



AGENDA
CUYAHOGA COUNTY HUMAN RESOURCES, APPOINTMENTS & EQUITY COMMITTEE
MEETING
TUESDAY, OCTOBER 29, 2013
CUYAHOGA COUNTY JUSTICE CENTER
COUNCIL CHAMBERS – 1ST FLOOR
12:30 PM

- 1. CALL TO ORDER**
- 2. ROLL CALL**
- 3. PUBLIC COMMENT RELATED TO THE AGENDA**
- 4. APPROVAL OF MINUTES FROM OCTOBER 15, 2013 MEETING**
- 5. MATTERS REFERRED TO COMMITTEE**
 - a) M2013-0030: A Motion reappointing Richard T. Prasse to serve on the Cuyahoga County Soldiers' and Sailors' Monument Board of Trustees for the term 11/16/2013 - 11/15/2018, and declaring the necessity that this Motion become immediately effective.
- 6. MISCELLANEOUS BUSINESS**
- 7. OTHER PUBLIC COMMENT**
- 8. ADJOURNMENT**

*In accordance with Section 108.01 of the Cuyahoga County Code, complimentary parking in the Huntington Park Garage will be available for the public on any day when the Council or any of its committees holds meetings. Please see the Clerk to obtain a parking pass.



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.

COUNTY COUNCIL OF CUYAHOGA COUNTY, OHIO

MOTION NO. M2013-0030

Sponsored by: Councilmembers Connally and Conwell

A Motion reappointing Richard T. Prasse to serve on the Cuyahoga County Soldiers' and Sailors' Monument Board of Trustees for the term 11/16/2013 - 11/15/2018, and declaring the necessity that this Motion become immediately effective.

WHEREAS, Ohio Revised Code Chapter 345 provides that a county may establish a memorial to commemorate the services of all members and veterans of the armed forces, and authorizes the taxing authority of the county to appoint a board of trustees for such a memorial; and,

WHEREAS, Article III, Section 3.01 of the County Charter establishes that the County Council is the "taxing authority;" and,

WHEREAS, Richard T. Prasse has served admirably as a Trustee for the Cuyahoga County Soldiers' and Sailors' Monument Commission since 2005; and

WHEREAS, Richard T. Prasse's most recent term of service on the Cuyahoga County Soldiers' and Sailors' Monument Board of Trustees ends on November 15, 2013; and

WHEREAS, Council has determined that Richard T. Prasse's continued service on the Board of Trustees would be beneficial to the on-going success and development of the Cuyahoga County Soldiers' and Sailors' Monument; and

WHEREAS, this Council by a vote of at least eight (8) members determines that it is necessary that this Motion 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 APPROVED BY THE COUNTY COUNCIL OF CUYAHOGA COUNTY, OHIO:

SECTION 1. The Council of Cuyahoga County, Ohio, hereby reappoints Richard T. Prasse to the Cuyahoga County Soldiers' and Sailors' Monument Board of Trustees for a term beginning on November 16, 2013 and ending on November 15, 2018.

SECTION 2. This Council by a vote of at least eight (8) members determines that it is necessary that this Motion 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.

SECTION 3. It is found and determined that all formal actions of this Council concerning and relating to the passage of this Motion were passed in an open meeting of this Council, and that all deliberations of this Council and any of its committees that resulted in such formal action were in meetings open to the public, and in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

On a motion by _____, seconded by _____, the foregoing Motion was duly approved.

Yeas:

Nays:

County Council President Date

Clerk of Council Date

First Reading/Referred to Committee: October 22, 2013

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

Journal _____
_____, 2013