

1 RESOLUTION NO. 2014-170

2
3 SPONSOR Mr. Pry

4
5 DATE April 28, 2014 COMMITTEE Personnel

6
7 **A Resolution enacting a one and one-half percent (1.5%) salary increase for current non-**
8 **bargaining, classified and unclassified employees of the County Council, Executive, Fiscal**
9 **Officer, Prosecutor, Sheriff, Clerk of Courts, Engineer, Internal Audit Department and**
10 **Human Resource Commission, effective April 1, 2014, for the Executive's Department of**
11 **Human Resources, 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 recent 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 one and one-half percent (1.5%) for the first year of its
27 Collective Bargaining Agreement with the County (January 1, 2014 – December 31, 2014); and

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

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

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

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45 WHEREAS, for purposes of pay equity the County Executive has recommended to this
46 Council that non-bargaining classified and unclassified employees of the County Council,
47 Executive, Fiscal Officer, Prosecutor, Sheriff, Clerk of Courts, Engineer, Internal Audit
48 Department and Human Resource Commission receive a one and one-half percent (1.5%) salary
49 increase, effective April 1, 2014; and

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

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

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

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17 SECTION 1

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

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24 SECTION 2

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26 The existing salary range tables for non-bargaining classified and unclassified employees
27 of the County Council, Executive, Fiscal Officer, Prosecutor, Sheriff, Clerk of Courts, Engineer,
28 Internal Audit Department and Human Resource Commission shall be increased by one and one-
29 half percent (1.5%) effective April 1, 2014, as stated in the salary range tables attached hereto as
30 Exhibit A and incorporated herein. Effective April 1, 2014, the salary tables in Exhibit A shall
31 replace existing salary range tables and shall remain in effect for the remainder of calendar year
32 2014 and thereafter.

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34 SECTION 3

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

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41 SECTION 4

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

1 RESOLUTION NO. 2014-170

2 PAGE THREE

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4 SECTION 5

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6 It is found and determined that all formal actions of this Council concerning and relating
7 to the adoption of this Resolution were adopted in an open meeting of this Council, and that all
8 deliberations of this Council and of any of its committees that resulted in such formal action,
9 were in meetings open to the public, in compliance with all legal requirements, including Section
10 121.22 of the Ohio Revised Code

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13 INTRODUCED April 14, 2014

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15 ADOPTED April 28, 2014

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19 CLERK OF COUNCIL



PRESIDENT OF COUNCIL

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21 APPROVED April 29, 2014

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25 EXECUTIVE

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27 ENACTED EFFECTIVE April 29, 2014

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