

# County Council of Cuyahoga County, Ohio

## Resolution No. R2022-0105

Sponsored by: <b>Councilmember Baker on behalf of Cuyahoga County Personnel Review Commission</b>	<b>A Resolution</b> adopting various changes to the Cuyahoga County Non-Bargaining Classification Plan and declaring the necessity that this Resolution become immediately effective.
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WHEREAS, Section 9.03 of the Charter of Cuyahoga County states that the Cuyahoga County Personnel Review Commission shall administer a clear, countywide classification and salary administration system for technical, specialist, administrative and clerical functions with a limited number of broad pay ranges within each classification; and

WHEREAS, the Personnel Review Commission submitted several proposed changes to the Cuyahoga County Non-Bargaining Classification Plan; and

WHEREAS, the Personnel Review Commission considered this matter and has undergone significant review, evaluation and modification of such submitted changes to the Cuyahoga County Non-Bargaining Classification Plan; and

WHEREAS, on April 6, 2022 the Personnel Review Commission met and recommended the classification changes (attached hereto as Exhibits A through C) and recommended to County Council the formal adoption and implementation of the attached changes; 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 adopts the following changes to the Cuyahoga County Non-Bargaining Classification Plan:

Modifications of the following Classifications: (See attached Classification Specifications)

Proposed Revised Classifications:

Exhibit A: Class Title: *Compensation Analyst*

Class Number: 14121

Pay Grade: 13A/Exempt (No change)

\* PRC routine maintenance. Classification last revised in 2017.

Updates were made to classification function, distinguishing characteristics, essential job functions, and general formatting and language. A technology requirement section was added. No change to pay grade or FLSA status.

Exhibit B: Class Title: *Manager, Training (Manager, Training-HHS)*

Class Number: 14054

Pay Grade: 15A/Exempt

\* PRC routine maintenance. Classification last revised in 2014.

The position is no longer a Human Resources position. Essential tasks were changed to reflect managing the North Central Ohio Regional Training Center for Social Worker, Foster Parent training, and HHS employees. As a result, planning factors were increased. Pay grade changed from 14A to 15A

Proposed Deleted Classification:

Exhibit C: Class Title: *Business Analytics and Project Management Specialist*

Class Number: 14131

Pay Grade: 12A/Exempt

\* The department director at the time (2017) requested this classification be created but never filled it. The current director does not have any plans to fill this position.

**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. Baker, seconded by Mr. Schron, the foregoing Resolution was duly adopted.

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

Nays: None

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County Council President

\_\_\_\_\_  
Date

\_\_\_\_\_  
County Executive

\_\_\_\_\_  
Date

\_\_\_\_\_  
Clerk of Council

\_\_\_\_\_  
Date

First Reading/Referred to Committee: April 26, 2022

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

Committee Report/Second Reading: May 10, 2022

Journal CC046

May 24, 2022