

County Council of Cuyahoga County, Ohio

Resolution No. R2019-0279

Sponsored by: **County Executive Budish/Department of Human Resources**

A Resolution authorizing and ratifying the structure for payment of compensation to County employees whose base salaries exceed the maximum for the applicable salary ranges for their respective positions, and declaring the necessity that this Resolution become immediately effective.

WHEREAS, the County Executive implemented a general wage increase effective January 2019, while the 2019 non-bargaining salary ranges were approved in March 2019 with no increase to those ranges, with the result that the base salaries of employees who were near or at the top of their range exceeded the maximum for the applicable salary ranges for their respective positions once the general increase was applied; and

WHEREAS, the 2019 non-bargaining salary ranges did not reflect an increase based on the Department of Human Resource's recommendation to the Personnel Review Commission that, as a best compensation practice, salary ranges should not move at the same rate as the general wage increase.

WHEREAS, the County Executive/Department of Human Resources has recommended a one-time compensation structure for the impacted employees whose salaries exceed the maximum for the applicable salary ranges for their respective positions; and

WHEREAS, it is necessary that this Resolution 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 entity.

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

SECTION 1. That the Cuyahoga County Council hereby authorizes and ratifies the following compensation structure for payment of compensation to impacted County employees whose base salaries exceed the maximum for the applicable salary ranges for their respective positions:

- (1) for 2019, allow the base salaries of the impacted employee salaries to exceed the maximum for their salary ranges as a result of the January 2019 general wage increase, with compensation paid in 2019 prior to the adoption

of this Resolution authorized and ratified as if the same were duly authorized at the time of their occurrence; and

- (2) for 2020, following both a planned 2020 general wage increase and a planned increase to the 2020 non-bargaining salary ranges, allow the base salaries of the impacted employee salaries to reach the maximum for their applicable salary ranges, and pay the remainder of the general wage increase as a lump-sum payment.

SECTION 2. It is necessary that this Resolution 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 Resolution 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 Resolution 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. Brown, seconded by Mr. Miller, the foregoing Resolution was duly adopted.

Yeas: Stephens, Simon, Baker, Miller, Tuma, Gallagher, Schron, Conwell, Jones, Brown and Brady

Nays: None


County Council President

12/12/2019
Date


County Executive

12-16-19
Date


Clerk of Council

12/10/2019
Date

First Reading/Referred to Committee: November 26, 2019
Committee(s) Assigned: Human Resources, Appointments & Equity

Legislation Substituted on the Floor: December 10, 2019

Journal CC036
December 10, 2019