



MINUTES

CUYAHOGA COUNTY HUMAN RESOURCES, APPOINTMENTS & EQUITY COMMITTEE MEETING

**TUESDAY, OCTOBER 15, 2013
CUYAHOGA COUNTY JUSTICE CENTER
COUNCIL CHAMBERS – 1ST FLOOR
10:00 AM**

1. CALL TO ORDER

Chairwoman Conwell called the meeting to order at 10:04 a.m.

2. ROLL CALL

Ms. Conwell asked Deputy Clerk Muller to call the roll. Committee members Conwell, Gallagher and Germana were in attendance and a quorum was determined. Committee member Rogers was absent from the meeting. Committee member Simon entered the meeting shortly after the roll call was taken. Councilmember Miller was also in attendance.

3. PUBLIC COMMENT RELATED TO THE AGENDA

There was public comment related to the agenda.

4. APPROVAL OF MINUTES FROM SEPTEMBER 17, 2013 MEETING

A motion was made by Mr. Germana, seconded by Mr. Gallagher and approved by unanimous vote to approve the minutes of the September 17, 2013 meeting.

5. MATTERS REFERRED TO COMMITTEE

- a) None

There were no matters referred to the Committee.

6. MISCELLANEOUS BUSINESS

- a) Presentation – "Making the Change to Merit & Fitness Based Compensation" – Kathleen Walsh, Chairwoman, Human Resource Commission

Ms. Kathleen Walsh, Chairwoman and Ms. Rebecca Kopcienski, Administrator, Human Resource Commission; addressed the Committee regarding the proposed options to move to a merit and fitness based compensation plan for employees including an overview of the responsibilities of the HRC as they pertain to compensation, the current compensation structure, past practices, impact of the new government on compensation, salary adjustments due to reorganization, the goals of the County's reward strategies, current compensation challenges and the options being explored to change the current structure. Discussion ensued.

Committee members and Councilmembers asked questions of Ms. Walsh and Ms. Kopcienski pertaining to the presentation, which they answered accordingly.

Ms. Elise Hara, Director of Human Resources, and Mr. Jason Sobczyk, Employee Relations Specialist, introduced the following Human Resources staff members servicing the Office of the Sheriff and Department of Justice Services to the Committee:

- a) Cishma Haines, Employee Relations Specialist
- b) Michael Brown, Human Resources Analyst
- c) Emina Paunesku, Human Resources Analyst
- d) Benjamin P. Wilson, Administrative Assistant

7. OTHER PUBLIC COMMENT

There were no other public comments.

8. ADJOURNMENT

With no further business to discuss, the meeting was adjourned by Chairwoman Conwell at 11:10 a.m., without objection.