

RESOLUTION NO.: 2020-R59 (AMENDED SEPTEMBER 8, 2020)
SPONSOR: COUNCIL MEMBERS YEARGIN, BABBITT, DEVITIS,
AND SHAUGHNESSY
INTRODUCED: AUGUST 11, 2020 ASSIGNED TO: _____

A RESOLUTION CREATING A COMMITTEE TO REVIEW POLICIES AND PROCEDURES, THROUGH A RACIAL AS WELL AS A GENERAL DIVERSITY AND INCLUSION LENS, RELATING TO THE HIRING OF AND WORKPLACE PROCEDURES FOR EMPLOYEES ~~OF BY~~ THE CITY OF GREEN AND THE APPOINTMENT OF INDIVIDUALS TO BOARDS AND COMMISSIONS; TO MAKE RECOMMENDATIONS TO THE MAYOR AND CITY COUNCIL; ~~AND, TO AUTHORIZE THE APPROPRIATION OF \$20,000.00 TO ENGAGE A CONSULTANT,~~ AND DECLARING AN EMERGENCY.

~~WHEREAS, the World Health Organization defines "public health" as "the art and science of preventing disease, prolonging life and promoting health through the organized efforts of society" and those efforts "aim to provide conditions under which people can... be healthy, improve their health and well-being, or prevent the deterioration of their health"; and~~

~~WHEREAS, research indicates that adverse childhood experiences are disproportionately experienced by black children when compared to white children thus having negative impacts on academic, behavioral, and physical health outcomes of black children; and~~

~~WHEREAS, the rate of poverty in Summit County for black residents is more than three times that of white residents, and the median income for white residents is over twice that of black residents; and~~

WHEREAS, Summit County Council declared on June 15, 2020 that Racism is a public health crisis in Summit County, Ohio that affects all members of our society both on a local level and nationwide and deserves action from all levels of government and civil society, and Green City Council endorses and approves that Resolution 2020-174; and

WHEREAS, recent events in society have affirmed the Green community's ongoing efforts to promote a city where all residents and employees, regardless of **differences**, ~~race~~, feel appreciated, understood, supported and included ~~for their differences~~ and have equal opportunity to be involved, connected, and to thrive; and

WHEREAS, the City of Green desires to employ ~~evidence-based~~ best practices to encourage diversity, inclusion, and equity in its work force and on City boards and commissions and to ensure that no group of people is subject to disadvantage in the hiring and/or appointment process; and

WHEREAS, Green City Council supports the establishment of a committee ~~to review and address these issues utilizing this process in conjunction with a consultant with expertise in the areas of diversity, equity, and inclusion,~~ to make recommendation to the Mayor and City Council.

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 establishes a committee to review the hiring practices and workplace procedures as well as the appointment process for city boards and commissions of the City of Green in order to prevent racial injustice and promote best practices that are inclusive and equitable for all people. The ~~Committee~~ committee may also review policies and practices relating to equitable compensation, training, development, succession and advancement of employees, and other human resource matters. The Committee membership shall include the City of Green Human Resource Manager, Council Chairperson for the Rules and Personnel Committee (who shall serve for a period of one year, even if their appointment as Chair expires during this time), and a nominee from the Green Residents for Diversity, Equity, and Inclusion Committee, who acting together, shall **recommend to City Council** select no more than seven additional Committee Members in an effort to reflect the diverse components of the community, including race, sex, age, sexual orientation, religion and other pertinent characteristics. **A member of the Green Civil Service Commission will be invited to serve as one of the seven additional members, all of which shall be confirmed by majority vote of City Council.** The Mayor shall not serve on the Committee but will receive monthly updates beginning no later than sixty (60) days after the Committee is formed and the Mayor will have the opportunity to contribute suggestions to the ~~Committee~~ committee as part of the monthly update. The Committee, who may choose to work in conjunction with a consultant ~~with an expertise in diversity, equity, and inclusion in the workplace~~ (described more fully in Section Two), shall present its final recommendations to the Mayor and City Council within one (1) year of the date this legislation is passed.

SECTION TWO:

~~Green City Council~~ **The Committee described in Section One may wish to hire a consultant** hereby ~~authorizes the appropriation of Twenty Thousand Dollars (\$20,000.00) from the General Fund (Account Number #100-1100-52410, Contracted Services) for the Mayor to hire a~~ consultant(s) or consultant firm(s) with an expertise in diversity, equity, and inclusion in hiring and workplace practice to assist the Committee, ~~described in Section One.~~ If the Committee determines that the consultant would be beneficial to its review, the consultant shall be chosen as follows: the Committee shall recommend three consultants or consultant firms to the Mayor, who shall present his selection of the preferred consultant(s) or firm(s) to Council for approval by resolution **for any expenditure that exceeds Ten Thousand Dollars (\$10,000.00)** pursuant to 210.08 of the City of Green Ordinances.

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 meeting of this Council and any deliberations of this City and any of its committees that resulted in those formal actions were in meetings open to the public, in compliance with all legal requirements.

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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 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: September 8, 2020

Molly Kapeluck
Molly Kapeluck, Clerk

Barbara Babbitt
Barbara Babbitt, Council President

APPROVED: Sept. 9, 2020

Gerard M. Neugebauer
Gerard M. Neugebauer, Mayor

ENACTED EFFECTIVE: September 9, 2020

ON ROLL CALL: Babbitt - Aye Brandenburg - Nay DeVitis - Aye France - Aye
Shaughnessy - Aye Yeargin - Aye Young - Aye Adopted 6-1

Suburbanite publication on Sept. 18 and Sept. 25, 2020

Molly Kapeluck
Molly Kapeluck, Clerk

09/08/2020 ~~08/06/2020~~ Approved as to form and content by Lisa Carey Dean, Director of Law [Signature]

