



AGENDA
CUYAHOGA COUNTY HUMAN RESOURCES, APPOINTMENTS & EQUITY
COMMITTEE MEETING
TUESDAY, JUNE 30, 2020
CUYAHOGA COUNTY ADMINISTRATIVE HEADQUARTERS
C. ELLEN CONNALLY COUNCIL CHAMBERS – 4TH FLOOR
10:00 AM

***Due to the COVID-19 pandemic, the Cuyahoga County Administration Building is closed to the public at this time. As this meeting is being conducted remotely, in accordance with HB 197, interested persons may access the meeting via livestream by using the following link:**
<https://www.youtube.com/CuyahogaCounty>

****Public comment for this meeting may be submitted in writing via email to the Assistant Deputy Clerk of Council at arjohnson@cuyahogacounty.us no later than 9:00 a.m. on Tuesday, June 30, 2020**

- 1. CALL TO ORDER**
- 2. ROLL CALL**
- 3. PUBLIC COMMENT**
- 4. APPROVAL OF MINUTES FROM THE JUNE 16, 2020 MEETING**
- 5. MATTERS REFERRED TO COMMITTEE**
 - a) R2020-0122: A Resolution declaring racism a public health crisis in Cuyahoga County, and declaring the necessity that this Resolution become immediately effective.
 - b) R2020-0127: A Resolution confirming the County Executive's reappointment of various individuals to serve on the City of Cleveland/Cuyahoga County Workforce Development Board for the term 7/1/2020 - 6/30/2023, and declaring the necessity that this Resolution become immediately effective:

- i. Camille Ali
- ii. Kim Shelnick
- iii. Sheila Wright

- c) R2020-0128: A Resolution confirming the County Executive's reappointment of Elsie Caraballo to serve on the Alcohol, Drug Addiction and Mental Health Services Board of Cuyahoga County for an unexpired term ending 6/30/2023, and declaring the necessity that this Resolution become immediately effective.

- d) R2020-0129: A Resolution confirming the County Executive's reappointment of Beth A. Sipple to serve on the Cuyahoga County Advisory Board on Senior and Adult Services for the term 1/1/2020 - 12/31/2022, and declaring the necessity that this Resolution become immediately effective.

6. MISCELLANEOUS BUSINESS

7. ADJOURNMENT



MINUTES

CUYAHOGA COUNTY HUMAN RESOURCES, APPOINTMENTS & EQUITY
COMMITTEE MEETING
TUESDAY, JUNE 16, 2020
CUYAHOGA COUNTY ADMINISTRATIVE HEADQUARTERS
C. ELLEN CONNALLY COUNCIL CHAMBERS – 4TH FLOOR
10:00 AM

1. CALL TO ORDER

Chairwoman Brown called the meeting to order at 10:03 a.m.

2. ROLL CALL

Ms. Brown asked Assistant Deputy Clerk Johnson to call the roll. Committee members Brown, Gallagher, Jones, Miller and Conwell were in attendance and a quorum was determined. Councilmember Simon was also in attendance.

3. PUBLIC COMMENT

There were no public comments given.

4. APPROVAL OF MINUTES FROM THE MAY 19, 2020 MEETING

A motion was made by Ms. Brown, seconded by Mr. Miller and approved by unanimous vote to approve the minutes from the May 19, 2020 meeting.

5. MATTERS REFERRED TO COMMITTEE

- a) R2020-0109: A Resolution confirming the County Executive's reappointment of various individuals to serve on the Alcohol, Drug Addiction and Mental Health Services Board of Cuyahoga County for the term 7/1/2020 - 6/30/2024, and declaring the necessity that this Resolution become immediately effective:

- i. Crystal L. Bryant
- ii. Benjamin F. Gohlstin, Sr.

Ms. Jeane Holley, Deputy Director of Regional Collaboration addressed the Committee regarding Resolution No. R2020-0109. Discussion ensued.

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

Ms. Crystal L. Bryant addressed the Committee regarding her nomination to serve on the Alcohol, Drug Addiction and Mental Health Services Board of Cuyahoga County. Discussion ensued.

Committee members and Councilmembers asked questions of Ms. Bryant pertaining to her experience, expertise and qualifications, which she answered accordingly.

Mr. Benjamin F. Gohlstin addressed the Committee regarding his nomination to serve on the Alcohol, Drug Addiction and Mental Health Services Board of Cuyahoga County. Discussion ensued.

Committee members and Councilmembers asked questions of Mr. Gohlstin pertaining to his experience, expertise and qualifications, which he answered accordingly.

Ms. Linda Lamp, Executive Assistant for the Alcohol, Drug Addiction and Mental Health Services Board addressed the Committee regarding Resolution No. R2020-0109. Discussion ensued.

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

On a motion by Ms. Brown with a second by Mr. Miller, Resolution No. R2020-0109 was considered and approved by unanimous vote to be referred to the full Council agenda with a recommendation for passage under second reading suspension of the rules.

Ms. Conwell, Mr. Jones and Mr. Miller requested to have their names added as co-sponsors to Resolution No. R2020-00109.

- b) R2020-0110: A Resolution confirming the County Executive's reappointment of William H. Gary, Sr. to serve on the City of Cleveland/Cuyahoga County Workforce Development Board for the term 7/1/2020 - 6/30/2023, and declaring the necessity that this Resolution become immediately effective.

Ms. Holley addressed the Committee regarding Resolution No. R2020-0110. Discussion ensued.

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

Mr. William H. Gary, Sr. addressed the Committee regarding his nomination to serve on the City of Cleveland/ Cuyahoga County Workforce Development Board. Discussion ensued.

Committee members and Councilmembers asked questions of Mr. Gary pertaining to his experience, expertise and qualifications, which he answered accordingly.

On a motion by Ms. Brown with a second by Mr. Gallagher, Resolution No. R2020-0110 was considered and approved by unanimous vote to be referred to the full Council agenda with a recommendation for passage under second reading suspension of the rules.

- c) R2020-0113: A Resolution authorizing an amendment to Contract No. CE1800017-01, 03 with Medical Mutual of Ohio for stop loss insurance services for County employees and their eligible dependents and Cuyahoga County Benefits Regionalization Program participants' employees and their eligible dependents for the period 1/1/2018 - 12/31/2019 to extend the time period to 12/31/2020 and for additional funds in the amount not-to-exceed \$1,250,000.00; 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.

Mr. Patrick Smock, Director of Employee Resources with the Department of Human Resources; and Ms. Suzi Harman, Senior Benefits Analyst with Oswald Companies, addressed the Committee regarding Resolution No. R2020-0113. Discussion ensued.

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

On a motion by Ms. Conwell with a second by Mr. Miller, Resolution No. R2020-0113 was considered and approved by unanimous vote to be referred to the full Council agenda with a recommendation for passage under second reading suspension of the rules.

6. MISCELLANEOUS BUSINESS

There was no miscellaneous business.

7. ADJOURNMENT

With no further business to discuss and on a motion by Mr. Miller with a second by Ms. Brown, the meeting was adjourned at 10:55 a.m., without objection.

County Council of Cuyahoga County, Ohio

Resolution No. R2020-0122

Sponsored by: County Executive Budish and Councilmembers Brown, Conwell, Jones, Stephens, Brady, Miller, Simon, Gallagher and Tuma	A Resolution declaring racism a public health crisis in Cuyahoga County, and declaring the necessity that this Resolution become immediately effective.
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WHEREAS, the Charter of Cuyahoga County declares that the people of Cuyahoga County desire “an improved focus on equity for all our communities and citizens”; and

WHEREAS, almost all of the four hundred years of history for Blacks in America has been under either slavery or Jim Crow Laws, which subjected Black people to tremendous hardships and disadvantages in all areas of life; and

WHEREAS, the total estimated population of Cuyahoga County is 1,235,072 and residents who are Black represent approximately 30.5% of the total population, which equates to approximately 376,697 people; and

WHEREAS, the Centers for Disease Control and Prevention states Public Health is “the science and art of preventing disease, prolonging life, and promoting health through the organized efforts and informed choices of society, organizations, public and private communities, and individuals”; and

WHEREAS, *Structural/systemic racism*- creates a disparity between Black and White people in nearly all aspects of people’s lives but most importantly in **healthcare, the criminal justice system, healthy food, safe and affordable housing, well-paying jobs and business ownership opportunities, quality transportation, educational opportunities, and safe places to be active**, resulting in adverse health outcomes and shorter life expectancies among people of color, thus creating a public health crisis; and

WHEREAS, the following are specific areas of disparity between Black and White people in **healthcare, the criminal justice system, healthy food, safe and affordable housing, well-paying jobs and business ownership opportunities, quality transportation, educational opportunities, and safe places to be active**; and

HEALTHCARE

WHEREAS, Black people have long faced several challenges in healthcare including higher rates of disease, lower rate of healthcare access, shorter life spans, and poorer health conditions throughout Cuyahoga County; and

WHEREAS, the American Medical Association, the American Psychological Association, and the American Association of Family Physicians have said experiencing racism can play a role in raising the risk of certain chronic health conditions in Black people; and

WHEREAS, Black people have been diagnosed with diabetes at the rate of 25.8% compared to only 7.7% of White people in Cuyahoga County; Black people are 25% more likely to die of breast cancer once diagnosed than White people who are diagnosed with breast cancer in Cuyahoga County; Black people have the highest cardiovascular disease mortality rate among all racial/ethnic groups in Cuyahoga County; and

WHEREAS, in addition to these diseases and an endless number of other health areas, Cuyahoga County is once again reminded how Black people are disproportionately affected by health crises, most recently with COVID-19, as Black people only represent 30.5% of Cuyahoga County's population, but represent 40% of the County's COVID-19 diagnoses, 45% of all the hospital admissions, and 45% of all the Intensive Care Units admissions related to COVID-19 in the County; and

HEALTHCARE: Child Welfare

WHEREAS, The American Academy of Pediatrics has declared racism as a public health issue and that racism against children impacts adolescent health; and

WHEREAS, Black children in Cuyahoga County have significantly higher rates of asthma at a rate of 21% versus 10.3% of White children; and

WHEREAS, First Year Cleveland has reported that infant mortality disproportionately impacts the Black community; Seven out of every ten babies in Cuyahoga County who don't make it to their first birthday are Black; and

HEALTHCARE: Suicide Rates and Life Expectancy

WHEREAS, Black people have attempted suicide nearly three times more than White people in Cuyahoga County; and

WHEREAS, the life expectancy of Black residents is over six years less than White residents in Cuyahoga County; and

CRIMINAL JUSTICE SYSTEM

WHEREAS, Black people face widespread racism in policing and the criminal justice system throughout this country and in Cuyahoga County; and

WHEREAS, more than half (52.6%) of Black people in Cuyahoga County reported that they trust law enforcement compared to 84.3% of White people in Cuyahoga County; and

WHEREAS, according to a study conducted by Stanford University, among many other studies, stated that Black drivers are 20% more likely to get pulled over than White drivers; and

WHEREAS, a Yale University study found that Black people are 21.3% more likely to have a gun drawn on them during interaction with police than White people; and

WHEREAS, sentencing policies, implicit racial bias, and socioeconomic inequity contribute to racial disparities at every level of the criminal justice system; overall, Black people are more likely than White people to be arrested; once arrested, they are more likely to be convicted; and once convicted, they are more likely to face longer sentences; and

WHEREAS, studies have revealed that American courts significantly set higher bail amounts for Black people than White people facing similar criminal charges; Black people are less likely to be released on their own recognizances (signature bonds) and Black people ages 18-29 have their bail set significantly higher than any other group; and

WHEREAS, in Ohio, statistics show that one of every 523 White people will spend time in prison, compared to 1 of every 53 Black people will be imprisoned for some period of time; and

WHEREAS, in Ohio, Black people are more likely to face and receive the Death Penalty; As of 2020, 56% of the population on Ohio's death row are Black men; and

WHEREAS, nearly half (46.6%) of Black people in Cuyahoga County reported that they have been stopped by law enforcement for no reason compared to only 8.1% of White people in Cuyahoga County; and

WHEREAS, Black youth make up 42% of the population in Cuyahoga County between the ages of 10 and 17 years old, but make up 90% of the juvenile justice system in the County, which is eleven times more than White youth in the same age group; and

WHEREAS, although Black people make up less than one third of the population in Cuyahoga County, Black people make up 74% of the jail population in Cuyahoga County; and

ACCESS TO HEALTHY FOODS

WHEREAS, facing hunger, access to healthy foods, and food security is tied to how close a person lives to a grocery store; and

WHEREAS, according to Feeding America, Black people are two times more likely to face hunger on a daily basis compared to White people; and

WHEREAS, approximately one out of three people in Cuyahoga County live in a food desert (more than a half a mile away from a grocery store); and

WHEREAS, in Cuyahoga County, 23.5% of White people live in a food desert compared to more than half (56%) of Black people; and

SAFE & AFFORDABLE HOUSING

WHEREAS, businesses traditionally are reluctant to invest in historically black communities; and

WHEREAS, historical policies and practices, such as discriminatory lending practices known as “redlining,” have shaped the differences in opportunities for safe and affordable housing for Black people; and

WHEREAS, federal agencies financed nearly half of all suburban homes in the 1950s and 1960s, with White people making up 98% of those loans approved; and

WHEREAS, the neighborhoods in Cuyahoga County that consist of majority Black populations have the highest rates of lead poisoning; and

WHEREAS, nearly half (49%) of White people in Cuyahoga County believe that housing is safe and affordable compared to only 26% of Black people; and

WHEREAS, more than two-thirds (70.9%) of White people in Cuyahoga County believe their neighborhoods are quiet and/or extremely safe from crime versus only 42.7% of Black people; and

WELL-PAYING JOBS & ECONOMIC OPPORTUNITY

WHEREAS, in Cuyahoga County, Black people are disproportionately represented in low wage occupations such as health care support, food services, and custodial services compared to White people who disproportionately represent higher wage occupations like management and engineering; and

WHEREAS, in the Cleveland Metropolitan Area, the median income for White residents is 2.1 times more than that of Black residents, which equates to a \$60,000 average income for White residents compared to \$28,000 average incomes for Black residents; and

WHEREAS, remaining virtually unchanged since before passage of the Civil Rights Act of 1964, the average wealth of White households is more than 6 times the average wealth of Black households; and

WHEREAS, Black people in Cleveland are 1.7 times more likely to be living in poverty than White people; and

QUALITY TRANSPORTATION

WHEREAS, transportation has long been a barrier for Black people; 4 times the amount of Black people than White people in Cuyahoga County rely on public transportation to get to their jobs, go grocery shopping, medical appointments, school, and other activities; and

WHEREAS, a fifth (20%) of all Cuyahoga County households located in a food desert do not have a vehicle; and

EDUCATIONAL OPPORTUNITIES

WHEREAS, Black students in the Cleveland Metropolitan School District are 1.7 times more likely to be suspended than their fellow White students; and

WHEREAS, Black residents are up to 4 times more likely to not have home internet access, known as digital redlining, in Cuyahoga County compared to White resident; and

WHEREAS, in Ohio, approximately 61% of Black people graduate High School compared to 86% of White people; and

WHEREAS, more than a third (38.9%) of White people in Cuyahoga County have a bachelor's degree or higher education compared to only 14.7% of Black people; and

SAFE PLACES TO BE ACTIVE

WHEREAS, the Centers for Disease Control and Prevention stated that Black people experience obesity at a rate of 44.1% compare to White people at 32.6%; and

WHEREAS, numerous studies and medical professionals have linked access to green space and parks to the physical behavior of people; access to parks and green space is much lower in neighborhoods largely occupied by Blacks than Whites; and

WHEREAS, evidence also shows that people will not exercise if they don't feel safe in their neighborhood; and

WHEREAS, the conditions that shape health such as access to **healthcare, the criminal justice system, healthy food, safe and affordable housing, well-paying jobs and business ownership opportunities, quality transportation, educational opportunities, and safe places to be active**, are not spread equitably across Cuyahoga County, resulting in significant differences in health outcomes, life expectancy and infant mortality; and

WHEREAS, Cuyahoga County seeks to address the impact of racism on public health at all levels of County government; and

WHEREAS, Anti-racism requires fundamental changes to all structural systems in Cuyahoga County; for equitable policies and programs to be effective, attention, priority, and resources must be allocated to the implementation of strategies that are long-term and sustainable; and

WHEREAS, the Cuyahoga County Executive and the Cuyahoga County Council intend to take immediate action to address these obvious and crippling inequities which are at the root of health disparities in our community and one of the effects of racism; and

WHEREAS, because of these factors, statistics, information, and history, the Cuyahoga County Council and Cuyahoga County Executive desire to declare racism a public health crisis in Cuyahoga County; and

WHEREAS, Cuyahoga County is committing its resources to openly and honestly address racism and to improve areas of all of the County's residents including ending the disparity between Black and White people when it comes to **healthcare, the criminal justice system, healthy food, safe and affordable housing, well-paying jobs and business ownership opportunities, quality transportation, educational opportunities, and safe places to be active.**

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

SECTION 1. That the Cuyahoga County Council and County Executive hereby declare racism to be a public health crisis in Cuyahoga County.

SECTION 2. Cuyahoga County is committing its resources in all areas of its government and throughout all of its Departments and Divisions to openly and honestly address racism and to eliminate the disparity between Black and White people when it comes to **healthcare, the criminal justice system, healthy food, safe and affordable housing, well-paying jobs and business ownership opportunities, quality transportation, educational opportunities, and safe places to be active.**

SECTION 3. Cuyahoga County Council and County Executive direct the County Equity Commission and the Cuyahoga County Citizens Advisory Council on Equity to review, focus, and provide recommendations to reduce the disparity between Black and White people when it comes to **healthcare, the criminal justice system, healthy food, safe and affordable housing, well-paying jobs and business ownership opportunities, quality transportation, educational opportunities, and safe places to be active** including the following areas with a status report no later than December 31, 2020:

- a) Any changes to County policies, procedures, procurement, structure of County government, and the Cuyahoga County Code;

- b) Provide input to educate and train County employees on how their decision-making and work impact Black people;
- c) Provide any recommendations to make changes to the County’s recruitment and advancement of employees, governance, leadership, procurement policies, economic development, specific dedication of funds, and any other necessary changes needed through legislative action to eliminate racism in Cuyahoga County;
- d) Provide recommendations how the County can work with the Cuyahoga County Board of Health, and other community and interested partners, to prioritize and identify resources for data collection and reporting on racial disparities in health throughout Cuyahoga County;
- e) Develop and advocate for a legislative agenda at the local, state and federal levels of government to help end racism and improve the public health crisis that currently exists for Black people;
- f) Provide recommendations to change the 2012 Equity Plan for Cuyahoga County to include social reform that will engage County employees at all levels of government, community partners, and populations who obtain services through the County in the following core areas: **healthcare, the criminal justice system, healthy food, safe and affordable housing, well-paying jobs and business ownership opportunities, quality transportation, educational opportunities, and safe places to be active;**
 - i. The strategic planning process shall integrate equity and social reform in all major areas of County Government including:
 - 1. Leadership, Operations, and Services
 - 2. Policies, Budgets, and Contracts
 - 3. Organizational Culture and Workforce
 - 4. Community Partnerships
 - 5. Communication and Education
 - 6. Facility and System Improvements;
- g) The strategic plan’s goals and objectives will be aligned with the County’s biennial budget process in order to oversee all monetary actions towards the design, monitoring, and advancement of equitable strategies County-wide;
- h) The County Equity Commission and Cuyahoga County Advisory Council on Equity will make recommendations for a data-measurement strategy for determining and publicly reporting outcomes to the County Executive and County Council on an annual basis.

First Reading/Referred to Committee: June 23, 2020
Committee(s) Assigned: Human Resources, Appointments & Equity

Journal _____
_____, 2020

County Council of Cuyahoga County, Ohio

Resolution No. R2020-0127

Sponsored by: County Executive Budish	A Resolution confirming the County Executive’s reappointment of various individuals to serve on the City of Cleveland/Cuyahoga County Workforce Development Board for the term 7/1/2020 - 6/30/2023, and declaring the necessity that this Resolution become immediately effective.
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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 City of Cleveland/Cuyahoga County Workforce Development Board, formerly known as Workforce Investment Board, was established to fulfill the functions outlines in the Federal Workforce Investment Act of 1998 and was created pursuant to the provisions of Ohio Revise Code Chapter 6301; and

WHEREAS, Chapter 114 of the Cuyahoga County Code provides the requirements for submission of appointments to County Council; and

WHEREAS, the joint operation between the City of Cleveland and Cuyahoga County provides public policy guidelines and exercises oversight of local programs of workforce activities; and

WHEREAS, County Executive Armond Budish has nominated the following individuals to be reappointed to serve on the City of Cleveland/Cuyahoga County Workforce Development Board for the term 7/1/2020 – 6/30/2023:

1. Camille Ali (joint appointment with City of Cleveland)
2. Kim Shelnick
3. Sheila Wright

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 provides by Cuyahoga County can continue and to provide for the usual, daily operation of a County Board.

First Reading/Referred to Committee: June 23, 2020

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

Journal _____
_____, 20__



June 12, 2020

Dan Brady, President
Cuyahoga County Council
Cuyahoga County Administration Building
2079 E.9th, 8th Floor
Cleveland, OH 44115

Re: Cleveland/Cuyahoga County Workforce Development Board

Dear President Brady:

The Cleveland/Cuyahoga County Workforce Development Board fulfills the functions outlined in the Workforce Innovation and Opportunity Act of 2014. This joint operation between the City of Cleveland and Cuyahoga County provides public policy guidance and exercises oversight of local programs of workforce activities. For this Board, I am pleased to nominate the following individuals for reappointment:

-) **Camille Ali**, 3-year term, 07/01/2020 – 06/30/2023 (joint appointment with City of Cleveland)
-) **Kim Shelnick**, 3-year term, 07/01/2020 – 06/30/2023 (county appointment)
-) **Sheila Wright**, 3-year term, 07/01/2020 – 06/30/2023 (county appointment)

Supporting documentation, including biographical information about the nominee are attached for your review.

There is one additional candidate on file that has applied for this position.

I ask that this appointment be set for confirmation as soon as possible. Should you or any of your colleagues have any questions, please feel free to contact Michele Pomerantz at 216-258-8921. I thank you for your assistance.

Sincerely,

Armond Budish

CAMILLE ALI, MA, CDP

CERTIFIED DIVERSITY PROFESSIONAL

Detailed and results driven professional with over 15 years of business experience. Demonstrated strengths in hands-on leadership, strategic planning, and project management. Skilled communicator with a well-deserved reputation for building genuine rapport with individuals from all backgrounds and organizational levels.

CORE COMPETENCIES

- Experience leading and motivating teams
- Exceptional written and verbal communication skills
- Proven ability to perform a variety of administrative tasks, including document preparation, data entry/retrieval, and records management.
- Excellent analytical, problem solving and negotiation skills
- Ability to organize and manage multiple projects to successful outcomes.
- Proficient in MS office software including Microsoft Word, Excel, Outlook, and Power Point.

CAREER ACCOMPLISHMENTS

- Created concise and specialized report to track unpaid commissions for employees.
- Prepared and delivered to management, under extremely quick turnaround timelines, accurate monthly, quarterly, and annual financial statements.
- Excelled within a fast-paced environment, continually taking on increased levels of responsibility.
- Served for two terms on the Employee Excellence Award Committee reviewing applications and determining award recipients.
- Safety Coordinator for an office of over 30 employees.
- Serve on various committees and boards including Workforce Investment Board (Cuyahoga, Lorain, and Portage counties), Transition Committee, Diversity Committee, and Business Team.
- Champion Yellow Belt – Six Sigma

PROFESSIONAL EXPERIENCE

Opportunities for Ohioans with Disabilities – Lakewood, Ohio

2012 – Present

Vocational Rehabilitation Supervisor

- Supervise a team of over 10 individuals including Vocational Rehabilitation Counselors, Caseload Assistants, and Account Examiners.
- Review and monitor caseloads of over 500 individuals to ensure provision and timeliness of services based on policy, procedure, federal and state law.
- Compose and administer performance evaluations for all staff.
- Verify weekly itineraries and submit payroll on a bi-weekly basis.
- Prepare and analyze reports, monitor budgets, and authorize payment of services.
- Address consumer complaints or concerns and resolve informal appeal hearings.
- Review applications and resumes, interview candidates and make recommendations on hiring.
- Maintain a working relationship with the Manager of Diversity and Inclusion seeking reasonable accommodations for employees.
- Collaborate with Labor Relations to ensure compliance of two bargaining union contract agreements.

Opportunities for Ohioans with Disabilities – Lakewood, Ohio

2007 – 2012

Vocational Rehabilitation Counselor

- Specialized Eligibility Counselor responsible for determining eligibility and priority status for applicants.
- Interview, assess, and counsel individuals with disabilities seeking gainful employment in competitive environments.
- Conducted research of specific disabilities, community providers, and resources.
- Scheduled and conducted appointments while maintaining detailed case records of over 80 clients.
- Liaison to a local school consortium and mental health facility.

Traveline Travel Agency, Inc. – Mentor, Ohio

1995 – 2007

Accounting Lead

- Trained and supervised all new department personnel.
- Prepared and delivered accurate monthly, quarterly, and annual financial statements.
- Researched and resolved payment disputes.
- Responsible for overseeing corporate invoice processing, check printing, and batching.
- Reconciled weekly reports, bank and credit card statements.
- Computed and tracked sales commissions.
- Responsible for calculating, writing, and distributing payroll checks.
- Reconciled and balanced accounts and computed outside sales commissions.
- Generated monthly statements for customers and 1099 tax reporting.
- Communicated with vendors and employees to address inquiries and resolved issues.

EDUCATION AND TRAINING

Master of Arts in Psychology and Diversity Management

Cleveland State University - Cleveland, OH 2003

Bachelor of Arts in Psychology

Ursuline College - Pepper Pike, OH 2000

COMMUNITY EXPERIENCE

Imani Church

2001 – Present

- Successfully develop, organize, and manage budgets for multiple programs.
- Conceived, planned, and directed an all-day retreat for women.
- Developed and produced two dance programs that incorporated local churches.
- Design curriculum and facilitate classes, small groups, and workshops.
- Advisor for individuals in a leadership training program.

Case Western Reserve University

2003

Facilitator

Facilitated sixth grade students on “Draw the Line, Respect the Line” curriculum. Recorded progress of students involved in the program for longitudinal study.

Barbizon Modeling School

1999 - 2000

Personal Development Instructor

Facilitated female students of all ages on topics including poise, posture, and self-confidence.



KIM SHELNICK
Vice President, Human Resources, University Hospitals

Bio

Kim Shelnick is the Vice President, Human Resources for University Hospitals (UH) since January, 2007 and leads Talent Acquisition, Office of Physician Services and Workforce Planning and Development.

UH provides patient-centered care at over 50 locations across Northeast Ohio. It is the second largest private sector employer in the Northeast region with more than 28,000 employees and physicians. University Hospitals' footprint includes our 8-county region, with hospitals in Ashtabula, Cuyahoga, Geauga, Lorain, and Portage counties, and doctors' offices and outpatient clinics in all the targeted eight counties.

Prior to working for University Hospitals, Kim had the opportunity to be in Recruitment Leadership roles at Progressive Insurance for 9 years and was employed within Human Resources at Key Bank for 10 years. She is a member of the Cleveland/Cuyahoga County Workforce Development Board as well as the Strategic Functions sub-committee. Also, Kim is a representative on the Workforce board of NewBridge.

April 21, 2020

Ms. Sheila Wright
Executive Vice President
Policy Advisor to Albert B. Ratner
The Good Community Foundation
3401 Tuttle Road Ste., 350
Shaker Heights, Ohio 44122

Dear Ms. Wright:

You have been reappointed to serve a 3-year term as a member of the Cleveland/ Cuyahoga County Workforce Development Board (WDB). It gives me great pleasure to announce that your reappointment is hereby approved for the term effective July 1, 2020 through June 30, 2023.

I want to personally thank you for the time and dedication you have invested on behalf of workforce development for businesses needing talent and job seekers needing employment in Cleveland and Cuyahoga County. Your job is one of extreme importance and your efforts invaluable as a prepared and skilled workforce will contribute to the economic vitality and racial equity of our entire community.

If you have any questions, please feel free to contact Ida Ford, Workforce Development Board Administrator directly at ida.ford@jfs.ohio.gov or 216.777.8251.

Thank you for your interest in serving our community!

Sincerely,

Armond Budish
Cuyahoga County Executive

Sheila Wright

BIO

Sheila M. Wright is the Vice President of Community Engagement for The Good Community Foundation. She also serves as a Policy Advisor to Albert B. Ratner, Co-Chairman Emeritus of Forest City Realty Trust, Inc., to lead projects designed to advance and strengthen systems. She offers strategies to a wide array of decision makers which include elected officials, foundation leaders and corporate executives on a variety of critical topics e.g., cultivating viable workforce systems, aligning socially responsible investments, reorganizing existing assets, and fortifying emerging ecosystems to refine processes. Ms. Wright leverages her convening ability to ensure that the right people are discussing the right topics at the right time. Her work involves thoughtful research and synthesizing disjointed discussions to push relevant conversations forward. She occasionally serves as a “loaned executive” to local governments and non-profit organizations where she provides professional guidance and assistance in effective collaboration, change management, program implementation, strategic planning, organizational management, fundraising, board development, and crisis management.

In addition to her professional endeavors, Ms. Wright serves on various Boards throughout Northeast Ohio including the Center for Population Dynamics, Global Cleveland, and the Karamu House Theater. She also serves as a member of the Greater Cleveland Food Bank Advocacy Committee and the state-wide Healthier Buckeye Advisory Council.

Ms. Wright received her Bachelor and Juris Doctorate degrees from Cleveland State University and Cleveland Marshall College of Law. She also received her master’s degree in Business Administration from Case Western Reserve University’s Weatherhead School of Management.

County Council of Cuyahoga County, Ohio

Resolution No. R2020-0128

Sponsored by: County Executive Budish	A Resolution confirming the County Executive’s reappointment of Elsie Caraballo to serve on the Alcohol, Drug Addiction and Mental Health Services Board of Cuyahoga County for an unexpired term ending 6/30/2023, and declaring the necessity that this Resolution become immediately effective.
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WHEREAS, Ohio Revised Code Chapter 340-02 establishes the Alcohol, Drug Addiction and Mental Health Services Board of Cuyahoga County; and

WHEREAS, the Alcohol, Drug Addiction and Mental Health Services Board of Cuyahoga County is responsible for planning, funding and monitoring of public mental health and alcohol and other drug addiction services delivered to the residents of Cuyahoga County; and

WHEREAS, pursuant to the Ohio Revised Code Section 340.02, the Alcohol, Drug Addiction and Mental Health Services Board of Cuyahoga County shall consist of eighteen (18) appointed members; and

WHEREAS, members of the Alcohol, Drug Addiction and Mental Health Services Board of Cuyahoga County shall be appointed to serve a four-year term; 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 Elsie Caraballo to serve on the Alcohol, Drug Addiction and Mental Health Services Board of Cuyahoga County for an unexpired term ending 6/30/2023; 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.



June 12, 2020

Dan Brady, President
Cuyahoga County Council
2079 E. Ninth Street, 8th Floor
Cleveland, OH 44115

Re: Cuyahoga County Alcohol, Drug Addiction & Mental Health Services Board

Dear President Brady:

I am pleased to nominate the following individual for re-appointment to the Cuyahoga County Alcohol, Drug Addiction & Mental Health Services Board (ADAMHS) Board:

) **Elsie Caraballo**, 4-year term, 07/01/2019 – 06/30/2023

The ADAMHS Board is authorized by Section 340.02 of the Ohio Revised Code. The Board consists of 18 members, 10 of whom are appointed by the Executive, subject to Council confirmation, and 8 of whom are appointed by the Ohio Department of Alcohol & Drug Addiction Services. The ADAMHS Board's mission is to promote and enhance the quality of life of Cuyahoga County residents through a commitment to excellence in mental health, alcohol, drug, and other addiction services.

There are no additional candidates on file that applied for this position.

Thank you for your consideration of this appointment. Should you or any of your colleagues have any questions, please feel free to contact Michele Pomerantz in my office at 216-443-7125.

Sincerely,

A handwritten signature in black ink that reads "Armond Budish".

Armond Budish
Cuyahoga County Executive

Elsie Caraballo



Qualifications Summary

Experienced administrator in non-profit, government sector; independent Federal Grant Reviewer; energetic, enthusiastic and dependable; demonstrated ability to succeed in challenging environments; customer focused with exceptional sensitivity in assessing client's needs: extensive management and supervisory experience; Spanish speaking; proficient in team building, cultural diversity, conflict management and project management.

Professional Experience

2018 – Ableto, Independent Behavioral Coach

Provide telephonic personal coaching to assigned members using techniques including Mindfulness and breathing exercises to those with chronic conditions.

2018 – Humana, Independent Care Manager

Same duties as previous Humana positions

2015 – 2017: Humana, Personal Health Coach

Telephonic case manager assisting members with their Humana benefits, care coordinator, providing resources, complete comprehensive assessments, evaluate member's needs and develop care plan with member's input, act as a member's advocate and liaison by completing or facilitating telephonic with providers as well as private, non-profit, and governmental agencies, and the Humana At Home multi-disciplinary team, comply with performance and reporting standards, assist with team building and share best practices.

2011- 2015: Humana, Clinical Specialist, Behavioral Health – Field Care Manager

Provide specialized care in home case/care management, evaluate member needs and establish action plans with members, coordinate interventions, act as a member's advocate, complete comprehensive assessments, provide community health and social service resources and enter member information in applications/software programs, part of team building committee planning events.

2004 – Present: Department of Health & Human Services - Independent Grant Reviewer & Chair

Participate in Federal Grant review process by providing professional recommendations, feedback, guidance and expertise for applications submitted for federal funding. Reviews are conducted on an as needed basis.

2011- Present: Administration on Children, Youth and Families – Independent Grant Reviewer.

Review Federal Grant applications by providing professional recommendations, feedback and expertise for applications requesting federal funding. Reviews are conducted on an as needed basis.

1980 to 2010: Cuyahoga County Department of Human Services, Job and Family Services:

2003-January, 2010 Social Program Administrator 3 (Center Manager), Old Brooklyn NFSC

- Responsible for managing the day-to-day operations of the neighborhood center which includes Employment & Family Services (EFS) & Children & Family Services.
- Responsible for the seamless delivery of a wide array of services that support the economic and emotional security of the family, and promote self-sufficiency of the individual for EFS.
- Determine eligibility for Medicaid, Food Assistance, Child Care, and Cash Assistance referrals to community programs.
- Collaborate with community partners, agencies, service providers and employers to define issues and initiate programming that enhances neighborhood development and stability.
- Review proposals submitted and participation in selection of contracted providers for an array of service delivery models.
- Establish departmental goals review proposals submitted by providers
- Monitor and evaluate the effectiveness of the service delivery system; interpret agency policy
- Compile statistics and prepare reports.
- Part of a team to review, comment and test other counties programs such as Front End scanning.
- Provide ongoing staff personal and professional development.
- Identify training needs and conduct in house training.
- Interview and hire staff.

- Review performance of subordinates.
- Identify staff and operational problems; implement and/or recommend solutions.
- Attend continuing education training workshops.
- Provide language interpretation for Spanish speaking customers and agencies

- Member of planning committees and chair of State Conferences.
- Serve as liaison for the Hispanic community and the community at large.
- Part of team involved with space planning and development of three new building sites.

1998- 2003 Bilingual Senior Income Maintenance Supervisor (Team Coordinator)

1989 - 1998 Bilingual Income Maintenance Supervisor

1980-1989 Bilingual Income Maintenance Eligibility Specialists

Other Experience:

Summit County Mental Health: Hotline, Marketing

Summit County Children Services Truancy Program: Case Manager

Warrensville Developmental Center, MRDD programs: Activities Aide

1985-2007 Cleveland Indians and Cleveland Browns, Management Supervisor of all Ushers and Ticket Takers over 300, Public Relations liaison, Suite Supervisor, trained and mentored incoming staff, Customer Service Focused.

Education

Bachelor of Arts, Social Work, the University of Akron

Associate Degree, Community Services Technology, the University of Akron

Professional Affiliations

Alcohol, Drug Addiction, Mental Health Services – Current Volunteer Board member

Transitional Jobs Program Advisory Board, Committee Chair - Technical Assistance

Spanish American Committee - Past Vice President

HRSA – Independent Reviewer since October, 2004

Volunteer and fundraiser for Political Campaign

Special Recognition/Awards

Latina Woman of the Year

Specialized Training and Skills:

Techniques for Effective Alcohol Management, Powerful Communication Skills for Women, Seven Deadly Sins of Management, National Latina Leadership Institute, Computer: Microsoft, Excel, PowerPoint, Access, email, Positive Leadership, Leadership & Leadership Styles, Public Speaking, Performance Management, Interpreters Training, Quality Management.

County Council of Cuyahoga County, Ohio

Resolution No. R2020-0129

Sponsored by: County Executive Budish	A Resolution confirming the County Executive’s reappointment of Beth A. Sipple to serve on the Cuyahoga County Advisory Board on Senior and Adult Services for the term 1/1/2020 - 12/31/2022, and declaring the necessity that this Resolution become immediately effective.
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WHEREAS, the Cuyahoga County Advisory Board on Senior and Adult Services shall provide a forum for seniors, adults and adults with disabilities, consumers, elected officials, agency representatives and others interested in the concerns of senior and adults; 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, Cuyahoga County Advisory Board on Senior and Adult Services shall consist of no less than ten (10) and no more than twenty-five (25) appointed members; and

WHEREAS, members of the Cuyahoga County Advisory Board on Senior and Adult Services shall be appointed to serve a three-year term; and

WHEREAS, the County Executive has nominated Beth A. Sipple for reappointment to serve on the Cuyahoga County Advisory Board on Senior and Adult Services for the term 1/1/2020 – 12/31/2022.

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:



June 12, 2020

Dan Brady, President
Cuyahoga County Council
2079 E. Ninth Street, 8th Floor
Cleveland, OH 44115

Re: Cuyahoga County Advisory Board on Senior and Adult Services

Dear President Brady,

Per Article III of the Code of Regulations of the Cuyahoga County Advisory Board on Senior and Adult Services, I submit the following nomination for reappointment to the Board:

) **Beth Sipple**, 3-year term, 1/1/2020 – 12/31/2022

There are no known conflicts of interest for which an advisory opinion has been requested.
No other candidates are on file.
This board is uncompensated.

Thank you for your consideration of these appointments. Should you or any of your colleagues have any questions, please feel free to contact Michele Pomerantz in my office at 216-443-7125.

Sincerely,

Armond Budish
County Executive

Beth A Sipple, LISW-S/MSSA

Professional Summary

Social Work manager with a private nonprofit organization. Goal-oriented leader with proven ability to coach and motivate teams to achieve desired outcomes. Strives to streamline processes to increase efficiency and improve service delivery to older adults and their families. Oversee services and programs in the Eldercare Services Institute of the Benjamin Rose Institute on Aging. Current Chairperson of the Institutional Review Board for BRIA Center for Research and Education with eighteen-year membership.

Employment

2018-present	Director of Community Services & Programs, Eldercare Services Inst. The Benjamin Rose Institute on Aging, Cleveland OH
2005-present	Clinical Psychotherapist, PsychoSocial Therapies LLC, Beachwood, OH
2004-2018	Director of Clinical Services, Eldercare Services Inst. The Benjamin Rose Institute on Aging, Cleveland OH
2000-2004	Quality Improvement Director, Eldercare Services Inst. The Benjamin Rose Institute on Aging, Cleveland OH
2002-2015	PRN Home Care Social Worker, Tender Loving Care, Mentor OH
1995-2000	Community-based social worker, Benjamin Rose Inst.
1989-1985	Nursing Home social worker/admissions in Ohio and Atlanta GA

Education, Credentials, Affiliations

University of Mount Union, Alliance OH
BA, 1989

Mandel School of Applied Social Sciences, CWRU, Cleveland, OH
MSSA, 1995 Macro Social Work Concentration Management

LISW-S State of Ohio Counselor, Social Worker, and Marriage & Family Therapist Board

NASW membership