



MINUTES

CUYAHOGA COUNTY HUMAN RESOURCES, APPOINTMENTS & EQUITY COMMITTEE

MEETING

THURSDAY, JULY 12, 2012

CUYAHOGA COUNTY JUSTICE CENTER

COUNCIL CHAMBERS – 1ST FLOOR

10:00 AM

1. CALL TO ORDER

The meeting was called to order by Chairwoman Conwell at 10:17 a.m.

2. ROLL CALL

Ms. Conwell asked Deputy Clerk Barnhill to call the roll. Committee members Conwell and Rogers were in attendance and a quorum was determined. Committee member Gallagher entered the meeting shortly after the roll call was taken. Councilmembers Greenspan and Miller were also in attendance.

3. PUBLIC COMMENT RELATED TO THE AGENDA

No public comments were given.

4. APPROVAL OF MINUTES FROM THE JUNE 21, 2012 MEETING

A motion was made by Mr. Rogers, seconded by Ms. Conwell and approved by unanimous vote to approve the minutes of the June 21, 2012 meeting.

5. MATTERS REFERRED TO COMMITTEE

- a) M2012-0021: A Motion confirming the County Executive's appointment of individuals to serve on the District One Public Works Integrating Committee of Cuyahoga County, and declaring the necessity that this Motion become immediately effective:

- 1) Bonita Teeuwen
- 2) Stanley Kosilesky

Mr. Jim Boyle, Special Assistant to County Executive FitzGerald, addressed the Committee regarding Motion No. M2012-0021. Discussion ensued.

Committee members and Councilmembers asked questions of Mr. Boyle pertaining to the item, which he answered accordingly.

On a motion by Ms. Conwell with a second by Mr. Rogers, Motion No. M2012-0021 was considered and approved by unanimous vote to be referred to the full Council agenda for consideration with a recommendation for passage under second reading suspension of rules.

- b) R2012-0115: A Resolution authorizing an agreement with Mayfield Village for participation in the Cuyahoga County Benefits Regionalization Program for the period 6/12/2012 - 12/31/2014; authorizing the County Executive to execute the agreement and all other documents consistent with this Resolution; and declaring the necessity that this Resolution become immediately effective.

Ms. Elise Hara, Director of Human Resources addressed the Committee regarding Resolution No. R2012-0115. Discussion ensued.

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

On a motion by Ms. Conwell with a second by Mr. Rogers, Resolution No. R2012-0115 was considered and approved by unanimous vote to be referred to the full Council agenda for consideration with a recommendation for passage under second reading suspension of rules.

- c) R2012-0127: A Resolution authorizing an agreement with Village of Glenwillow for participation in the Cuyahoga County Benefits Regionalization Program for the period 7/1/2012 - 12/31/2014; authorizing the County Executive to execute the agreement and all other documents consistent with this Resolution; and declaring the necessity that this Resolution become immediately effective.

Ms. Hara addressed the Committee regarding Resolution No. R2012-0127. Discussion ensued.

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

On a motion by Ms. Conwell with a second by Mr. Rogers, Resolution No. R2012-0127 was considered and approved by unanimous vote to be referred to the full Council agenda for consideration with a recommendation for passage under second reading suspension of rules.

- d) R2012-0128: A Resolution amending Resolution No. R2011-0277 dated 9/27/2011, which made awards on RQ20292 to various providers for group healthcare benefits for County employees and their eligible dependents, including medical and pharmacy benefit management services with Kaiser Foundation Health Plan of Ohio to change the amount from \$26,113,651.00 to \$8,191,200.00, to change the time period from 1/1/2012 - 12/31/2014 to 1/1/2012 - 12/31/2012 and to change the terms effective 5/1/2012; authorizing the County Executive to execute the amendment and all other documents consistent with this Resolution; and declaring the necessity that this Resolution become immediately effective.

Ms. Hara and Mr. Dan Ricci, Human Resource Program Officer, addressed the Committee regarding Resolution No. R2012-0128. Discussion ensued.

Committee members and Councilmembers asked questions of Ms. Hara and Mr. Ricci pertaining to the item, which they answered accordingly.

On a motion by Ms. Conwell with a second by Mr. Rogers, Resolution No. R2012-0128 was considered and approved by unanimous vote to be referred to the full Council agenda for consideration with a recommendation for passage under second reading suspension of rules.

- e) O2012-0005: An Ordinance prohibiting inquiries about or consideration of criminal convictions of applicants for Cuyahoga County employment positions until the applicant has been offered conditional employment; establishing the criterion under which criminal records may be considered, and establishing exceptions.

A proposed substitute to Ordinance No. O2012-0005 was introduced on the floor. Discussion ensued.

A motion was then made by Ms. Conwell, seconded by Mr. Rogers and approved by unanimous vote to accept proposed substitute Ordinance No. O2012-0005.

Ms. Hara, Sr. Joanne Gross, Senior Policy Advisor, and Mr. Norberto Colon, Deputy Chief of Staff for Justice, addressed the Committee regarding Ordinance No. O2012-0005. Discussion ensued.

Committee members and Councilmembers asked questions of Ms. Hara and Sr. Gross and Mr. Colon pertaining to the item, which they answered accordingly.

On a motion by Ms. Conwell with a second by Mr. Rogers, Ordinance No. O2012-0005 was considered and approved by unanimous vote to be referred to the full Council agenda for consideration for second reading and to the Human Resources Commission, as substituted.

- f) O2012-0014: An Ordinance adopting an Equity Plan for Cuyahoga County.

Mr. Miller introduced an amendment on the floor.

A motion was then made by Mr. Rogers, seconded by Ms. Conwell and approved by unanimous vote to insert the following introduction into the Equity Plan attachment to Ordinance No. O2012-0014:

“This Cuyahoga County Equity Plan includes two main parts. Sections 1-3 are an aspirational statement, setting forth our vision as to what a successful equity program for our county would consist of and how it would be achieved. Sections 4-6 provide for the implementation of specific actions to help achieve the goals set forth in the prior sections.”

Committee members, Councilmembers and Mr. Makhoul engaged in dialogue regarding Ordinance No. O2012-0014. Discussion ensued.

A motion was made by Ms. Conwell, seconded by Mr. Rogers and approved by unanimous vote to amend the Equity Plan attachment as follows:

In the Purpose section, the second sentence was deleted and replaced with *“county’s objective is to remove barriers and enable all citizens in our community to have equal opportunities to fulfill their potential”*.

In the Definition of Equity section, *“including”* was inserted after orientation and before gender in the first sentence.

In the Health and Human Services section, in the second sentence, *“ensure”* was deleted and *“working towards ensuring”* was inserted; the period after need was deleted and a comma was inserted; *“promote”* was deleted and *“promoting”* was inserted; a semicolon was inserted after citizens and *“and”* was inserted before supporting; and *“those”* was deleted.

In the Public Works and Infrastructure section, *“will”* was deleted and *“plans to”* was inserted.

In the Public Safety and Justice Services section, in the second sentence, *“all”* was deleted.

In the Education section, in the second sentence, *“support”* was deleted and *“encourage”* was inserted.

In the Workforce Development section, *“for our residents”* was inserted after participation.

In the Composition section under Cuyahoga County Equity Commission, *“, or their respective designees.”* was inserted after Justice Services.

In the Composition section under Citizens’ Advisory Council on Equity, *“At least one member shall represent each of the following communities: faith-based, labor, African American, Hispanic or Latino, and LGBT”* was deleted and *“The Citizen’s Advisory Council on Equity shall be comprised of members of the community representing the diversity of the citizens of the county.”*, was inserted in the second sentence.

On a motion by Ms. Conwell with a second by Mr. Rogers, Ordinance No. O2012-0014 was considered and approved by unanimous vote to be referred to the full Council agenda for consideration for second reading.

6. MISCELLANEOUS BUSINESS

There was no miscellaneous business.

7. OTHER PUBLIC COMMENT

No public comments were given.

8. ADJOURNMENT

With no further business to discuss, the meeting was adjourned by Chairwoman Conwell at 1:08 p.m., without objection.