

1 RESOLUTION NO. 2013-209

Late Filing

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3 SPONSOR Mr. Pry, Ms. Prentice, Mr. Schmidt, Mr. Crawford, Mr. Kostandaras,
4 Mr. Comunale, Mr. Feeman, and Ms. Shaprio, Ms. Kurt

5 DATE May 13, 2013

COMMITTEE: Personnel

6
7 **An amended Resolution enacting a one and one-half percent (1.5%) salary increase for**
8 **current non-bargaining, classified and unclassified employees of the County Council,**
9 **Executive, Fiscal Officer, Prosecutor, Sheriff, Clerk of Courts, Engineer, Internal Audit**
10 **Department and Human Resource Commission, effective at the beginning of the first full**
11 **pay period following the adoption of this Resolution, for the Executive's Department of**
12 **Human Resources, and declaring an emergency.**

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

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

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25 WHEREAS, the last general salary increase provided to non-bargaining classified and
26 non-classified employees of the County Council, Executive, Fiscal Officer, Prosecutor, Sheriff,
27 Clerk of Courts, Engineer, Internal Audit Department and Human Resource Commission was
28 March 31, 2008, and employees of those appointing authorities making \$50,000.00 or less
29 received a \$500.00 cost of living stipend in 2009; and

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31 WHEREAS, a recent fact-finding decision awarded the bargaining-unit employees in the
32 County Sheriff's Office that are members of the Fraternal Order of Police, Ohio Labor Council,
33 Inc. (Deputies' Unit), a pay increase of one and one-half percent (1.5%) for the final year of its
34 Collective Bargaining Agreement with the County (January 1, 2013 – December 31, 2013); and

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36 WHEREAS, for purposes of pay equity, and on the basis that non-bargaining classified
37 and unclassified employees of the County Council, Executive, Fiscal Officer, Prosecutor, Sheriff,
38 Clerk of Courts, Engineer, Internal Audit Department and Human Resource Commission have
39 not received a general pay increase in five years, the County Executive has recommended to this
40 Council that those employees receive a one and one-half percent (1.5%) salary increase effective
41 at the beginning of the first full pay period following the adoption of this Resolution; and

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43 WHEREAS, in order to maintain salary ranges at a competitive level, the County
44 Executive has further recommended increasing existing non-bargaining classified and
45 unclassified salary range tables for the County Council, Executive, Fiscal Officer, Prosecutor,
46 Sheriff, Clerk of Courts, Engineer, Internal Audit Department and Human Resource Commission
47 by one and one-half percent (1.5%); and

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4 WHEREAS, the Council has determined, by reviewing all pertinent information, that it is
5 necessary and in the best interest of the County to enact the aforementioned salary increase and
6 increase existing salary range tables by one and one-half percent (1.5%).
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8 NOW, THEREFORE, BE IT RESOLVED by the Council of the County of Summit, State
9 of Ohio, that:

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11 SECTION 1

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13 The salaries of current non-bargaining classified and unclassified employees of the
14 County Council, Executive, Fiscal Officer, Prosecutor, Sheriff, Clerk of Courts, Engineer,
15 Internal Audit Department and Human Resource Commission shall be increased by one and one-
16 half percent (1.5%), effective at the beginning of the first full pay period following the adoption
17 of this Resolution.
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19 SECTION 2

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21 The existing salary range tables for non-bargaining classified and unclassified employees
22 of the County Council, Executive, Fiscal Officer, Prosecutor, Sheriff, Clerk of Courts, Engineer,
23 Internal Audit Department and Human Resource Commission shall be increased by one and one-
24 half percent (1.5%) effective at the beginning of the first full pay period following the adoption
25 of this Resolution, as stated in the salary range tables attached hereto as amended Exhibit A and
26 incorporated herein. Effective at the beginning of the first full pay period following the adoption
27 of this Resolution, the salary tables in amended Exhibit A shall replace existing salary range
28 tables and shall remain in effect for the remainder of calendar year 2013 and thereafter.
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30 SECTION 3

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32 This Resolution is hereby declared an emergency in the interest of the health, safety and
33 welfare of the citizens of the County of Summit and for the further reason of immediately
34 providing the salary increase and adjustment to the salary range table in order to maintain pay
35 equity and competitiveness in employment with the County.
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37 SECTION 4

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39 Provided this Resolution receives the affirmative vote of eight members, it shall take
40 effect immediately upon its adoption and approval by the Executive; otherwise, it shall take
41 effect and be in force at the earliest time provided by law.
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43 SECTION 5

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45 It is found and determined that all formal actions of this Council concerning and relating
46 to the adoption of this Resolution were adopted in an open meeting of this Council, and that all
47 deliberations of this Council and of any of its committees that resulted in such formal action,
48 were in meetings open to the public, in compliance with all legal requirements, including Section
49 121.22 of the Ohio Revised Code
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INTRODUCED April 29, 2013

ADOPTED May 13, 2013



CLERK OF COUNCIL



PRESIDENT OF COUNCIL

APPROVED May 14, 2013



EXECUTIVE

ENACTED EFFECTIVE May 14, 2013

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