

Cuyahoga County



Personnel Review Commission

2026-2027 BUDGET

Personnel Review Commission Responsibilities

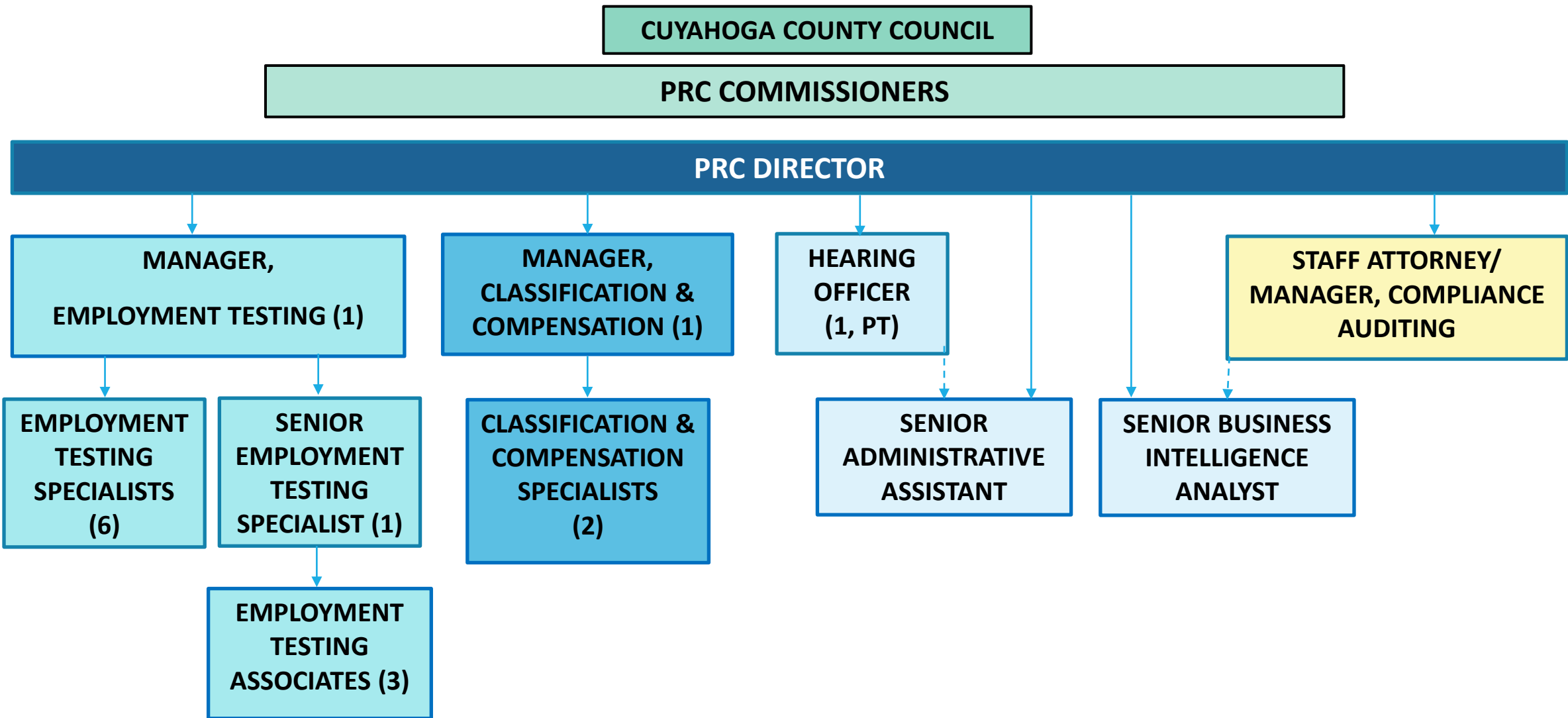
CIVIL SERVICE TESTING FOR CLASSIFIED
POSITIONS

ADMINISTRATION OF CLASSIFICATION AND
COMPENSATION SYSTEMS FOR CLASSIFIED,
NON-BARGAINING EMPLOYEES

HEAR AND RESOLVE APPEALS REGARDING
CERTAIN EMPLOYMENT ACTIONS TAKEN BY THE
COUNTY EXECUTIVE AND OTHER OFFICIALS

AUDITING, REPORTING AND MAKING
RECOMMENDATIONS REGARDING COMPLIANCE
WITH HR LAWS & CERTAIN HR PRACTICES

PERSONNEL REVIEW COMMISSION ORGANIZATION CHART



PERSONNEL REVIEW COMMISSION BUDGET

2025 APPROVED & FORECAST, 2026-2027 PRC REQUESTED & EXECUTIVE'S PROPOSED

	2025		2026	2026	2027	2027
	APPROVED	FORECAST	PRC REQUEST	EXEC. PROPOSED	PRC REQUEST	EXEC. PROPOSED
PERSONNEL	\$ 2,283,453	\$ 2,191,315	\$ 2,249,728	\$ 2,201,608	\$ 2,321,725	\$ 2,254,035
OTHER	\$ 343,856	\$ 329,175	\$ 319,211	\$ 319,211	\$ 319,211	\$ 319,211
	\$ 2,627,309	\$ 2,520,490	\$ 2,568,939	\$ 2,520,819	\$ 2,640,936	\$ 2,573,246

Variables affecting PRC's 2026 budget

Retirement may impact the budget – internal promotion could have 'trickle-down' effect on personnel costs

Reviewing Staff Attorney/Manager of Compliance Auditing position – may separate roles

Hearing Officer costs can vary widely depending on issue of appeal

Potential move of the agency could impact lease

PRC's Compliance Auditing responsibility

County Charter 9.02

Audit, review, report, make recommendations on...

- County compliance with federal/state/local laws pertaining to personnel matters
- HR programs/practices
 - Pay equity for like positions
 - Standardization of benefits
 - Approval of qualifications
 - Training of managers & employees
 - Consistent administration of discipline
 - Consistent administration of performance management program



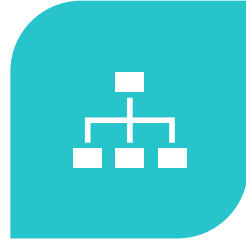
PRC auditing
should be a key
component of the
County's
risk management
efforts.

DIA 2023 HR Audit Report:

Lack of PRC's adequate
compliance auditing...can
increase risk of financial
loss and damage County
reputation, its ability to
recruit/retain employees,
and meet DEI objectives.



LIMITS THE
AMOUNT OF
WORK THAT
CAN BE
DONE



USING
INTERMITTENT
SUPPORT
STAFF IS
INEFFICIENT



INHIBITS
BENCH
STRENGTH TO
DO THE
WORK

1 FTE is
insufficient

Comparing the 'oversight' agencies

**INTERNAL
AUDIT**

6 FTEs

**~\$618,000 in
salaries**

**INSPECTOR
GENERAL**

9 FTEs

**~\$917,000 in
salaries**

PRC

1 FTE

**~\$106,000 in
salaries**

QUESTIONS?

Thank you!