

RESOLUTION NO.: 2022-R43 (*Amended August 9, 2022*)
SPONSOR: MAYOR NEUGEBAUER
INTRODUCED: JULY 26, 2022 **ASSIGNED TO:** _____

A RESOLUTION AUTHORIZING THE CITY OF GREEN TO ENTER INTO AN AGREEMENT WITH CLEMANS NELSON & ASSOCIATES, INC TO PROVIDE SPECIALIZED CONSULTING SERVICES EVALUATING THE CITY OF GREEN COMPENSATION PLAN FOR ~~ALL NON-ELECTED, CERTAIN, SELECT~~ NON-BARGAINING EMPLOYEES AS ORIGINALLY DEVELOPED BY CLEMANS NELSON & ASSOCIATES, INC, AND DECLARING AN EMERGENCY.

WHEREAS, the City of Green non bargaining compensation plan was originally developed in the 1990's and has been periodically modified in accordance with legislation; and

WHEREAS, changes over time in the City organizational structure and the labor market necessitates a review of the components of the City Compensation Plan and an independent wage survey; and

WHEREAS, the City of Green recognizes the value of an experienced human resources consulting firm to evaluate and update the compensation structure, enabling the City to be competitive in talent acquisition and retention; and

WHEREAS, Clemans Nelson & Associates, Inc. has completed over fifty-five (55) compensation study projects for public sector clients in the past five (5) years and has outlined a methodology and timeline to provide these services to the City of Green; and

WHEREAS, the Administration is requesting second (2nd) reading passage on August 9, 2022 allowing Clemans Nelson & Associates, Inc to begin the lengthy process of reviewing the compensation plan structure for ~~certain, select~~ **all non-elected**, non-bargaining employees, analyze job evaluations, update and standardize job descriptions, conduct a wage survey, and assign pay grades.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF GREEN, COUNTY OF SUMMIT, AND STATE OF OHIO, THAT:

SECTION ONE:

Green City Council authorizes the Mayor to enter into an Agreement with Clemans Nelson & Associates, Inc., in the amount of Twenty Thousand Dollars (\$20,000.00) to provide specialized consulting services evaluating the City of Green Compensation Plan for ~~certain, select~~ **all non-elected**, non-bargaining employees, a copy of which is attached hereto as **Amended** Exhibit "A."

SECTION TWO:

Green City Council authorizes the Finance Director to make payment to Clemans Nelson & Associates, Inc for consulting services through the established purchase order process.

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SECTION THREE:

The City of Green finds and determines that all formal actions of this Council concerning and relating to the adoption of this Resolution were taken in open meetings of this Council and any deliberations of this Council and any of its committees that resulted in those formal actions were in meetings open to the public, in compliance with all legal requirements.

SECTION FOUR:

Green City Council declares this to be an emergency immediately necessary for the preservation of the public peace, health, safety, and welfare of the citizens of Green. Provided that this legislation receives the affirmative vote of three-fourths (3/4ths) of the members elected or appointed to Council, it shall take effect and be in force immediately upon its passage and approval by the Mayor; otherwise, it shall take effect and be in force at the earliest time allowed by law.

ADOPTED:

Nichole Messner, Clerk of Council

Dave France, Council President

Approved _____, 2022

Gerard M. Neugebauer, Mayor

ENACTED EFFECTIVE: _____, 2022

ON ROLL CALL: Babbitt _____ Brandenburg _____ DeVitis _____ France _____

Noble _____ Meager _____ Yeargin _____

Southside Leader publication on _____ and _____

Nichole Messner, Clerk of Council