

**RESOLUTION NO.:** 2020-R64  
**SPONSOR:** MAYOR NEUGEBAUER  
**INTRODUCED:** AUGUST 25, 2020 **ASSIGNED TO:** \_\_\_\_\_

**A RESOLUTION AUTHORIZING THE FUNDS TO ENABLE THE MAYOR TO GRANT SALARY ADJUSTMENTS TO CITY OF GREEN NON-BARGAINING EMPLOYEES, AND DECLARING AN EMERGENCY.**

WHEREAS, it is the desire of Green City Council to recognize the performance of City of Green employees who are not represented by an existing bargaining unit; and

WHEREAS, it is necessary to maintain pay rates that consider the impact of the labor market in line with sound compensation philosophy; and

WHEREAS, it is the intention of Green City Council to provide periodic increases to advance the non-bargaining employees within the established pay grade salary schedule; and

WHEREAS, Green City Council does not intend this legislation to be a general pay increase that would change pay grades within the established Compensation Plan, rather, it is the intention of Green City Council to advance employees within the pay grade schedule for the respective classifications in a manner that is directly related to performance and contribution to the successful and efficient operation of the City; and

WHEREAS, 43 IAFF bargaining employees received 2020 pay increases effective January 1, 2020; and 69 AFSCME employees received pay increases effective April 16, 2020 in accordance with negotiated union contracts; and

WHEREAS, non-union employees are a smaller population as a portion of total number of City employees; and

WHEREAS, the 2019 income tax return due date was moved from April 15, 2020 to July 15, 2020; and, the City wished to make an informed decision regarding revenue before recommending annual pay adjustments for non-bargaining employees; and

WHEREAS, the City wishes to avoid wage inequities when comparing bargaining wages to non-bargaining wages.

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

**SECTION ONE:**

City Council authorizes the Mayor to expend the sum of Sixty-Six Thousand Dollars (\$66,000.00) for the purpose of granting salary adjustments to the annual salary of non-bargaining employees of the City of Green for 2020 which may be paid retroactive from July 1, 2020.

**SECTION TWO:**

City Council authorizes additional appropriations to the affected line items of the budget, as computed and authorized by the Director of Finance, to accommodate the salary adjustments.

**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:**

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 ( $\frac{3}{4}$ ths) 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: \_\_\_\_\_

\_\_\_\_\_  
Molly Kapeluck, Clerk

\_\_\_\_\_  
Barbara Babbitt, Council President

APPROVED: \_\_\_\_\_, 2020

\_\_\_\_\_  
Gerard M. Neugebauer, Mayor

ENACTED EFFECTIVE: \_\_\_\_\_, 2020

ON ROLL CALL:    Babbitt                      Brandenburg                      DeVitis                      France  
                                 Shaughnessy                      Yeargin                      Young

Suburbanite publication on \_\_\_\_\_ and \_\_\_\_\_

\_\_\_\_\_  
Molly Kapeluck, Clerk