

County Council of Cuyahoga County, Ohio

Ordinance No. O2017-0007

Sponsored by: Councilmembers Brady, Jones, Brown, Simon, Miller, Tuma, Gallagher, Baker, Hairston, Conwell and Schron	An Ordinance amending Section 302.01 of the Cuyahoga County Code and amending the Cuyahoga County Human Resources Personnel Policies and Procedures Manual to repeal Paragraph 1.03, “Disclaimer/Reservation of Rights”; 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, disability, age or ancestry; and,

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

WHEREAS, on June 28, 2011 County Council extended the effective period for the Policy Manual for a period not-to-exceed December 31, 2011 (Ordinance No. O2011-0028); and,

WHEREAS, January 24, 2012 County Council adopted the amended version of the County’s Human Resources Personnel Policies and Procedures Manual (Ordinance No. O2011-0061); and,

WHEREAS, on June 11, 2013 County Council adopted a further amended version of the County’s Human Resources Personnel Policies and Procedures Manual (Ordinance No. O2013-0003); 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 entity.

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

SECTION 1. Section 302.01 of the Cuyahoga County Code is hereby amended to read as follows (additions are bolded and underlined, deletions are stricken):

Section 302.01 Adoption of Revised Human Resources Personnel Policies and Procedures Manual

Cuyahoga County Council hereby adopts ~~the amended version of the~~ Cuyahoga County's Human Resources Personnel Policies and Procedures Manual, **as revised**, as effective for all County employees, ~~and~~**which** shall remain in force and effect **until amended or repealed by Council. The Human Resources Personnel Policies and Procedures Manual** ~~and~~ shall be followed by **the Department of Human Resources, Charter Appointing Authorities, and all** County employees under the authority of the County Council and the County Executive. The Department of Human Resources shall disseminate the amended manual to all employees subject to the manual in accordance with the Department's usual method of dissemination.

SECTION 2. Council hereby amends the Cuyahoga County Human Resources Personnel Policies and Procedures Manual to strike and repeal Paragraph 1.03 "Disclaimer/Reservation of Rights" within "Section 1: INTRODUCTION/GENERAL INFORMATION."

SECTION 3. It is necessary that this Ordinance become immediately effective for the usual daily operation of the County and the 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 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 _____, seconded by _____, the foregoing Ordinance was duly enacted.

Yeas:

Nays:

