



AGENDA
CUYAHOGA COUNTY HUMAN RESOURCES, APPOINTMENTS & EQUITY
COMMITTEE MEETING
TUESDAY, NOVEMBER 15, 2022
CUYAHOGA COUNTY ADMINISTRATIVE HEADQUARTERS
C. ELLEN CONNALLY COUNCIL CHAMBERS – 4TH FLOOR
10:00 AM

- 1. CALL TO ORDER**
- 2. ROLL CALL**
- 3. PUBLIC COMMENT**
- 4. APPROVAL OF MINUTES FROM THE NOVEMBER 1, 2022 MEETING [See Page 3]**
- 5. MATTERS REFERRED TO COMMITTEE**
 - a) R2022-0408: A Resolution authorizing an amendment to Contract No. 2248 with MedMutual Life Insurance Company for group life, voluntary life and accidental death insurance for County employees for the period 1/1/2022 – 12/31/2022 to extend the time period to 12/31/2023 and for additional funds in the amount not-to-exceed \$1,871,168.00; and declaring the necessity that this Resolution become immediately effective. [See Page 5]
 - b) R2022-0409: A Resolution making an award on RQ9686 to Vision Service Plan in the amount not-to-exceed \$1,500,000.00 for vision insurance for County employees and their eligible dependents for the period 1/1/2023 – 12/31/2025; and declaring the necessity that this Resolution become immediately effective. [See Page 7]
 - c) R2022-0410: A Resolution making an award on RQ9659 to Delta Dental Plan of Ohio, Inc. in the amount not-to-exceed \$9,000,000.00 for dental insurance for County employees and their eligible dependents for the

period 1/1/2023 – 12/31/2025; and declaring the necessity that this Resolution become immediately effective. [See Page 9]

- d) Q2022-0010: An Ordinance providing for adoption of modifications of Cuyahoga County Non-Bargaining Salary Schedule A and authorizing various salary changes for unclassified employees; and declaring the necessity that this Ordinance become immediately effective. [See Page 11]

6. MISCELLANEOUS BUSINESS

7. ADJOURNMENT

**Complimentary parking for the public is available in the attached garage at 900 Prospect. A skywalk extends from the garage to provide additional entry to the Council Chambers from the 5th floor parking level of the garage. Please see the Clerk to obtain a complimentary parking pass.*

***Council Chambers is equipped with a hearing assistance system. If needed, please see the Clerk to obtain a receiver.*



MINUTES
CUYAHOGA COUNTY HUMAN RESOURCES, APPOINTMENTS & EQUITY
COMMITTEE MEETING
TUESDAY, NOVEMBER 1, 2022
CUYAHOGA COUNTY ADMINISTRATIVE HEADQUARTERS
C. ELLEN CONNALLY COUNCIL CHAMBERS – 4TH FLOOR
10:00 AM

1. CALL TO ORDER

Chairwoman Baker called the meeting to order at 10:07 a.m.

2. ROLL CALL

Ms. Baker asked Assistant Deputy Clerk Georgakopoulos to call the roll. Committee members Baker, Gallagher, Miller and Sweeney were in attendance and a quorum was determined. Committee member Conwell joined the meeting shortly after the roll call was taken.

3. PUBLIC COMMENT

There were no public comments given.

4. APPROVAL OF MINUTES FROM THE OCTOBER 18, 2022 MEETING

A motion was made by Mr. Miller, seconded by Mr. Gallagher and approved by unanimous vote to approve the minutes from the October 18, 2022 meeting.

5. MATTERS REFERRED TO COMMITTEE

- a) R2022-0376: A Resolution adopting various changes to the Cuyahoga County Non-Bargaining Classification Plan; and declaring the necessity that this Resolution become immediately effective.

Mr. Albert Bouchahine, Manager of Classification and Compensation for the Personnel Review Commission, addressed the Committee regarding Resolution No. R2022-0376. Discussion ensued.

Committee members asked questions of Mr. Bouchahine, pertaining to the item, which he answered accordingly.

On a motion by Mr. Gallagher with a second by Ms. Conwell, Resolution No. R2022-0376 was considered and approved by unanimous vote to be referred to the full Council agenda with a recommendation for passage under second reading suspension of the rules.

- b) R2022-0377: A Resolution adopting various changes to the Cuyahoga County Non-Bargaining Classification Plan for Sheriff's Department; and declaring the necessity that this Resolution become immediately effective.

Mr. Albert Bouchahine, Manager of Classification and Compensation for the Personnel Review Commission; Mr. Steven Hammett, Interim Sheriff; Ms. Sarah Nemastil, Administrator of Human Resources for the Sheriff's Department; and Ms. Sheba Marshall, Interim Chief Human Resources Officer for the Department of Human Resources, addressed the Committee regarding Resolution No. R2022-0377. Discussion ensued.

Committee members asked questions of Mr. Bouchahine, Sheriff Hammett, Ms. Nemastil and Ms. Marshall pertaining to the item, which they answered accordingly.

On a motion by Mr. Sweeney with a second by Ms. Conwell, Resolution No. R2022-0377 was considered and approved by unanimous vote to be referred to the full Council agenda with a recommendation for passage under second reading suspension of the rules.

6. MISCELLANEOUS BUSINESS

There was no miscellaneous business.

7. ADJOURNMENT

With no further business to discuss, Chairwoman Baker adjourned the meeting at 10:32 a.m., without objection.

County Council of Cuyahoga County, Ohio

Resolution No. R2022-0408

<p>Sponsored by: County Executive Budish/Department of Human Resources</p>	<p>A Resolution authorizing an amendment to Contract No. 2248 with MedMutual Life Insurance Company for group life, voluntary life and accidental death insurance for the County Employees for the period 1/1/2022 – 12/31/2022 to extend the time period to 12/31/2023 and for additional funds in the amount not-to-exceed \$1,871,168.00; authorizing the County Executive to execute the amendment and all other documents consistent with this Resolution, and declaring the necessity that this Resolution become immediately effective.</p>
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WHEREAS, the County Executive/Department of Human Resources recommends an amendment to Contract No. 2248 with MedMutual Life Insurance Company for group life, voluntary life and accidental death insurance for the County Employees for the period 1/1/2022 – 12/31/2022 to extend the time period to 12/31/2023 and for additional funds in the amount not-to-exceed \$1,871,168.00; and

WHEREAS, the primary goal of this amendment is to continue to provide group life, voluntary life, and accidental death insurance for County employees; and

WHEREAS, the project is 100% funded by the Hospitalization Regular Insurance Fund; and

WHEREAS, it is necessary that this Resolution 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 RESOLVED BY THE COUNTY COUNCIL OF CUYAHOGA COUNTY, OHIO:

SECTION 1. That the Cuyahoga County Council hereby authorizes an amendment to Contract No. 2248 with MedMutual Life Insurance Company for group life, voluntary life and accidental death insurance for the County Employees for the period 1/1/2022 – 12/31/2022 to extend the time period to 12/31/2023 and for additional funds in the amount not-to-exceed \$1,871,168.00.

SECTION 2. That the County Executive is authorized to execute the amendment to Contract No. 248 and all documents consistent with this Resolution.

County Council of Cuyahoga County, Ohio

Resolution No. R2022-0409

Sponsored by: County Executive Budish/Department of Human Resources	A Resolution making an award on RQ9686 to Vision Service Plan in the amount not-to-exceed \$1,500,000.00 for vision insurance for County employees and their eligible dependents for the period 1/1/2023 – 12/31/2025; authorizing the County Executive to execute Contract No. 2835 and all other documents consistent with said award and this Resolution; and declaring the necessity that this Resolution become immediately effective.
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WHEREAS, the County Executive/Department of Human Resources recommends an award on RQ9686 to Vision Service Plan in the amount not-to-exceed \$1,500,000.00 for vision insurance for County employees and their eligible dependents for the period 1/1/2023 – 12/31/2025; and

WHEREAS, the primary goal of this project is to provide vision insurance for County employees and their eligible dependents; and

WHEREAS, the project is 100% funded by the Hospitalization Regular Insurance Fund; and

WHEREAS, it is necessary that this Resolution 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 RESOLVED BY THE COUNTY COUNCIL OF CUYAHOGA COUNTY, OHIO:

SECTION 1. That the Cuyahoga County Council hereby makes an award on RQ9686 to Vision Service Plan in the amount not-to-exceed \$1,500,000.00 for vision insurance for County employees and their eligible dependents for the period 1/1/2023 – 12/31/2025.

SECTION 2. That the County Executive is authorized to execute Contract No. 2835 and all documents consistent with said award and this Resolution.

SECTION 3. It is necessary that this Resolution become immediately effective for the usual daily operation of the County; the preservation of public peace, health or safety in the County; and any additional reasons set forth in the preamble. Provided that this Resolution receives the affirmative vote of at least eight members of Council,

County Council of Cuyahoga County, Ohio

Resolution No. R2022-0410

Sponsored by: County Executive Budish/Department of Human Resources	A Resolution making an award on RQ9659 to Delta Dental Plan of Ohio, Inc. in the amount not-to-exceed \$9,000,000.00 for dental insurance for County employees and their eligible dependents for the period 1/1/2023 – 12/31/2025; authorizing the County Executive to execute Contract No. 2836 and all other documents consistent with said award and this Resolution; and declaring the necessity that this Resolution become immediately effective.
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WHEREAS, the County Executive/Department of Human Resources recommends an award on RQ9659 to Delta Dental Plan of Ohio, Inc. in the amount not-to-exceed \$9,000,000.00 for dental insurance for County employees and their eligible dependents for the period 1/1/2023 – 12/31/2025; and

WHEREAS, the primary goal of this project is to provide dental insurance for County employees and their eligible dependents; and

WHEREAS, the project is 100% funded by the Hospitalization Regular Insurance Fund; and

WHEREAS, it is necessary that this Resolution 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 RESOLVED BY THE COUNTY COUNCIL OF CUYAHOGA COUNTY, OHIO:

SECTION 1. That the Cuyahoga County Council hereby makes an award on RQ9659 to Delta Dental Plan of Ohio, Inc. in the amount not-to-exceed \$9,000,000.00 for dental insurance for County employees and their eligible dependents for the period 1/1/2023 – 12/31/2025.

SECTION 2. That the County Executive is authorized to execute Contract No. 2836 and all documents consistent with said award and this Resolution.

SECTION 3. It is necessary that this Resolution become immediately effective for the usual daily operation of the County; the preservation of public peace, health or safety in the County; and any additional reasons set forth in the preamble. Provided that this Resolution receives the affirmative vote of at least eight members of Council,

County Council of Cuyahoga County, Ohio

Ordinance No. O2022-0010

Sponsored by: Council President Jones and County Executive Budish on behalf of the Cuyahoga County Personnel Review Commission and the Department of Human Resources	An Ordinance providing for adoption of modifications of Cuyahoga County Non-Bargaining Salary Schedule A and authorizing various salary changes for unclassified employees; and declaring the necessity that this 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, Section 9.03 of the Charter of Cuyahoga County states that the Cuyahoga County Personnel Review Commission shall administer a clear, countywide classification and salary administration system for technical, specialist, administrative and clerical functions with a limited number of broad pay ranges within each classification; 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 these systems have not been re-examined since 2005; 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 pay grades included in the County’s Non-Bargaining Salary Schedule A governs pay for all the County’s classified employees except for employees in the County’s Department of Information Technology; and

WHEREAS, in response to recruitment and retention challenges the County has faced, the Personnel Review Commission and the County's Human Resources Department collaborated to engage The Archer Company to conduct a 2022 market study for the purpose of evaluating the market relevance of pay rates for Salary Schedule A; and

WHEREAS, The Archer Company concluded that the County should now adopt a new Non-Bargaining Salary Schedule A to be more closely aligned with the labor market; and

WHEREAS, on October 5, 2022, the Personnel Review Commission met and recommended the Salary Schedule A changes attached hereto as Exhibit A, and recommended to County Council the formal adoption and implementation of the attached changes; and

WHEREAS, at the recommendation of the County Executive, the Council recently approved significant bargaining unit hourly rate increases in the Sheriff's Department and Department of Health and Human Services; and

WHEREAS, due to the recent increases of hourly rates for several bargaining units and the classified non-bargaining Salary Schedules, compression adjustments are necessary to maintain internal pay equity for Schedule A non-bargaining classified and unclassified employees who did not receive a market-rate salary adjustment in 2022; and

WHEREAS, it is necessary that this 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 RESOLVED BY THE COUNTY COUNCIL OF CUYAHOGA COUNTY, OHIO:

SECTION 1. That the Cuyahoga County Council hereby adopts the new Non-Bargaining Salary Schedule A (attached hereto as Exhibit A).

SECTION 2. Any specific appropriation necessary to effectuate the revisions to Salary Schedule A, as more particularly described herein and on Exhibit A, 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; provided that employees will be assigned to the same relative position within the pay grade of the new Salary Schedule A as they are assigned in the current Salary Schedule A or will receive a 6.44% salary increase, whichever is greater, not to exceed the maximum of the pay grade in the new Salary Schedule A.

SECTION 3. Any specific appropriation necessary to effectuate a 6.44% salary increase for unclassified employees of the Executive agencies, County Council, Board of Elections, Board of Revision, Agency of Inspector General, Department of

Internal Auditing, Law Library, Personnel Review Commission, Planning Commission, and the Soldiers and Sailors Monument 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 4. It is necessary that this Ordinance become immediately effective for the usual daily operation of the County; the preservation of public peace, health, or safety in the County; and any additional reasons set forth in the preamble. Provided that this Ordinance receives the affirmative vote of at least eight members of Council, it shall take effect and be in force immediately upon the earliest occurrence of any of the following: (1) its approval by the County Executive through signature, (2) the expiration of the time during which it may be disapproved by the County Executive under Section 3.10(6) of the Cuyahoga County Charter, or (3) its passage by at least eight members of Council after disapproval pursuant to Section 3.10(7) of the Cuyahoga County Charter. Otherwise, it shall take effect and be in force from and after the earliest period allowed by law.

SECTION 5. It is found and determined that all formal actions of this Council relating to the adoption of this 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 Ordinance was duly enacted.

Yeas:

Nays:

County Council President

Date

County Executive

Date

Clerk of Council

Date

First Reading/Referred to Committee: November 9, 2022
Committee(s) Assigned: Human Resources, Appointments & Equity

Journal _____
_____, 20__

Cuyahoga County
Proposed Salary Schedule A -2022 Salary Survey
Effective x/xx/xxxx

Pay Grade	Hourly Minimum	Annual Minimum	Hourly Midpoint	Annual Midpoint	Hourly Maximum	Annual Maximum
1	\$14.90	\$30,992.00	\$17.88	\$37,190.40	\$20.85	\$43,368.00
2	\$16.34	\$33,987.20	\$19.61	\$40,788.80	\$22.88	\$47,590.40
3	\$17.79	\$37,003.20	\$21.34	\$44,387.20	\$24.90	\$51,792.00
4	\$19.23	\$39,998.40	\$23.08	\$48,006.40	\$26.93	\$56,014.40
5	\$20.68	\$43,014.40	\$24.81	\$51,604.80	\$28.95	\$60,216.00
6	\$22.12	\$46,009.60	\$26.55	\$55,224.00	\$30.97	\$64,417.60
7	\$23.57	\$49,025.60	\$28.28	\$58,822.40	\$33.00	\$68,640.00
8	\$25.01	\$52,020.80	\$30.02	\$62,441.60	\$35.02	\$72,841.60
9	\$26.46	\$55,036.80	\$31.75	\$66,040.00	\$37.04	\$77,043.20
10	\$27.91	\$58,052.80	\$33.49	\$69,659.20	\$39.07	\$81,265.60
11	\$29.35	\$61,048.00	\$35.22	\$73,257.60	\$41.09	\$85,467.20
12	\$30.80	\$64,064.00	\$36.96	\$76,876.80	\$43.12	\$89,689.60
13	\$32.24	\$67,059.20	\$38.69	\$80,475.20	\$45.14	\$93,891.20
14	\$33.69	\$70,075.20	\$40.43	\$84,094.40	\$47.16	\$98,092.80
15	\$35.86	\$74,588.80	\$43.03	\$89,502.40	\$50.20	\$104,416.00
16	\$38.75	\$80,600.00	\$46.50	\$96,720.00	\$54.25	\$112,840.00
17	\$41.64	\$86,611.20	\$49.97	\$103,937.60	\$58.29	\$121,243.20
18	\$44.53	\$92,622.40	\$53.44	\$111,155.20	\$62.34	\$129,667.20
19	\$47.42	\$98,633.60	\$56.90	\$118,352.00	\$66.39	\$138,091.20
20	\$50.31	\$104,644.80	\$60.37	\$125,569.60	\$70.44	\$146,515.20
21	\$53.20	\$110,656.00	\$63.84	\$132,787.20	\$74.48	\$154,918.40
22	\$56.09	\$116,667.20	\$67.31	\$140,004.80	\$78.53	\$163,342.40
23	\$58.98	\$122,678.40	\$70.78	\$147,222.40	\$82.58	\$171,766.40
24	\$61.88	\$128,710.40	\$74.25	\$154,440.00	\$86.63	\$180,190.40
25	\$64.77	\$134,721.60	\$77.72	\$161,657.60	\$90.67	\$188,593.60
26	\$67.65	\$140,712.00	\$81.19	\$168,875.20	\$94.72	\$197,017.60
27	\$70.55	\$146,744.00	\$84.66	\$176,092.80	\$98.77	\$205,441.60
28	\$73.44	\$152,755.20	\$88.13	\$183,310.40	\$102.82	\$213,865.60
29	\$76.33	\$158,766.40	\$91.60	\$190,528.00	\$106.86	\$222,268.80
30	\$79.22	\$164,777.60	\$95.07	\$197,745.60	\$110.91	\$230,692.80





