

1 RESOLUTION NO. 2013-436 \*Late Filing\*  
2  
3 SPONSOR Mr. Pry  
4  
5 DATE October 21, 2013 COMMITTEE Personnel  
6

7 **A Resolution authorizing the Executive to adjust the salaries of certain classified non-**  
8 **bargaining supervisory employees in the Departments of Environmental Services and Job**  
9 **and Family Services for purposes of pay equity, for the Executive's Departments of**  
10 **Environmental Services and Job and Family Services, and declaring an emergency.**  
11

12 WHEREAS, Section 169.07 of the Codified Ordinances of the County of Summit vest  
13 this Council with the authority to approve any salary adjustments for job performance or pay  
14 equity purposes for classified non-bargaining employees, upon the request of an appointing  
15 authority; and  
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17 WHEREAS, due to the nature of the County's Classification and Compensation Plan, the  
18 varying level of pay of certain supervisors within the Executive's Departments of Environmental  
19 Services and Job and Family Services prior to their promotion into supervisory positions and the  
20 occurrence in recent years of bargaining-unit employees receiving pay increases while non-  
21 bargaining employees did not, several classified non-bargaining supervisors in the  
22 aforementioned Departments are currently compensated at salary levels unnecessarily lower than  
23 other supervisors in their classification and at levels only slightly higher, or even less, than their  
24 subordinate employees; and  
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26 WHEREAS, such salary discrepancies and salaries that are only slightly higher, or even  
27 less, than subordinates cause low morale, impair the County's competitiveness and ability to  
28 retain and attract employees in these supervisory positions and are unfair to those supervisors  
29 performing the same functions after several years at pay less than their peers; and  
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31 WHEREAS, for the aforementioned reasons, the Executive has recommended certain  
32 salary adjustments for the purpose of pay equity for certain classified non-bargaining supervisory  
33 employees within the Executive's Department of Environmental Services and Job and Family  
34 Services; and  
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36 WHEREAS, this Council finds and determines, after reviewing all pertinent information,  
37 that it is necessary, and in the best interest of the County to approve salary adjustments for the  
38 classified non-bargaining supervisory employees proposed by the Executive.  
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40 NOW, THEREFORE, BE IT RESOLVED, by the Council of the County of Summit,  
41 State of Ohio, that:  
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43 SECTION 1  
44

45 The Executive is hereby authorized to make the following salary adjustments for the  
46 following classified non-bargaining employees, effective for the first full pay period following  
47 the adoption of this Resolution, upon the approval of the Director of the Department of Human  
48 Resources and the certification of the availability of funds from the Director of the Department  
49 of Finance and Budget, as required by Section 169.07:  
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2 PAGE TWO

3  
4 SECTION 1 (Cont.)

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6 **Department of Job and Family Services**

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8 Name	Current Position	Current Salary	New Salary
9 Jennifer Daubenspeck	Social program Manager	\$45,552.00	\$54,766.40
10 Megan Hamrick	Social program Manager	\$48,172.80	\$54,766.40
11 Christopher Domer	Social program Manager	\$48,172.80	\$54,766.40

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13 **Department of Environmental Services**

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15 Name	Current Position	Current Salary	New Salary
16 Paul Albanese	Maintenance Supervisor 2	\$45,052.80	\$50,544.00
17 Michael Brown	Maintenance Supervisor 2	\$47,985.60	\$50,544.00
18 Donald Merrill	Maintenance Supervisor 2	\$49,441.60	\$50,544.00
19 Ben Duke	Maintenance Administrator	\$58,115.20	\$60,278.00
20 Jeff Muckleroy	Environmental Engineer Sup.	\$60,278.40	\$62,086.75

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22 SECTION 2

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24 This Resolution is hereby declared an emergency in the interest of the health, safety and  
25 welfare of the citizens of the County of Summit and for the further reason that it is necessary in  
26 order to immediately provide pay equity among the aforementioned individuals and peers in  
27 comparable supervisory positions.

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29 SECTION 3

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

34  
35 SECTION 4

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37 It is found and determined that all formal actions of this Council concerning and relating  
38 to the adoption of this Resolution were adopted in an open meeting of this Council, and that all  
39 deliberations of this Council and of any of its committees that resulted in such formal action,  
40 were in meetings open to the public, in compliance with all legal requirement, including Section  
41 121.22 of the Ohio Revised Code.

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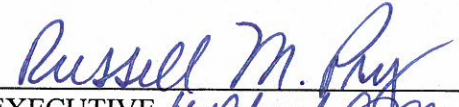
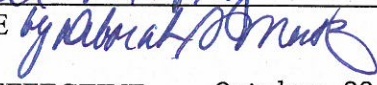
INTRODUCED September 30, 2013

ADOPTED October 21, 2013

  
CLERK OF COUNCIL

  
PRESIDENT OF COUNCIL

APPROVED October 22, 2013

  
EXECUTIVE 

ENACTED EFFECTIVE October 22, 2013

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