



MINUTES

**CUYAHOGA COUNTY HUMAN RESOURCES, APPOINTMENTS & EQUITY
COMMITTEE MEETING
TUESDAY, OCTOBER 1, 2024
CUYAHOGA COUNTY ADMINISTRATIVE HEADQUARTERS
C. ELLEN CONNALLY COUNCIL CHAMBERS – 4TH FLOOR
10:00 AM**

1. CALL TO ORDER

Chairwoman Turner called the meeting to order at 10:11 a.m.

2. ROLL CALL

Ms. Turner asked Assistant Deputy Clerk Georgakopoulos to call the roll. Committee members Turner, Gallagher, Miller, Conwell and Sweeney were in attendance and a quorum was determined.

3. PUBLIC COMMENT

The following individuals addressed the committee members regarding Ordinance O2024-0008, to modify Section 12.09 of the Cuyahoga County Employee Handbook and provide a new Section 12.10, regarding a Remote Work Policy:

- a) Adriane Early**
- b) Kathryn Randall**
- c) Ronnice Edmonds**
- d) Michelle Dowd**
- e) Alwyn Reid**

At the conclusion of public comment, Mr. Miller asked Mr. Reid to return to the podium to respond to a question and elaborate on a statement he made during public comment regarding remote work. Mr. Reid provided a response to Mr. Miller's question.

4. APPROVAL OF MINUTES FROM THE SEPTEMBER 17, 2024 MEETING

A motion was made by Mr. Miller, seconded by Mr. Sweeney and approved by unanimous vote to approve the minutes from the September 17, 2024 meeting.

Ms. Turner made a statement regarding Ordinance No. O2024-0008, enacting Cuyahoga County's Remote Work Policy. Ms. Turner thanked the employees who expressed their concerns about the legislation; stated that while the Administration has been adamant that the legislation must limit remote work to no more than two days, the policy allows for more days if there is approval from the Chief of Staff based on a business need; emphasized that even if Council added days to the legislation, a department's Remote Work policy could limit the days to less than three or none at all, which will be addressed during the presentation. Ms. Turner concluded by thanking the Administration for their work in developing this policy, which is designed to support remote work environments and improve work-life balance for the employees and with this objective in mind, the policy also ensures operational efficiencies, flexibility, and equitable expectations with the primary focus being on those the County serves.

5. MATTERS REFERRED TO COMMITTEE

- a) O2024-0008: An Ordinance enacting Section 302.04 of the Cuyahoga County Code, modifying Section 12.09 of the Cuyahoga County Employee Handbook and providing a new Section 12.10; and declaring the necessity that this Ordinance become immediately effective.

Ms. Sarah Nemastil, Director of the Department of Human Resources introduced a proposed substitute to Ordinance No. O2024-0008. Discussion ensued.

Committee members asked questions of Ms. Nemastil pertaining to the item, which she answered accordingly.

A motion was then made by Ms. Turner, seconded by Mr. Sweeney and approved by unanimous vote to accept the proposed substitute.

Ms. Nemastil, Mr. Eric Janus, Chief of Staff for the Executive's Office; and Mr. David Merriman, Director of the Department of Health and Human Services, addressed the Committee regarding Ordinance No. O2024-0008. Discussion ensued.

Committee members asked questions of Ms. Nemastil, Mr. Janus and Mr. Merriman pertaining to the item, which they answered accordingly.

On a motion by Ms. Conwell with a second by Mr. Gallagher, Ordinance No. O2024-0008 was considered and approved by unanimous vote to be referred to the full Council agenda for second reading, as substituted.

Mr. Miller and Ms. Turner requested to have their names added as co-sponsors to the legislation.

6. MISCELLANEOUS BUSINESS

There was no miscellaneous business.

7. ADJOURNMENT

Chairwoman Turner adjourned the meeting at 11:15 a.m., without objection.