

# County Council of Cuyahoga County, Ohio

## Ordinance No. O2023-0006

Sponsored by: <b>Councilmember Sweeney</b>	<b>An Uncodified Ordinance</b> authorizing the County Executive to provide a one-time bonus to certain non-bargaining classified County employees to ensure they receive the entire amount equal to the 6.44% average increase that other non-bargaining classified and unclassified employees received in 2022; and declaring the necessity that this uncodified 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 a modified 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 the Non-Bargaining Salary Schedule A employees received an average of 6.44% salary increase based on the modified pay grades approved on November 22, 2022; and

**WHEREAS**, there were approximately 42 employees over 7 pay grades who received less than a 6.44% increase because those employees were at the maximum pay rate of the modified Non-Bargaining Salary Schedule A approved on November 22, 2022; and

**WHEREAS**, the County Council desires to ensure all the County employees on the Non-Bargaining Salary Schedule A receive an amount equal to the 6.44% increase, and believes a one-time bonus is the most effective and efficient way to provide this; and

**WHEREAS**, it is necessary that this uncodified 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.** That, any provision of the County’s Human Resources Personnel Policies and Procedures Manual (“Employee Handbook”) or any codified or uncodified ordinance to the contrary notwithstanding, this Council hereby authorizes the County Executive or the Executive’s designee to provide a one-time bonus to certain non-bargaining classified County employees to ensure they receive the entire amount equal to the 6.44% average amount that other non-bargaining classified and unclassified employees received in 2022. Said bonus shall be paid to each eligible current employee, which is approximately 42 employees, on or before June 30, 2023.

**SECTION 2.** Any specific appropriation necessary to effectuate these one-time bonuses 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.

**SECTION 3.** It is necessary that this uncodified Ordinance become immediately effective for the usual daily operation of the County and the reasons set forth in the preamble.

**SECTION 4.** It is found and determined that all formal actions of this Council relating to the adoption of this uncodified 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 uncodified Ordinance was duly enacted.

Yeas:

Nays:

\_\_\_\_\_  
County Council President

\_\_\_\_\_  
Date

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

\_\_\_\_\_  
Date

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

\_\_\_\_\_  
Date

First Reading/Referred to Committee: March 14, 2023

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

Journal \_\_\_\_\_  
\_\_\_\_\_, 20\_\_\_\_