

ORDINANCE NO. 2021-008

AN ORDINANCE AMENDING ORDINANCE NO. 2020-126, PASSED ON DECEMBER 16, 2020, THE POSITION ALLOCATION AND GENERAL COMPENSATION PLAN AND DECLARING AN EMERGENCY.

WHEREAS, recent job searches have illustrated that in order to stay competitive and attract the most talented and diverse applicants, the City needs to have more flexibility in its compensation package; and

WHEREAS, the staff is requesting the language below to be added to the Management Rights section of the General Compensation Plan. This will allow the City Manager to offer other incentives when hiring or promoting employees:

Management Rights: Article 6, Section 1

“Have the ability to adjust the salary and benefits for the recruitment, hiring, retention, and promotions of current or perspective employees.”

WHEREAS, time is of the essence to make these updates to the General Compensation Plan.

NOW, THEREFORE, BE IT ORDAINED by the Council of the City of Kent, Portage County, Ohio, that:

SECTION 1. That Council does hereby approve an amendment to the 2019 Position Allocation and General Compensation Plan Ordinance, 2020-126, passed December 16, 2020, so as to amend section “Management Rights”.

SECTION 2. That all existing ordinances which are in conflict with the provisions of this ordinance are hereby repealed.

SECTION 3. That it is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were adopted in an open meeting of this 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 of Section 121.22 of the Ohio Revised Code.

SECTION 4. That this Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health, safety and welfare of the residents of this City, for which reason and other reasons manifest to this Council this Ordinance is hereby declared to be an emergency measure and shall take effect and be in force immediately after passage.

PASSED: January 20, 2021
Date

EFFECTIVE: January 20, 2021
Date

J. Fiala
Jerry T. Fiala
Mayor and President of Council

ATTEST: Amy Wilkens
Amy Wilkens
Clerk of Council

I, AMY WILKENS, CLERK OF COUNCIL FOR THE CITY OF KENT, COUNTY OF PORTAGE, AND STATE OF OHIO, AND IN WHOSE CUSTODY THE ORIGINAL FILES AND RECORDS OF SAID COUNCIL ARE REQUIRED TO BE KEPT BY THE LAWS OF THE STATE OF OHIO, HEREBY CERTIFY THAT THE FOREGOING IS A TRUE AND EXACT COPY OF *ORDINANCE No. 2021-008*, ADOPTED BY THE COUNCIL OF THE CITY OF KENT ON January 20, 2021.

(SEAL)

Amy Wilkens
AMY WILKENS
CLERK OF COUNCIL