

**THE SUMMIT AND MEDINA WORKFORCE AREA COUNCIL OF GOVERNMENTS
FOR OHIO LOCAL WORKFORCE AREA 2
RESOLUTION 2021-20**

A Resolution adopting additions to the Summit/Medina Workforce Area Council of Governments (“SAMWA COG”) Personnel Policy Manual to include Juneteenth on its list of recognized official legal holidays and to include language that the Summit County Human Resources Commission (“HRC”) is established to administer the Family Medical Leave Act (FMLA) for SAMWA COG employees.

WHEREAS, the Workforce Development Board (“WDB”) is defined under 20 CFR 679.310 as the body which performs planning, implementation and assessment of workforce development programs in Summit and Medina Counties;

WHEREAS, the SAMWA COG has been formed, in part, to act as the employer of staff to support the WDB in performing its mandated functions;

WHEREAS, in order to establish and define the roles, responsibilities and the related policies and procedures therein that apply to the staff hired by the SAMWA COG to support the role of the WDB, the SAMWA COG Board approved the staff’s Personnel Policies and Procedures on January 25, 2017 via Resolution 2017-03 with an amendment to the manual made via Resolution 2017-12 on May 11, 2017 and adjustments made via Resolution 2021-03 on March 25, 2021;

WHEREAS, following the declaration at the federal level that Juneteenth is a federal holiday and the State of Ohio’s official recognition of the holiday it was determined it is necessary to make adjustments which add Juneteenth to the SAMWA COG list of recognized official legal holidays with its actual date of observance on June 19 on any given calendar year which staff shall observe;

WHEREAS, following the execution of the Summit County Human Resources Commission (“HRC”) Order #21-01 dated June 17, 2021, which approved the addition of the SAMWA COG as one of the entities for which it administers the Family Medical Leave Act (FMLA), the SAMWA COG Personnel Policy Manual shall be amended to contain language directing SAMWA COG employees who need to use FMLA to the HRC office for guidance; and

WHEREAS, the SAMWA COG finds and determines, after review of all pertinent information, that it is necessary to amend Section IV. to add the Juneteenth holiday and Section V. to direct staff to the HRC for FMLA guidance;

NOW, THEREFORE, BE IT RESOLVED, by the SAMWA COG that:

SECTION 1

The SAMWA COG Board hereby authorizes and approves the amendments to the SAMWA COG Personnel Policies and Procedures.


SECTION 2

This Directive shall take effect immediately upon its adoption.

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Ayes: 2
Nays: 0
Abstain: 0
Absent: 0

ADOPTED this 6th day of October, 2021.

DocuSigned by:

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Summit County Executive

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DocuSigned by:

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Medina County Commissioner