

County Council of Cuyahoga County, Ohio
Ordinance No. O2021-0019

Sponsored by: County Executive Budish on behalf of Personnel Review Commission	An Ordinance providing for adoption of modifications of Cuyahoga County Non-Bargaining Salary Schedule B; and declaring the necessity that this Ordinance become immediately effective.
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WHEREAS, Section 9.01 of the Charter of Cuyahoga County states that the County’s human resources policies and systems 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, gender identity/expression, disability, age, or ancestry; and,

WHEREAS, Section 9.03 of the Charter of Cuyahoga County sets forth that the Cuyahoga County Personnel Review Commission shall administer a clear, countywide classification and salary administration system for classified employees of the charter government, and pay ranges for each classification that are adopted by Council ordinance; and,

WHEREAS, Section 9 of the County’s Employee Handbook states that the County takes a holistic approach to employee compensation and administer a fair and equitable compensation program that includes both direct and indirect compensation; and,

WHEREAS, the County’s Non-Bargaining Salary Schedule B includes pay grades that govern pay for the County’s Information Technology classifications; and,

WHEREAS, the Information Technology department is facing unique challenges in the labor market associated with recruitment and retention of Information Technology employees; and,

WHEREAS, the Personnel Review Commission has undertaken significant review and analysis of the County’s pay rates in comparison with the labor market and determined that the minimum, midpoint, and maximum rates on Salary Schedule B should be increased to be more closely aligned with the market; and,

WHEREAS, the Personnel Review Commission met for a public meeting on November 12, 2021, for their final review of the proposed increase to Salary

Schedule B (attached hereto as Proposed Non-Bargaining Salary Schedule B) and recommend to County Council the formal adoption and implementation of the attached changes; 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. Council hereby adopts the changes in the Proposed Non-Bargaining Salary Schedule B (attached hereto).

SECTION 2. It is necessary that this Ordinance become immediately effective for the usual daily operation of the County; the preservation of public peace, health, or safety in the County; and any additional reasons set forth in the preamble. Provided that this Ordinance receives the affirmative vote of at least eight members of Council, it shall take effect and be in force immediately upon the earliest occurrence of any of the following: (1) its approval by the County Executive through signature, (2) the expiration of the time during which it may be disapproved by the County Executive under Section 3.10(6) of the Cuyahoga County Charter, or (3) its passage by at least eight members of Council after disapproval pursuant to Section 3.10(7) of the Cuyahoga County Charter. Otherwise, it shall take effect and be in force from and after the earliest period allowed by law.

SECTION 3. 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. Baker, seconded by Mr. Miller, the foregoing Ordinance was duly enacted.

Yeas: Sweeney, Tuma, Gallagher, Conwell, Turner, Stephens, Simon, Baker, Miller and Jones

Nays: None

Paul Lee

County Council President

12/9/21

Date

Paul Zel

County Executive

12-13-21

Date

Cordia Richardson

Clerk of Council

12/9/21

Date

First Reading/Referred to Committee: November 23, 2021

Committee(s) Assigned: Human Resources, Appointments & Equity

Journal CC044

December 7, 2021

**Cuyahoga County
Salary Schedule B
Effective: TBD**

Pay Grade	Hourly Minimum	Annual Minimum	Hourly Midpoint	Annual Midpoint	Hourly Maximum	Annual Maximum
1	\$14.70	\$30,576.00	\$17.89	\$37,211.20	\$20.79	\$43,243.20
2	\$15.37	\$31,969.60	\$18.55	\$38,584.00	\$21.61	\$44,948.80
3	\$16.11	\$33,508.80	\$19.36	\$40,268.80	\$22.58	\$46,966.40
4	\$16.93	\$35,214.40	\$20.32	\$42,265.60	\$23.70	\$49,296.00
5	\$18.92	\$39,353.60	\$22.71	\$47,236.80	\$26.49	\$55,099.20
6	\$20.91	\$43,492.80	\$25.10	\$52,208.00	\$29.28	\$60,902.40
7	\$22.91	\$47,652.80	\$27.49	\$57,179.20	\$32.07	\$66,705.60
8	\$24.90	\$51,792.00	\$29.88	\$62,150.40	\$34.86	\$72,508.80
9	\$26.89	\$55,931.20	\$32.27	\$67,121.60	\$37.65	\$78,312.00
10	\$28.88	\$60,070.40	\$34.66	\$72,092.80	\$40.44	\$84,115.20
11	\$30.87	\$64,209.60	\$37.05	\$77,064.00	\$43.22	\$89,897.60
12	\$32.87	\$68,369.60	\$39.44	\$82,035.20	\$46.01	\$95,700.80
13	\$34.86	\$72,508.80	\$41.83	\$87,006.40	\$48.80	\$101,504.00
14	\$36.85	\$76,648.00	\$44.22	\$91,977.60	\$51.59	\$107,307.20
15	\$38.84	\$80,787.20	\$46.61	\$96,948.80	\$54.38	\$113,110.40
16	\$40.84	\$84,947.20	\$49.00	\$101,920.00	\$57.17	\$118,913.60
17	\$42.83	\$89,086.40	\$51.39	\$106,891.20	\$59.96	\$124,716.80
18	\$44.82	\$93,225.60	\$53.78	\$111,862.40	\$62.75	\$130,520.00
19	\$46.81	\$97,364.80	\$56.17	\$116,833.60	\$65.54	\$136,323.20
20	\$49.94	\$103,875.20	\$59.94	\$124,675.20	\$69.94	\$145,475.20
21	\$53.28	\$110,822.40	\$63.99	\$133,099.20	\$74.67	\$155,313.60
22	\$56.87	\$118,289.60	\$68.33	\$142,126.40	\$79.75	\$165,880.00
23	\$60.70	\$126,256.00	\$73.00	\$151,840.00	\$85.20	\$177,216.00
24	\$64.80	\$134,784.00	\$78.02	\$162,281.60	\$91.06	\$189,404.80
25	\$69.30	\$144,144.00	\$83.41	\$173,492.80	\$97.36	\$202,508.80