



AGENDA
CUYAHOGA COUNTY HUMAN RESOURCES, APPOINTMENTS & EQUITY
COMMITTEE MEETING
TUESDAY, OCTOBER 20, 2015
CUYAHOGA COUNTY ADMINISTRATIVE HEADQUARTERS
C. ELLEN CONNALLY COUNCIL CHAMBERS – 4TH FLOOR
10:00 AM

- 1. CALL TO ORDER**
- 2. ROLL CALL**
- 3. PUBLIC COMMENT RELATED TO THE AGENDA**
- 4. APPROVAL OF MINUTES FROM THE SEPTEMBER 1, 2015 MEETING**
- 5. MATTERS REFERRED TO COMMITTEE**
 - a) R2015-0202: A Resolution confirming the County Executive's appointment of various individuals to serve on The MetroHealth System Board of Trustees for an unexpired term ending 2/28/2021, and declaring the necessity that this Resolution become immediately effective:
 - 1) Reverend Thomas Anthony Minor
 - 2) Mitchell Schneider
 - b) R2015-0203: A Resolution confirming the County Executive's appointment of Erika Anthony to serve on the Cuyahoga County Public Defender Commission for an unexpired term ending 12/31/2015, and declaring the necessity that this Resolution become immediately effective.

- c) R2015-0204: A Resolution confirming the County Executive's reappointment of Erika Anthony to serve on the Cuyahoga County Public Defender Commission for the term 1/1/2016 - 12/31/2019, and declaring the necessity that this Resolution become immediately effective.

- d) O2015-0010: An Ordinance amending Sections 113.01, 301.02, 303.01 and 303.04 of the Cuyahoga County Code and enacting Section 303.07 of the Cuyahoga County Code to establish procedures by which the Personnel Review Commission adopts its Administrative Rules and to make various changes to the County's civil service code; and declaring the necessity that this Ordinance become immediately effective.

6. PRESENTATION

- a) Personnel Review Commission Progress and Plans Report

7. MISCELLANEOUS BUSINESS

8. OTHER PUBLIC COMMENT

9. ADJOURNMENT

**Complimentary parking for the public is available in the attached garage at 900 Prospect. A skywalk extends from the garage to provide additional entry to the Council Chambers from the 5th floor parking level of the garage. Please see the Clerk to obtain a complimentary parking pass.*

***Council Chambers is equipped with a hearing assistance system. If needed, please see the Clerk to obtain a receiver.*



MINUTES

CUYAHOGA COUNTY HUMAN RESOURCES, APPOINTMENTS & EQUITY COMMITTEE MEETING

TUESDAY, SEPTEMBER 1, 2015

CUYAHOGA COUNTY ADMINISTRATIVE HEADQUARTERS

C. ELLEN CONNALLY COUNCIL CHAMBERS – 4TH FLOOR

10:00 AM

1. CALL TO ORDER

Chairwoman Conwell called the meeting to order at 10:09 a.m.

2. ROLL CALL

Ms. Conwell asked Assistant Deputy Clerk Culek to call the roll. Committee members Conwell, Germana, Miller and Brown were in attendance and a quorum was determined. Committee member Gallagher was absent from the meeting.

3. PUBLIC COMMENT RELATED TO THE AGENDA

No public comments were given.

4. APPROVAL OF MINUTES FROM THE AUGUST 18, 2015 MEETING

A motion was made by Mr. Miller, seconded by Ms. Brown and approved by unanimous vote to approve the minutes of the August 18, 2015 meeting.

5. MATTERS REFERRED TO COMMITTEE

a) None

No matters were referred to Committee.

6. PRESENTATION

- a) Cuyahoga County healthcare benefits and regionalization program

Mr. Jim Dustin, President of Employee Benefits International and Ms. Lisa Durkin, Interim Director of the Department of Human Resources, addressed the Committee regarding Cuyahoga County's healthcare and benefit plans and regionalization program and provided information related to the history, providers and cost structures related to these plans. Discussion ensued.

Committee members asked questions of Mr. Dustin and Ms. Durkin pertaining to the item, which they answered accordingly.

7. MISCELLANEOUS BUSINESS

There was no miscellaneous business.

8. OTHER PUBLIC COMMENT

No public comments were given.

9. ADJOURNMENT

With no further business to discuss, Chairwoman Conwell adjourned the meeting at 12:09 p.m., without objection.

County Council of Cuyahoga County, Ohio

Resolution No. R2015-0202

Sponsored by: County Executive Budish	A Resolution confirming the County Executive's appointment of various individuals to serve on The MetroHealth System Board of Trustees for an unexpired term ending 2/28/2021, and declaring the necessity that this Resolution become immediately effective.
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WHEREAS, Ohio Revised Code Chapter 339 provides for the organization and operation of a county hospital; and

WHEREAS, Ohio Revised Code Section 339.02 provides for the creation of county hospital trustees and the means by which appointments are made; and

WHEREAS, Ohio Revised Code Section 339.02 further provides that such appointments to the board of trustees shall be for a six year term; and

WHEREAS, pursuant to Ohio Revised Code 339.02(F)(1), the County Executive has sought and received approval from both the probate judge of the county senior in point of service and the judge of the court of common pleas of the county senior in point of service; and

WHEREAS, the Cuyahoga County Charter Section 6.04, entitled Special Boards and Commissions, states that “[w]hen general law or any agreement with another public agency or court order provides for appointment of members of a special board or commission or other agency by the board of county commissioners, such appointment shall be made by the County Executive, subject to confirmation by the Council;” and

WHEREAS, the County Executive has nominated the following to be appointed to serve on the MetroHealth System Board of Trustees for an unexpired term ending 2/28/2021:

1. Reverend Thomas Anthony Minor
2. Mitchell Schneider; and

WHEREAS, this Council by a vote of at least eight (8) members determines that it is necessary that this Resolution become immediately effective in order that Charter requirements can be complied with and critical services provided by Cuyahoga County can continue, and to provide for the usual, daily operation of a County Board.

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

SECTION 1. That the Cuyahoga County Council hereby confirms the appointment of the following individuals to serve on The MetroHealth System Board of Trustees for an unexpired term ending 2/28/2021:

1. Reverend Thomas Anthony Minor; and
2. Mitchell Schneider.

SECTION 2. It is necessary that this Resolution 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 Resolution receives the affirmative vote of at least eight members of Council, this Resolution shall become immediately effective.

SECTION 3. It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Resolution 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 Resolution was duly adopted.

Yeas:

Nays:

County Council President

Date

Clerk of Council

Date

First Reading/Referred to Committee: October 13, 2015

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

Journal _____
_____, 20__



ARMOND BUDISH
Cuyahoga County Executive

October 7, 2015
Dan Brady, President
Cuyahoga County Council

Re: MetroHealth System Board of Trustees

Dear President Brady:

Pursuant to Ohio Revised Code Chapter 339, I submit the following nominations for service on the MetroHealth System Board of Trustees:

- **Rev. Tony Minor (New) of Cleveland Heights, Cuyahoga County (New- replacing open position)**
- **Mitchell Schneider (New) of Lyndhurst, Cuyahoga County replacing (New- replacing open position)**

Candidates for this board shall:

1. *"Members shall be electors and representative of the area served by the hospital, except that not more than two members may be electors of the area served by the hospital that is outside the county in which the hospital is located"*

Rev. Minor and Mr. Schneider are qualified electors residing in the county.

2. *"...the board of county commissioners together with the probate judge of the county senior in point of service and the judge of the court of common pleas of the county senior in point of service shall appoint or reappoint for a term of six years a sufficient number of members to replace those members whose terms have expired"*

Rev. Minor and Mr. Schneider have been jointly selected by the County Executive and the Judge, "of the most senior in point of service" for the Common Pleas Court (the Honorable Stuart Friedman) and for the Probate Courts (the Honorable Anthony Russo). Correspondence from the Honorable Stuart Friedman and the Honorable Anthony Russo in support of his nomination will be sent separately.

There are three other candidates on file for this position. They include Gail Long, Eddie Morales, and Kassan Bahur.

The nominations are for these open unexpired terms to begin 10/13/15 and expiring 2/28/21.

There are no known conflicts of interest for which an advisory opinion has been requested.

This board is uncompensated.



ARMOND BUDISH
Cuyahoga County Executive

For your review, I have attached pertinent documents for your review, including the online applications submitted by the candidates. Should you or any of your colleagues have any questions, please feel free to contact Chris Glassburn in my office at cglassburn@cuyahogacounty.us or 216-443-7127.

Sincerely,

Armond Budish
Cuyahoga County Executive

cc:

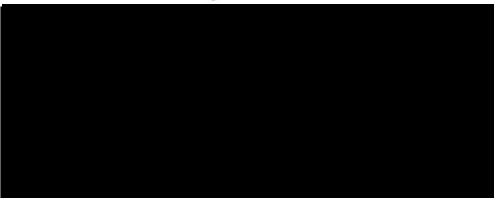
Judge Stuart Friedman
Judge Anthony Russo
Councilwoman Yvonne Conwell
Sharon Sobol Jordan
Joe Nanni
Jeanne Schmotzer
Kris Moore
Chris Glassburn
Laura Trotter



ARMOND BUDISH
Cuyahoga County Executive



Last Name : Minor
First Name : Tony



Please select the boards/commissions/councils you would like to be considered for. : MetroHealth System Board of Trustees -

Why are you interested in serving on this board/commission/council? : MetroHealth is currently involved in unprecedented community development through its 400-million transformation of its main campus. This is a project that will not only create an excellent health-care village but will increase the "renaissance" footprint of the surrounding communities. It continues to provide high quality, safety-net care to many of the poorest in our region while serving as a strong competitor to two other nationally recognized hospitals. The institution is poised to continue to provide innovative health models for medicaid expansion, chronic illness care, and special initiatives such as Medical Home. My career has focused on serving marginalized populations and, in my current capacity as Director of Advocacy at Lutheran Metropolitan Ministry, I have been involved in some aspects of health care policy (Medicaid Expansion) and the enrollment of "hard to reach" uninsured persons. It is my view that my experience and the vision and values of MetroHealth System are a good match to enhance the quality of life our county's residents.

What qualities do you possess that would make you a good candidate to serve on this board/commission/council? : I have been an active and concerned civic participant and innovator through my professional work in social justice, public policy, and impacting health disparities. I currently serve as the Director of Advocacy at Lutheran Metropolitan Ministry. In that capacity, I developed the Faith Health Hub project that targets faith and community leaders to address health disparities and environmental concerns such as lead poisoning. It specifically seeks to train and equip the faith community to link with health institutions to improve the health and well-being of community members. Through this initiative, churches have been involved in reducing risks of chronic illnesses, lead poisoning, asthma awareness, Medicaid



ARMOND BUDISH
Cuyahoga County Executive

Expansion, and health care enrollment through the Affordable Care Act. Currently, plans are in place to link congregations to the Metro Health Health Advocates Program. Additionally, I have served as Director of Project Safe, a HIV testing and prevention program of the Cleveland Treatment Center, where I developed an aggressive outreach approach to reaching persons at-risk of contracting HIV/AIDS. I currently serve on the board of the Cleveland Treatment Center, one of the longest continuously operating substance abuse programs serving heroin and opiate addicts.

What professional experience do you have that would make you a good candidate to serve on this board/commission/council? : Current: Director of Advocacy, Lutheran Metropolitan Ministry Recent Past: Director, Project Safe HIV Program, Cleveland Treatment Center Co-Manager, Fathers and Families Together, Centers for Families and Children

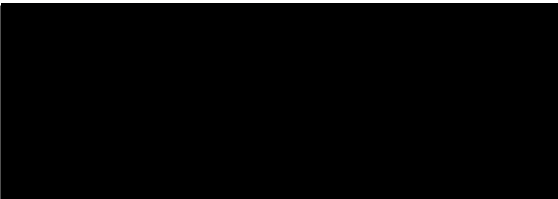
Are there any relationships, including but not limited to business or family relationships, that may be perceived as creating a conflict of interest for your service on the Board and/or Commission for which you have applied? If so, please detail the circumstances: None.



ARMOND BUDISH
Cuyahoga County Executive



Last Name : Schneider
First Name : Mitchell



Please select the boards/commissions/councils you would like to be considered for. : MetroHealth System Board of Trustees -

Why are you interested in serving on this board/commission/council? : I am interested in serving on the Board in order to make a contribution of time and thinking to be of service to the health and welfare of Cuyahoga County residents. Specifically, I am interested in being helpful as MetroHealth continues to develop and pursue the implementation of its strategic plan for its main campus facility.

What qualities do you possess that would make you a good candidate to serve on this board/commission/council? : I have a depth of experience in Board participation and working as a team to accomplish significant tasks. I am able to take complex issues and discuss and present them in clear terms. I have significant community and professional experience.

What professional experience do you have that would make you a good candidate to serve on this board/commission/council? : As a real estate professional I have experience in identifying opportunities, evaluating options, undertaking complex development and re-development plans, evaluating investment and capital deployment options, and working with the community writ large to create win-win experiences in the arena of land use and real estate place-making. As a community professional I have experience working as the Allocations Committee Chairperson of the Cleveland Jewish Federation responsible for the process of



ARMOND BUDISH
Cuyahoga County Executive

allocating nearly \$30M annually to 16 Federation agencies ranging from day schools to senior nursing facilities to Health and Human service agencies. I have also served as the Chairman of the Board of Governors for a local college for 4 years.

Are there any relationships, including but not limited to business or family relationships, that may be perceived as creating a conflict of interest for your service on the Board and/or Commission for which you have applied? If so, please detail the circumstances: : I am the developer of Steelyard Commons which is nearby the MetroHealth campus. I do not see this as a conflict.



ARMOND BUDISH
Cuyahoga County Executive

EMAIL COPY

From: "Stuart Friedman" <shofet@sbcglobal.net>

Date: September 19, 2015 at 1:57:24 PM EDT

To: <abudish@cuyahogacounty.us>

Subject: MetroHealth

Dear Mr. Budish:

As per our earlier discussion, I am hereby confirming my approval of the following for appointment to the MetroHealth Board:

Mitchell Schneider

Tony Minor

I apologize for not giving written notice of my approval earlier. Please feel free to contact me if you have any further questions.

Best wishes for an easy fast and for a healthy and successful New Year for both you and Amy and your family.

Yours,

/s/Stuart Friedman

Stuart A Friedman, Judge

Cuyahoga County Common Pleas Court

Cleveland



ARMOND BUDISH
Cuyahoga County Executive

EMAIL COPY

Metrohealth Board of Trustees

Anthony Russo

[<arusso@cuyahogacounty.us>](mailto:arusso@cuyahogacounty.us)

Wed 6/3/2015 2:15 PM

To: Chris R. Glassburn <cglassburn@cuyahogacounty.us>;

Dear Mr. Glassburn- I have recently interviewed the Reverend Mr. Thomas Anthony Minor, whose nomination was recommended by the County Executive, and thoroughly reviewed his credentials and qualifications, and I am now in a position to approve his appointment to the Board. Please contact me if you have any questions, or if you need any further information. Otherwise I will await receipt of the appropriate paperwork from your office for my signature. Thank you. Judge AJR

From: [Chris R. Glassburn](#)
To: [Jeanne Schmotzer](#)
Subject: Fw: Metrohealth Board of Trustees
Date: Wednesday, October 07, 2015 1:23:46 PM

Chris Glassburn

Senior Policy Advisor
Cuyahoga County
[\(216\) 443-7127](#) Office
[\(440\) 570-9726](#) Personal Cell

From: Anthony Russo
Sent: Tuesday, April 21, 2015 11:28 AM
To: Chris R. Glassburn
Subject: Metrohealth Board of Trustees

Mr Glassburn- I have personally interviewed Mr. Schneider and thoroughly reviewed his credentials and qualifications, and I am pleased to consent to his appointment to the Board. You may prepare any necessary paperwork and send it to me for my signature. In the past I would be provided with a short statement to sign indicating my approval. If you would like to see a copy of that, please let me know and I will get it to you. As far as Reverend Minor, I have not yet received his resume, so he has not yet been contacted to schedule an interview. Judge AJR

County Council of Cuyahoga County, Ohio

Resolution No. R2015-0203

Sponsored by: County Executive Budish	A Resolution confirming the County Executive's appointment of Erika Anthony to serve on the Cuyahoga County Public Defender Commission for an unexpired term ending 12/31/2015, and declaring the necessity that this Resolution become immediately effective.
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WHEREAS, the Cuyahoga County Public Defender Commission was created pursuant to the provisions of ORC Section 120.13; and

WHEREAS, the powers and duties of the Cuyahoga County Public Defender Commission are established pursuant to ORC Section 120.14, which include: recommending an annual operating budget of the office of the County Public Defender, establishing operational standards of the office of the County Public Defender, and determining the qualification and size of the supporting staff of the office in an effort to provide essential legal representation to indigent persons in the County; and

WHEREAS, pursuant to ORC Section 120.13, the Cuyahoga County Public Defender Commission shall have five members with a term of office of four years; and

WHEREAS, the Cuyahoga County Charter Section 6.04, entitled Special Boards and Commissions, states that “[w]hen general law or any agreement with another public agency or court order provides for appointment of members of a special board or commission or other agency by the board of county commissioners, such appointment shall be made by the County Executive, subject to confirmation by the Council;” and

WHEREAS, the County Executive has nominated Erika Anthony to serve on the Cuyahoga County Public Defender Commission to fill a vacancy in an unexpired term ending 12/31/2015; and

WHEREAS, this Council by a vote of at least eight (8) members determines that it is necessary that this Resolution become immediately effective in order that Charter requirements can be complied with and critical services provided by Cuyahoga County can continue, and to provide for the usual, daily operation of a County Board.

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

SECTION 1. The Cuyahoga County Council hereby confirms the appointment of Erika Anthony to serve on the Cuyahoga County Public Defender Commission to fill a vacancy in an unexpired term ending 12/31/2015.

SECTION 2. It is necessary that this Resolution 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 Resolution receives the affirmative vote of at least eight (8) members of Council, this Resolution shall become immediately effective.

SECTION 3. It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Resolution 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 Resolution was duly adopted.

Yeas:

Nays:

County Council President

Date

Clerk of Council

Date

First Reading/Referred to Committee: October 13, 2015

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

Journal _____
_____, 20__



ARMOND BUDISH
Cuyahoga County Executive

October 7, 2015
Dan Brady, President
Cuyahoga County Council

Re: Cuyahoga County Public Defender Commission (Public Defender Commission)

Dear President Brady:

Pursuant to the Ohio Revised Code Section 120.13, I submit the following nomination for service on the Public Defender Commission:

- **Erika Anthony, of Lakewood, Cuyahoga County (Open Position)**

The commission is comprised of five members, three appointed by Cuyahoga County and two by the Cuyahoga County Common Pleas Court. One member is required to be an attorney admitted to practice in Ohio. All four other members of the commission fulfill this requirement.

There are two other candidates on file for this position. They are Donald Tittle and Margery Koosed. The nomination is for an unexpired four year term, beginning 10/13/2015 and ending 12/31/15. There are no known conflicts of interest for which an advisory opinion has been requested. This board is uncompensated.

The biography of Ms. Anthony is attached.

Please note there are two appointment letters concerning Ms. Anthony for this commission.

Should you or any of your colleagues have any questions, please feel free to contact Chris Glassburn in my office at cglassburn@cuyahogacounty.us or 216-443-7127.

Sincerely,

Armond Budish
Cuyahoga County Executive

cc: Councilwoman Yvonne Conwell
Sharon Sobol Jordan
Joe Nanni
Jeanne Schmotzer

Kris Moore
Chris Glassburn
Laura Trotter



ARMOND BUDISH
Cuyahoga County Executive



Erika Anthony, of Lakewood

Erika Anthony is the Senior Director of Advocacy, Policy, and Research at Cleveland Neighborhood Progress. She is highly involved in her community and has been recognized as up and coming young professional. Previously she worked for Oriana House, The Centers for Families and Children where she worked on Re-Entry, and has experience as a paralegal. Anthony has a Bachelor's Degree of the Psychology from Penn State and a Masters in Public Administration from Cleveland State University.

Board Member, Next Generation Council

Board Member, Cleveland Young Professional Senate

Board Member, Negative Space Gallery

Board Member, EDWINS

Board Member, Community Advisory Board for Ideastream

ERIKA L. ANTHONY



EXPERIENCE

CLEVELAND NEIGHBORHOOD PROGRESS

January 2015 – Present

Senior Director of Advocacy, Policy & Research

- Work in the public policy arena and be closely aligned with the leaders of each major Neighborhood Progress work stream (Economic Opportunity, Placemaking and CDC Services).
- Inform and advise tactically important stakeholders and policy makers of Neighborhood Progress supported policy initiatives and strategic goals that advance the Neighborhood Progress agenda
- Lead and represent Neighborhood Progress and CDC's and strategically related policy initiatives before City, County, State and Federal policy makers
- Maintain a working relationship with local elected officials and the governmental staff in legislative and administrative positions.
- Develop policy initiatives that support the Neighborhood Progress Strategic Plan and related policy goals in their strategy.
- Consume and commission research on behalf of and related to Neighborhood Progress' initiatives that align with and support the goals of the strategic plan

ORIANA HOUSE, INC.

August 2012 – January 2015

Director of Business Development

- Provide oversight, strategic input and continuous quality improvement for the agency's Neighborhood Reentry Resource Center, Halfway House and Community Based Correctional Facility; participate and represent the agency on various committees and boards to enhance awareness and create strong community relationships
- Research, analyze, implement and monitor business development strategies that enhance the agency's programs and services; examine data and performance measures to ensure effective service delivery
- Conduct fund development, write and monitor grant proposals that emphasize community capacity building and outreach
- Strategically create and maintain effective collaborative partnerships related to community corrections, reentry and any ancillary area of the community impacted by public safety (i.e. community development, housing, employment etc)
- Succinctly coordinate, connect and leverage partnerships in the community to ensure the clients are receiving the essential wrap around services needed to ensure successful reintegration and reduced recidivism
- Effectively monitor pertinent policy and advocacy related matters for criminal justice, corrections, housing, workforce and economic development; educate and provide information to public officials

CENTER FOR FAMILIES AND CHILDREN

August 2009 – August 2012

Project Coordinator

- Managed and coordinated all facets of a multi-million dollar community wide public/private integrated prisoner reentry project; managed subcontracting services including monitoring of contracts (federal and local), quality and compliance
- Developed and oversaw the compliancy of an innovative transitional housing program for formerly incarcerated men
- Created and monitored the metrics that are used to monitor lead agency activity progress, milestones and critical dependencies
- Led the advocacy issues for prisoner reentry on a national, state and local level
- Produced, executed and participated in community initiatives to increase awareness regarding prisoner reentry, i.e. job fairs, candidate forums, voter education events, conferences and workshops.

ERIKA L. ANTHONY



- Conducted fund development and prepared grant proposals
- Key Accomplishments: Planned and hosted a two day training on Children of Incarcerated Parents - secured a national speaker from the National Resource Center on Children and Families of the Incarcerated; planned and host two "How to Start a Small Business As a Restored Citizen (Ex-Offender) - conducted outreach and secured panelists and resource providers in the areas of legal, finance, technology etc; hosted a HIV training in partnership with the AIDS Funding Collaborative; hosted a Fair Housing training in partnership with the Housing and Research Advocacy Center; managed/monitored a Federal Mentoring grant for adults transitioning from incarceration; assisted and provided sample language for SB 337; and, assisted and provided sample language for Cuyahoga County's Ban the Box (Fair Hiring Policy)

BRITTON, SMITH, PETERS, & KALAIL, CO., L.P.A.

December 2006 – August 2009

Paralegal

THOMPSON HINE LLP CLEVELAND, OH

February 2006 – December 2006

Contract Paralegal

JAY GOLDBERG, P.C. NEW YORK, NY

October 2004 – August 2005

Paralegal/Office Manager

THE FORTUNE SOCIETY, NEW YORK, NY

October 2003 – October 2003

Court Advocate

NEW YORK COUNTY DISTRICT ATTORNEY'S OFFICE, NEW YORK, NY

July 2001 – October 2003

Trial Preparation Assistant

The above-referenced combined legal experience included:

- Conducted legal research related to case law, statutes, and arbitration decisions; verify validity of case law for briefs and motions
- Prepared property valuation and tax complaints, fact chronologies, cast of characters, deposition summaries, witness packets, exhibit and witness binders/lists, subpoenas, release of medical and educational records requests and negotiation spreadsheets
- Reviewed and analyze pleadings, depositions, student records, arbitrations, expert witnesses, collective bargaining agreements, and fact-finding reports to assist attorneys in trial, hearings, negotiations and witness preparation
- Participated in crime scene investigations and analysis; interviewed witnesses, victims and defendants in preparation for trial; photographed crime scenes
- Conducted background checks on defendants, witnesses and victims
- Communicated with clients and other agencies regarding various matters
- Prepared written reports to judges and attorneys; advocated on behalf of clients in court
- Initiated and implemented informational meetings with judges, attorneys, and correctional facilities to increase awareness of our services
- Examined potential candidates' medical, criminal, drug, alcohol and family history; interviewed candidates and family members to assess eligibility for Alternative to Incarceration programs
- Corresponded and convened with judges, defense attorneys, prosecutors, members of various programs, and correctional institutions regarding the candidates and the programs services

ERIKA L. ANTHONY



EDUCATION

CLEVELAND STATE UNIVERSITY, CLEVELAND, OH
MAXINE G. LEVIN COLLEGE OF URBAN AFFAIRS
Masters of Public Administration

August 2008

PENNSYLVANIA STATE UNIVERSITY, UNIVERSITY PARK, PA
Bachelor of Science, Psychology

May 2001

ASSOCIATIONS/VOLUNTEER ACTIVITIES/AWARDS

- Board Member, Bike Cleveland Board of Directors, March 2015 - present
- Member, Ideastream's Community Advisory Board, 2014 - present
- Co-Director, ClevelandVOTES/Nonprofit VOTE, 2014-present
- Board Chair, Negative Space Gallery, 2014-present
- Board Member, EDWINS, June 2014-present
- Fellow, New Leaders Council, January – May 2014
- Graduate, Cleveland Leadership Center's Bridge Builders Program, Class of 2013-2014
- Board Member, Negative Space Galley, 2013-2014
- Board Member, Northeast Ohio Voter Advocates, 2013-2014
- Board Chair, Cleveland Young Professional Senate, 2013-2014
- Participant, Cleveland Leadership Center's Civic Entrepreneurial Boot Camp, 2013
- Peer Reviewer, U.S. Department of Justice, Bureau of Justice Assistance – Second Chance Act Mentoring Program, 2013

County Council of Cuyahoga County, Ohio

Resolution No. R2015-0204

Sponsored by: County Executive Budish	A Resolution confirming the County Executive's reappointment of Erika Anthony to serve on the Cuyahoga County Public Defender Commission for the term 1/1/2016 - 12/31/2019, and declaring the necessity that this Resolution become immediately effective.
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WHEREAS, the Cuyahoga County Public Defender Commission was created pursuant to the provisions of ORC Section 120.13; and

WHEREAS, the powers and duties of the Cuyahoga County Public Defender Commission are established pursuant to ORC Section 120.14, which include: recommending an annual operating budget of the office of the County Public Defender, establishing operational standards of the office of the County Public Defender, and determining the qualification and size of the supporting staff of the office in an effort to provide essential legal representation to indigent persons in the County; and

WHEREAS, pursuant to ORC Section 120.13, the Cuyahoga County Public Defender Commission shall have five members with a term of office of four years; and

WHEREAS, the Cuyahoga County Charter Section 6.04, entitled Special Boards and Commissions, states that “[w]hen general law or any agreement with another public agency or court order provides for appointment of members of a special board or commission or other agency by the board of county commissioners, such appointment shall be made by the County Executive, subject to confirmation by the Council;” and

WHEREAS, the County Executive has nominated Erika Anthony to be reappointed to serve on the Cuyahoga County Public Defender Commission for the term 1/1/2016 – 12/31/2019; and

WHEREAS, this Council by a vote of at least eight (8) members determines that it is necessary that this Resolution become immediately effective in order that Charter requirements can be complied with and critical services provided by Cuyahoga County can continue, and to provide for the usual, daily operation of a County Board.

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

SECTION 1. The Cuyahoga County Council hereby confirms the reappointment of Erika Anthony to serve on the Cuyahoga County Public Defender Commission for the term 1/1/2016 – 12/31/2019.

SECTION 2. It is necessary that this Resolution 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 Resolution receives the affirmative vote of at least eight (8) members of Council, this Resolution shall become immediately effective.

SECTION 3. It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Resolution 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 Resolution was duly adopted.

Yeas:

Nays:

County Council President

Date

Clerk of Council

Date

First Reading/Referred to Committee: October 13, 2015

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

Journal _____
_____, 20__



ARMOND BUDISH
Cuyahoga County Executive

October 7, 2015
Dan Brady, President
Cuyahoga County Council

Re: Cuyahoga County Public Defender Commission (Public Defender Commission)

Dear President Brady:

Pursuant to the Ohio Revised Code Section 120.13, I submit the following nomination for service on the Public Defender Commission:

- **Erika Anthony, of Lakewood, Cuyahoga County (Open Position)**

The commission is comprised of five members, three appointed by Cuyahoga County and two by the Cuyahoga County Common Pleas Court. One member is required to be an attorney admitted to practice in Ohio. All four other members of the commission fulfill this requirement.

There are two other candidates on file for this position. They are Donald Tittle and Margery Koosed. The nomination is for a full four year term, beginning 1/1/2016 and ending 12/31/19. There are no known conflicts of interest for which an advisory opinion has been requested. This board is uncompensated.

The biography of Ms. Anthony is attached.

Please note there are two appointment letters concerning Ms. Anthony for this commission.

Should you or any of your colleagues have any questions, please feel free to contact Chris Glassburn in my office at cglassburn@cuyahogacounty.us or 216-443-7127.

Sincerely,

Armond Budish
Cuyahoga County Executive

cc: Councilwoman Yvonne Conwell
Sharon Sobol Jordan
Joe Nanni
Jeanne Schmotzer

Kris Moore
Chris Glassburn
Laura Trotter



ARMOND BUDISH
Cuyahoga County Executive



Erika Anthony, of Lakewood

Erika Anthony is the Senior Director of Advocacy, Policy, and Research at Cleveland Neighborhood Progress. She is highly involved in her community and has been recognized as up and coming young professional. Previously she worked for Oriana House, The Centers for Families and Children where she worked on Re-Entry, and has experience as a paralegal. Anthony has a Bachelor's Degree of the Psychology from Penn State and a Masters in Public Administration from Cleveland State University.

Board Member, Next Generation Council

Board Member, Cleveland Young Professional Senate

Board Member, Negative Space Gallery

Board Member, EDWINS

Board Member, Community Advisory Board for Ideastream

ERIKA L. ANTHONY



EXPERIENCE

CLEVELAND NEIGHBORHOOD PROGRESS

January 2015 – Present

Senior Director of Advocacy, Policy & Research

- Work in the public policy arena and be closely aligned with the leaders of each major Neighborhood Progress work stream (Economic Opportunity, Placemaking and CDC Services).
- Inform and advise tactically important stakeholders and policy makers of Neighborhood Progress supported policy initiatives and strategic goals that advance the Neighborhood Progress agenda
- Lead and represent Neighborhood Progress and CDC's and strategically related policy initiatives before City, County, State and Federal policy makers
- Maintain a working relationship with local elected officials and the governmental staff in legislative and administrative positions.
- Develop policy initiatives that support the Neighborhood Progress Strategic Plan and related policy goals in their strategy.
- Consume and commission research on behalf of and related to Neighborhood Progress' initiatives that align with and support the goals of the strategic plan

ORIANA HOUSE, INC.

August 2012 – January 2015

Director of Business Development

- Provide oversight, strategic input and continuous quality improvement for the agency's Neighborhood Reentry Resource Center, Halfway House and Community Based Correctional Facility; participate and represent the agency on various committees and boards to enhance awareness and create strong community relationships
- Research, analyze, implement and monitor business development strategies that enhance the agency's programs and services; examine data and performance measures to ensure effective service delivery
- Conduct fund development, write and monitor grant proposals that emphasize community capacity building and outreach
- Strategically create and maintain effective collaborative partnerships related to community corrections, reentry and any ancillary area of the community impacted by public safety (i.e. community development, housing, employment etc)
- Succinctly coordinate, connect and leverage partnerships in the community to ensure the clients are receiving the essential wrap around services needed to ensure successful reintegration and reduced recidivism
- Effectively monitor pertinent policy and advocacy related matters for criminal justice, corrections, housing, workforce and economic development; educate and provide information to public officials

CENTER FOR FAMILIES AND CHILDREN

August 2009 – August 2012

Project Coordinator

- Managed and coordinated all facets of a multi-million dollar community wide public/private integrated prisoner reentry project; managed subcontracting services including monitoring of contracts (federal and local), quality and compliance
- Developed and oversaw the compliancy of an innovative transitional housing program for formerly incarcerated men
- Created and monitored the metrics that are used to monitor lead agency activity progress, milestones and critical dependencies
- Led the advocacy issues for prisoner reentry on a national, state and local level
- Produced, executed and participated in community initiatives to increase awareness regarding prisoner reentry, i.e. job fairs, candidate forums, voter education events, conferences and workshops.

ERIKA L. ANTHONY

- Conducted fund development and prepared grant proposals
- Key Accomplishments: Planned and hosted a two day training on Children of Incarcerated Parents - secured a national speaker from the National Resource Center on Children and Families of the Incarcerated; planned and host two "How to Start a Small Business As a Restored Citizen (Ex-Offender) - conducted outreach and secured panelists and resource providers in the areas of legal, finance, technology etc; hosted a HIV training in partnership with the AIDS Funding Collaborative; hosted a Fair Housing training in partnership with the Housing and Research Advocacy Center; managed/monitored a Federal Mentoring grant for adults transitioning from incarceration; assisted and provided sample language for SB 337; and, assisted and provided sample language for Cuyahoga County's Ban the Box (Fair Hiring Policy)

BRITTON, SMITH, PETERS, & KALAIL, CO., L.P.A.

December 2006 – August 2009

Paralegal

THOMPSON HINE LLP CLEVELAND, OH

February 2006 – December 2006

Contract Paralegal

JAY GOLDBERG, P.C. NEW YORK, NY

October 2004 – August 2005

Paralegal/Office Manager

THE FORTUNE SOCIETY, NEW YORK, NY

October 2003 – October 2003

Court Advocate

NEW YORK COUNTY DISTRICT ATTORNEY'S OFFICE, NEW YORK, NY

July 2001 – October 2003

Trial Preparation Assistant

The above-referenced combined legal experience included:

- Conducted legal research related to case law, statutes, and arbitration decisions; verify validity of case law for briefs and motions
- Prepared property valuation and tax complaints, fact chronologies, cast of characters, deposition summaries, witness packets, exhibit and witness binders/lists, subpoenas, release of medical and educational records requests and negotiation spreadsheets
- Reviewed and analyze pleadings, depositions, student records, arbitrations, expert witnesses, collective bargaining agreements, and fact-finding reports to assist attorneys in trial, hearings, negotiations and witness preparation
- Participated in crime scene investigations and analysis; interviewed witnesses, victims and defendants in preparation for trial; photographed crime scenes
- Conducted background checks on defendants, witnesses and victims
- Communicated with clients and other agencies regarding various matters
- Prepared written reports to judges and attorneys; advocated on behalf of clients in court
- Initiated and implemented informational meetings with judges, attorneys, and correctional facilities to increase awareness of our services
- Examined potential candidates' medical, criminal, drug, alcohol and family history; interviewed candidates and family members to assess eligibility for Alternative to Incarceration programs
- Corresponded and convened with judges, defense attorneys, prosecutors, members of various programs, and correctional institutions regarding the candidates and the programs services

ERIKA L. ANTHONY



EDUCATION

CLEVELAND STATE UNIVERSITY, CLEVELAND, OH
MAXINE G. LEVIN COLLEGE OF URBAN AFFAIRS
Masters of Public Administration

August 2008

PENNSYLVANIA STATE UNIVERSITY, UNIVERSITY PARK, PA
Bachelor of Science, Psychology

May 2001

ASSOCIATIONS/VOLUNTEER ACTIVITIES/AWARDS

- Board Member, Bike Cleveland Board of Directors, March 2015 - present
- Member, Ideastream's Community Advisory Board, 2014 - present
- Co-Director, ClevelandVOTES/Nonprofit VOTE, 2014-present
- Board Chair, Negative Space Gallery, 2014-present
- Board Member, EDWINS, June 2014-present
- Fellow, New Leaders Council, January – May 2014
- Graduate, Cleveland Leadership Center's Bridge Builders Program, Class of 2013-2014
- Board Member, Negative Space Galley, 2013-2014
- Board Member, Northeast Ohio Voter Advocates, 2013-2014
- Board Chair, Cleveland Young Professional Senate, 2013-2014
- Participant, Cleveland Leadership Center's Civic Entrepreneurial Boot Camp, 2013
- Peer Reviewer, U.S. Department of Justice, Bureau of Justice Assistance – Second Chance Act Mentoring Program, 2013

County Council of Cuyahoga County, Ohio

Ordinance No. O2015-0010

Sponsored by: Councilmembers Simon, Miller, Germana and Conwell and County Executive Budish	An Ordinance amending Sections 113.01, 301.02, 303.01 and 303.04 of the Cuyahoga County Code and enacting Section 303.07 of the Cuyahoga County Code to establish procedures by which the Personnel Review Commission adopts its Administrative Rules and to make various changes to the County’s civil service code; and declaring the necessity that this Ordinance become immediately effective.
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WHEREAS, Cuyahoga County Charter Section 9.01 states “The Personnel Review Commission shall be responsible for administering, for and in cooperation with the officers, agencies, boards and commissions of the County, an efficient and economical system for the employment of persons in the public service of the County according to merit and fitness;” and,

WHEREAS, Cuyahoga County Charter Section 9.01 further states “The County’s human resources policies and systems, including ethics policies for County employees, shall be established by ordinance....;” and,

WHEREAS, Cuyahoga County Charter Section 9.02(4) states that the Personnel Review Commission has “[r]esponsibility for the creation of rules and policies related to the Personnel Review Commission’s authority set forth in this Charter in accordance with the human resource policies established by ordinance;” and,

WHEREAS, Cuyahoga County Charter Section 9.03 states “The Personnel Review Commission shall administer a clear, countywide classification and salary administration system for technical, specialist, administrative and clerical functions with a limited number of broad pay ranges within each classification. The classification system shall include the employees of the offices listed in Article V of this Charter, as well as those of the County Executive and County Council except those employees in positions designated as unclassified by general law. The classification system shall, to the extent permitted by the Ohio Constitution, include the employees of all offices, officers, agencies, departments, boards, commissions or other public bodies, other than separate political subdivisions, that are supported in whole or in part from taxes levied, or other financial assistance provided, by the County;” and

WHEREAS, Council has determined to establish a review process by which the Personnel Review Commission shall submit its proposed Administrative Rules rules to Council to ensure such rules are in accordance with the human resources policies established in the County Code; and,

WHEREAS, Council further wishes to establish the reporting requirements for County appointing authorities operating within the jurisdiction of the Personnel Review Commission; and,

WHEREAS, it is necessary that this Ordinance become immediately effective in order that critical services provided by Cuyahoga County can continue and to provide for the usual, daily operation of the County.

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

SECTION 1. Section 113.01(A) of the Cuyahoga County Code is hereby amended as follows (additions are bolded and underlined, deletions are stricken):

Section 113.01 Definitions

A. “County Entity” or “County entity” includes the County and any County office, department, agency, board, commission, committee, or other County authority established by or pursuant to the Charter of Cuyahoga County, the Ohio Constitution, or Ohio law, **provided however, that pursuant to Section 301.02 of this Code, the Personnel Review Commission is not subject to the provisions of this Chapter and shall instead submit its rules to Council.**

SECTION 2. Section 301.02 of the Cuyahoga County Code are hereby amended as follows (additions are bolded and underlined, deletions are stricken):

Section 301.02 Administrative Rules

The Personnel Review Commission may, in accordance with the policies and procedures set forth in this Code, adopt administrative rules and procedures to carry out its powers and duties as set forth in the County Charter and this Chapter. **In the event of a conflict between the Administrative Rules of the Personnel Review Commission and Title 3, Employment Practices, the Code shall prevail.**

Notwithstanding any other provision of this Code, in lieu of submitting its rules to the Administrative Rules Board, the Administrative Rules of the Personnel Review Commission shall be submitted to the Council to ensure that a proposed rule is in accordance with the human resources policies established by this Code, as required by Charter § 9.02(4). The specific language of a proposed rule shall clearly identify any new rule and/or any modification, addition, or deletion of an existing rule, and shall be submitted to the Clerk of Council. Unless otherwise

desired by Council or the assigned committee of Council, the review process required by this Section shall be completed within 45 days following submission of the proposed rule to the Clerk of Council. No proposed rule shall become effective prior to completion of the review process required by this section. If Council determines that a proposed rule is in accordance with the human resources policies established in this Code, the Personnel Review Commission shall submit the proposed rule to the clerk of the Administrative Rules Board for codification in the Administrative Code. If Council determines that a proposed rule or any provision of a proposed rule is not in accordance with the human resources policies established by this Code, Council may declare such proposed rule or provision inapplicable to county employees or appointing authorities. Any proposed rule or provision declared inapplicable shall not be codified in the Administrative Code.

SECTION 3. Sections 303.01(A) and 303.01(B)(1) of the Cuyahoga County Code are hereby amended as follows (additions are bolded and underlined, deletions are stricken):

Section 303.01 Pay Equity Incorporation and amendment of relevant ORC/OAC civil service provisions

A. The following Sections of Chapter 124 of the Ohio Revised Code are hereby amended as they apply to County employees. All sections of Chapter 124 **applicable to Ohio counties** that are not specifically amended or superseded by this Chapter 303 remain in full effect in their entirety. In the event a conflict exists between this Code and the **Administrative Rules of the Personnel Review Commission and/or** Cuyahoga County Human Resources Personnel Policies and Procedures Manual, the provisions of this Code shall govern. **Deviations from the Ohio Revised Code and/or the Ohio Administrative Code as may apply to the county shall be made only through ordinance.**

124.14 - Job Classification - Pay Ranges.

(A)(1) The Personnel Review Commission shall establish, and may modify or rescind, subject to approval by County Council, a job classification plan in accordance with the requirements of Section 9.04 of the Cuyahoga County Charter and **Chapter 305 of this Code**. The Commission shall group jobs within a classification so that the positions are similar enough in duties and responsibilities to be described by the same title, to have the same pay assigned with equity, and to have the same qualifications for selection applied. The Commission shall assign a classification title to each classification within the classification plan. However, the Commission shall consider in establishing classifications, including classifications with parenthetical titles, and assigning pay ranges such factors as duties performed only on one shift, special skills in short supply in the labor market, recruitment problems, separation rates, comparative salary rates, the amount of training required, and other conditions affecting employment. The Commission shall describe the duties

and responsibilities of the class, and establish the qualifications for being employed in each position in the class. The Commission shall assign each classification to an equitable pay range.

B. 1. OHIO ADMINISTRATIVE CODE – The following section of Chapter 123:1 of the Ohio Administrative Code is hereby amended as it applies to County employees. All sections in Chapter 123:1 **applicable to Ohio counties** that are not specifically identified in bold below remain in full effect in their entirety.

123:1-7-22 – Reassignments by the Director of Human Resources

The Director may reassign to a proper classification those positions and/or employees that have been assigned to an improper classification. The Director may also assign a proper classification to a County employee who qualifies for classification but has not previously been assigned to one. If a reassignment or new assignment occurs, the employee shall be placed in an equitable pay step in the applicable pay range for the new classification. Determination of the equitable pay step shall be based on a review of the employee's relative skill level, education and experience as compared to the employees currently existing in the classification. Such placement may result in the employee maintaining their current salary, or may result in an increase or reduction in salary.

If the reclassification results in a reduction in salary, the employee shall be offered an opportunity to meet with the Director or designee to dispute the proposed change. Subsequent to this meeting, or the employee's waiver of this meeting, the Director shall provide the employee written notice of the final decision regarding the proposed reduction. The employee may then file an appeal of the Director's final decision to the Personnel Review Commission in accordance with the Commission's rules.

(B) (Deleted in its entirety)

(C) (Deleted in its entirety)

SECTION 4. Section 303.04 of the Cuyahoga County Code is hereby amended as follows (additions are bolded and underlined, deletions are stricken):

Section 303.04 Classification and Compensation Plans

A. Classification Plan

The Personnel Review Commission shall administer a countywide classification plan. The classification plan shall be established and adopted by the Personnel Review Commission subject to approval by Cuyahoga County Council. The plan

shall provide for the classification and standardization of all positions in the County's classified service. The classification system will serve to organize the work performed by the County's classified employees, and will organize positions into classifications on the basis of duties and responsibilities. All positions in the service of Cuyahoga County, except those specifically designated as unclassified **as provided by the Charter**, shall be in the classified service. **Appointing authorities are authorized to hire employees into the classified and unclassified service in the manner provided for in the Charter and this Code.** The unclassified service shall consist of the positions specifically exempted from the classified service by general law, **and** the Charter, ~~Ordinance or the Personnel Review Commission.~~ Persons employed in a position in the unclassified service serve at the pleasure of the appointing authority and may be removed from their unclassified position at any time for any lawful reason. **Following the appointment of classified and unclassified employees,** ~~All~~ appointing authorities shall provide **quarterly** reports detailing their appointments ~~of employees to the unclassified service to the Personnel Review Commission in accordance with this code. The Department of Human Resources shall provide an annual list to the Personnel Review Commission of all current employees and their civil service status.~~ ~~the procedures contained in the Personnel Review Commission's Rules.~~ **On the date an appointing authority appoints an employee to an unclassified position, the appointing authority shall provide the employee with written information describing the nature of employment in the unclassified civil service. Within thirty days after the date an appointing authority appoints an employee to an unclassified position, the appointing authority shall provide the employee with written information describing the duties of that position. The content of any written report provided to the Personnel Review Commission and/or the failure of the appointing authority to provide the written information described in this Section to the employee or to provide the Personnel Review Commission with a written report shall not confer any additional rights upon the employee before the Personnel Review Commission or in any other appellate body with jurisdiction over an appeal of the employee.**

B. Compensation Plan

The Personnel Review Commission shall administer a compensation plan for the County's non-bargaining unit, classified employees, and shall recommend to County Council such modifications as needed to ensure the system provides for compensation based on merit and fitness and to ensure pay equity in like.

SECTION 5. Section 303.07 of the Cuyahoga County Code is hereby enacted as follows:

Section 303.07 Subpoenas

For the purpose of adjudicating employee appeals, the Personnel Review Commission may subpoena and require the attendance and testimony of

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_____, 20__