



**To: Rebecca Kopcienski  
Director, Personnel Review Commission**

**From: Jesse S. Drucker  
Director of Human Resources**

**Date: August 3, 2021**

**Re: County Ordinance 02021-0012  
Providing Certain Benefits to Employees in the Classification  
of Corrections Officer Lieutenant**

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The above referenced ordinance concerning Corrections Officer Lieutenants is intended to address chronic vacancies in the classification by incentivizing qualified individuals to seek promotions to that classification.

In law enforcement, positions such as sergeant and lieutenant are typically filled through promotion and form a career ladder for the uniformed force. Therefore, it is important that the compensation scheme between sergeant and lieutenant “line up” so that the increase in responsibility is compensated with an appropriate increase in salary/benefits. At the County Sheriff’s Department Corrections Division, lieutenants are compensated under the general non-represented compensation plan and there is a 7% differential in base pay, sufficient to cover any salary compression.

However, there is a list of items that the Corrections sergeants receive, and the lieutenants do not, that creates de-facto compression. The majority of the items that comprise the compression and which, if added to the benefits provided to this classification, would line up this classification with subordinate ranks are:

- Roll Call Pay
- Calculation of Holiday Pay to Include Time and One-Half for Working Holidays
- Longevity Pay
- Uniform Allowance
- Annual Payment of Unused Vacation Time
- Aligning the Sick Leave Payout at Retirement with Subordinate Ranks
- Call-In Pay

We believe that the addition of these items will address the immediate issue of vacancies and add to the career ladder for correction officers.

We respectfully request that the Personnel Review Commission endorse this proposal.

# County Council of Cuyahoga County, Ohio

## Ordinance No. O2021-0012

<b>Sponsored by: County Executive Budish/County Sheriff/ Department of Human Resources</b>	<b>An Uncodified Ordinance</b> authorizing the County Executive, County Sheriff, and Director of Human Resources to provide certain benefits to employees in the classification of Corrections Officer Lieutenant within the Sheriff's Department; and declaring the necessity that this uncodified Ordinance become immediately effective.
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WHEREAS, in order to address chronic vacancies in the classification of Corrections Officer Lieutenant within the Sheriff's Department and to incentivize qualified individuals to seek promotions to that classification, the County Executive, County Sheriff, and Director of Human Resources recommend providing certain benefits to Corrections Officer Lieutenants; and

WHEREAS, it is necessary that this uncodified 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 ENACTED BY THE COUNTY COUNCIL OF CUYAHOGA COUNTY, OHIO:**

**SECTION 1.** That this Council hereby authorizes the County Executive, the County Sheriff, and the Director of Human Resources to provide the following additional benefits to employees in the classification of Corrections Officer Lieutenant within the Sheriff's Department:

- Roll Call Pay: Additional pay calculated at the employee's hourly rate multiplied by 0.25 hrs./day.
- Holiday Pay: When working on a County holiday, the employee's pay will be calculated at the employee's hourly rate multiplied by 1.5.
- Longevity: The employee will receive a bonus of \$400.00 upon completion of five years of uninterrupted service in public-sector corrections; upon completion of each full year with Cuyahoga County corrections thereafter, the employee will receive an additional \$100.00 with a maximum bonus of \$2,500.00 per year after twenty-six years of service or more.

Uniform Allowance: Paid to each employee at the rate of \$300.00/year.

**SECTION 2.** It is necessary that this uncodified 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 3.** 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

First Reading/Referred to Committee: July 20, 2021

Committee(s) Assigned: Human Resources, Appointments & Equity

Journal \_\_\_\_\_  
\_\_\_\_\_, 20\_\_