code.

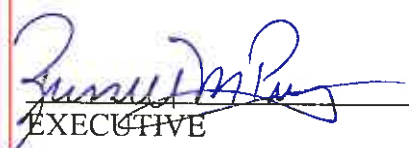
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29 INTRODUCED September 19, 2011

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31 ADOPTED November 07, 2011

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35 CLERK OF COUNCIL

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38 PRESIDENT OF COUNCIL

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40 APPROVED November 9, 2011

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42 
43 EXECUTIVE

ENACTED EFFECTIVE November 9, 2011

Voice Vote: 9-0: YES: Comunale, Feeman, Kostandaras, Kurt, Lee
Rodgers, Roemer, Schmidt, Shapiro. ABSENT: Crawford, Prentice