



**July 19<sup>th</sup>, 2021**

**Rebecca Kopcienski**

Director, Cuyahoga County Personnel Review Commission  
9830 Lorain Avenue  
Cleveland, Ohio 44102

The Department of Information Technology (DOIT) is requesting the Personnel Review Commissions concurrence and recommendation to Council for a one-time payout of Exchange Time lost to employees that have expended significant amounts of time beyond traditional work hours in order to implement new systems and sustain critical information technology operations.

The after-hours engagement of work by these employees was necessary and critical to maintaining information technology operations.

Due to the intense schedules of these activities the employees were unable to take their accumulated exchange time prior to its expiration. In fairness to the employees DOIT is requesting a onetime payment of straight time for these employees.

Attached is the draft Council Ordinance currently tentatively schedule for the August 3<sup>rd</sup>, 2021 Council meeting and the Exempt Straight Time Pay – Request Form approved by Human Resources and the Chief of Staff, Bill Mason.

Your assistance in expediting this matter would be greatly appreciated, especially by the employees concerned in this action.

Sincerely,

*Jack Rhyne*

DCIO, ERP Director  
Cuyahoga County  
216-698-4725 Office  
440-781-3866 Cell

# County Council of Cuyahoga County, Ohio

## Ordinance No. O2021-00??

Sponsored by: <b>County Executive Budish/Department of Information Technology</b>	<b>An Uncodified Ordinance</b> authorizing the County Executive to make a one-time conversion of exchange time into a straight-time payment for selected employees within the Department of Information Technology; and declaring the necessity that this uncodified Ordinance become immediately effective.
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WHEREAS, several employees within the Department of Information Technology have performed critical services in implementing Enterprise Resource Planning (“ERP”) software and other projects;

WHEREAS, the employees identified in the document attached to this ordinance and labeled as “Exhibit A” have expended significant amounts of time beyond traditional work hours in order to implement new systems and sustain critical information technology operations;

WHEREAS, the after-hours engagement of work by all employees identified in Exhibit A to this ordinance was necessary and critical to maintaining information technology operations;

WHEREAS, notwithstanding any provision to the contrary in the Cuyahoga County Employee Handbook, the employees identified in Exhibit A to this ordinance shall be entitled to a one-time conversion of their exchange time hours to a straight time payment.

**NOW, THEREFORE, BE IT ENACTED BY THE COUNTY COUNCIL OF CUYAHOGA COUNTY, OHIO:**

**SECTION 1.** That, any provision of the County’s Human Resources Personnel Policies and Procedures Manual (“Employee Handbook”) or any codified or uncodified ordinance to the contrary notwithstanding, this Council hereby authorizes the County Executive or the Executive’s designee to make a one-time conversion of exchange time into a straight-time payment for those employees within the Department of Information Technology identified on Exhibit A, in a total amount not to exceed \$34,605.30

**SECTION 2.** If any specific appropriation is necessary to effectuate this settlement, such appropriation is 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 3.** It is necessary that this uncodified Ordinance become immediately effective for the usual daily operation of the County and for the reasons set forth in the preamble.

**SECTION 4.** It is found and determined that all formal actions of this Council relating to the adoption of this uncodified 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 uncodified Ordinance was duly enacted.

Yeas:

Nays:

\_\_\_\_\_  
County Council President

\_\_\_\_\_  
Date

\_\_\_\_\_  
County Executive

\_\_\_\_\_  
Date

\_\_\_\_\_  
Clerk of Council

\_\_\_\_\_  
Date

**Exhibit A**

**to**

**County Council of Cuyahoga County, Ohio  
Ordinance No. O2021-00??**

The employees identified below have expended significant amounts of time beyond traditional work hours in order to implement new systems and sustain critical information technology operations.

The after-hours engagement of work by these employees was necessary and critical to maintaining information technology operations.

- CHRISTOPHER ALLEN SAUER
- CONNIE L GEDDIS
- DAVID JOSEPH DEGRANDIS
- DAVID M SCHODER
- ERIC PALIWODA
- JASON M KOSSMAN
- JASON PAUL FOWLER
- JEFFREY G SHOOK
- JEREMY ADAM MIO
- JONATHAN L PO
- JOSEPH JOHN ZYSEK II
- KARLA JOI MARCISZEWSKI
- RALPH HARDATH PERSRAM