

# County Council of Cuyahoga County, Ohio

## Ordinance No. O2011-0028

Sponsored by: <b>County Executive FitzGerald/ Department of Human Resources</b>	<b>An Ordinance</b> amending Ordinance No. O2011-0015 to expire on or before 12/31/2011 providing for the approval and adoption of Human Resources Policies & Procedures for Cuyahoga County, and declaring the necessity that this Ordinance become immediately effective.
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WHEREAS, Cuyahoga County Charter Section 9.01 provides that the County's Human Resources Policies and Systems for County employees shall be established by ordinance and shall be administered in such a manner as will eliminate unnecessary expense and duplication of effort, while ensuring that persons will be employed in the public service without discrimination on the basis of race, color, religion, sex, national origin, sexual orientation, disability, age or ancestry; and,

WHEREAS, on April 5, 2011, County Council adopted the Human Resources Policies and Procedures for Cuyahoga County for a period not-to-exceed June 30, 2011 (Ordinance No. O2011-0015); and,

WHEREAS, the County Executive is requesting additional time to develop a fully integrated and consistent human resources policies and procedures manual for all County employees; and,

WHEREAS, it is necessary that this Ordinance become immediately effective in order that critical services provided by Cuyahoga County can continue and to provide for the usual, daily operation of a county department.

**NOW, THEREFORE, BE IT ENACTED BY THE COUNTY COUNCIL OF CUYAHOGA COUNTY, OHIO:**

**SECTION 1.** The Human Resources Policies and Procedures Manual adopted by the County Council on April 5, 2011 shall be applicable to all County offices, employees, and officers under the authority of the County Executive and County Council, and shall remain in force and effect and shall be followed by County offices, employees and officers under the authority of the County Council and the County Executive for a period not-to-exceed December 31, 2011.

**SECTION 2.** Due to the complexities associated with merging certain policies and procedures, the following sections in the Human Resources Policies and Procedures Manual will not apply to certain agencies: *Section 6, Workweek and Hours/Payroll; Section 7.03, Employee Assistance Program; Section 8.04, FMLA Amount of Leave; Section 8.05, FMLA Coordination with Other Leaves of Absences; and Section 9, Employee Leave.* For the policies covered by these sections, employees will continue to adhere to the policies and procedures that they were subject to on December 31, 2010.

**SECTION 3.** Effective Date. Provided this Ordinance receives the affirmative vote of eight of the members of Council, it shall take effect immediately upon the signature of the County Executive. It is hereby determined to be necessary that this Ordinance become immediately effective in order that Cuyahoga County services may continue to be provided in a consistent manner, and so that the usual and daily operations of government may continue to function on and after June 30, 2011. This Ordinance shall expire on December 31, 2011.

**SECTION 4.** It is found and determined that all formal actions of this Council relating to the adoption of this Ordinance were adopted in an open meeting of the Council, and that all deliberations of this Council and of any of its committees that resulted in such formal action were in meetings open to the public, in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

On a motion by Ms. Simon, seconded by Mr. Miller, the foregoing Ordinance was duly enacted.

Yeas: Gallagher, Schron, Conwell, Rogers, Simon, Greenspan, Miller and Germana

Nays: None

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County Council Vice-President      Date

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County Executive      Date

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Clerk of Council      Date

First Reading/Referred to Committee: June 14, 2011  
Committee(s) Assigned: Human Resources, Appointments & Equity

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