



Committee of the Whole Meeting

Tuesday, December 5, 2023 at 7:00 pm

1. Call to Order
2. Roll Call
3. Comments related to agenda items.
4. Finance Discussion
5. Legislation
 - a. An Ordinance authorizing the Mayor to provide non-union employees with an equity adjustment to their compensation retroactive to January 1, 2023, pursuant to the recommendation of Your Partner in HR for the reasons stated below, and declaring an emergency.

Attachments:

- **Ordinance 2023-7 Equity Adjustment** (non-union_employee_equity_adj_ord.DOCX)

6. Other Business
7. Adjournment

VILLAGE OF WALTON HILLS, OHIO

ORDINANCE NO. 2023-7

INTRODUCED BY COUNCILPERSON

AN ORDINANCE AUTHORIZING THE MAYOR TO PROVIDE NON-UNION EMPLOYEES WITH AN EQUITY ADJUSTMENT TO THEIR COMPENSATION RETROACTIVE JANUARY 1, 2023, PURSUANT TO THE RECOMMENDATION OF YOUR PARTNER IN HR FOR THE REASONS STATED BELOW, AND DECLARING AN EMERGENCY.

WHEREAS, the Mayor engaged Your Partner in HR to conduct a Compensation Project and Summary that recommended proposed increases based on the Project Summary considering averages in Northeast Ohio and in consideration of employee retention given the competitive nature in the market; and

WHEREAS, Council approved the recommendations of said study in Ordinance number 2023-5 which modified various provisions of Chapter 260 of the Village Codified Ordinances as part of the Village's periodic review of employment positions, wages and other compensation effective January 1, 2023; and

WHEREAS, the Mayor and Council wish to modify the non-union employees compensation to be competitive with other communities and to encourage employee retention.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE VILLAGE OF WALTON HILLS, STATE OF OHIO, THAT:

SECTION 1: That the Council for the Village hereby authorizes the Mayor to provide non-union employees with an equity adjustment as recommended by said study effective January 1, 2023 in the interest stated above and previously approved by Council in said ordinance.

SECTION 2: That the Fiscal Officer is hereby authorized to appropriate an amount not to exceed _____ in 2023 to pay said compensation and amend the 2023 budget accordingly.

SECTION 2: That all formal actions of Council relating to the adoption of this ordinance, and all deliberations of Council and any of its committees leading to such action, were in meetings open to the public as required by R.C. 121.22.

SECTION 3: That this Ordinance is hereby declared to be an emergency measure immediately necessary for the preservation of the public health, safety and welfare to expedite the changes; wherefore this Ordinance shall take effect and be in force upon receiving the affirmative

vote of two-thirds (2/3) of the Village Council and signature of the Mayor, otherwise, it shall take effect and be in force from and after the earliest period allowed by law.

DONALD P. KOLOGRAF, MAYOR

PASSED: _____, 2023

ATTEST: _____

NICKOL SELL, FISCAL
OFFICER