

County Council of Cuyahoga County, Ohio

Ordinance No. O2023-0002

Sponsored by: Councilmember Sweeney	An Ordinance providing for adoption of modifications of Cuyahoga County Non-Bargaining Salary Schedule A to ensure all classified employees, who received a salary increase less than 6.44% with the adoption of Ordinance No. O2022-0010, receive a 6.44% salary increase; 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 “[t]he 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, Chapter 9 of the County’s Employee Handbook states that “[t]he 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, in 1994 the County adopted classification and compensation systems for classified non-bargaining unit employees to ensure a systematic approach to equitable compensation for positions with similar duties, responsibilities and minimum qualifications; and

WHEREAS, the County Executive recommended, and the Council approved, a new Non-Bargaining Salary Schedule B, which includes pay grades for the County’s Information Technology classifications, on December 7, 2021; and

WHEREAS, the County Executive recommended, and the Council approved Ordinance No. O2022-0010 to modify Non-Bargaining Salary Schedule A, which includes pay grades for all other County classifications outside of Information Technology, on November 22, 2022; and

WHEREAS, on average employees within Non-Bargaining Salary Schedule A received a 6.44% increase based on the modified pay grades approved on November 22, 2022; and

WHEREAS, approximately 42 employees in 7 pay grades received an increase less than 6.44% because they were at the maximum pay rate of the modified Non-Bargaining Salary Schedule A when Ordinance No. O2022-0010 was enacted; and

WHEREAS, the County Council desires to ensure all the County employees on the Non-Bargaining Salary Schedule A receive at least a 6.44% increase; 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 RESOLVED BY THE COUNTY COUNCIL OF CUYAHOGA COUNTY, OHIO:

SECTION 1. That the Cuyahoga County Council hereby adopts the new Non-Bargaining Salary Schedule A (attached hereto as Exhibit A).

SECTION 2. Any specific appropriation necessary to effectuate the revisions to Salary Schedule A, as more particularly described herein and on Exhibit A, is hereby approved and the Director of the Office of Budget and Management is authorized to submit the requisite documentation to financial reporting to journalize the appropriation. The appropriation shall include retroactive compensation for those employees in Non-Bargaining Salary Schedule A who received less than a 6.44% increase with the adoption of Ordinance No. O2022-0010 on November 22, 2022 to reflect the difference between the Non-Bargaining Salary Schedule A adopted in Ordinance No. O2022-0010 and the Non-Bargaining Salary Schedule A adopted in this Ordinance.

SECTION 4. 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 5. 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

