



AGENDA
CUYAHOGA COUNTY HUMAN RESOURCES, APPOINTMENTS & EQUITY
COMMITTEE MEETING
TUESDAY, MARCH 7, 2023
CUYAHOGA COUNTY ADMINISTRATIVE HEADQUARTERS
C. ELLEN CONNALLY COUNCIL CHAMBERS – 4TH FLOOR
10:00 AM

Committee Members:

Meredith M. Turner, Chair – District 9
Michael J. Gallagher, Vice Chair – District 5
Dale Miller – District 2
Yvonne M. Conwell – District 7
Martin J. Sweeney – District 3

- 1. CALL TO ORDER**
- 2. ROLL CALL**
- 3. PUBLIC COMMENT**
- 4. APPROVAL OF MINUTES FROM THE JANUARY 17, 2023 MEETING [See Page 4]**
- 5. MATTERS REFERRED TO COMMITTEE**
 - a) R2023-0027: A Resolution adopting various changes to the Cuyahoga County Non-Bargaining Classification Plan; and declaring the necessity that this Resolution become immediately effective. [See Page 6]
 - b) R2023-0030: A Resolution confirming the County Executive's appointment of The Honorable Mayor Georgine Welo to serve on the Cuyahoga County Planning Commission representing the Hillcrest Region for the term 1/1/2023 – 12/31/2025, and declaring the necessity that this Resolution become immediately effective. [See Page 34]

- c) R2023-0031: A Resolution confirming the County Executive’s appointment of The Honorable Mayor Marie Gallo to serve on the Cuyahoga County Planning Commission representing the South-Central Region for an unexpired term ending 12/31/2024, and declaring the necessity that this Resolution become immediately effective. [See Page 40]
- d) R2023-0032: A Resolution confirming the County Executive’s appointment of The Honorable Mayor Nicole Dailey Jones to serve on the Cuyahoga County Planning Commission representing the Southwest Region for the term 1/1/2023 – 12/31/2025, and declaring the necessity that this Resolution become immediately effective. [See Page 45]
- e) R2023-0042: A Resolution reappointing F. Allen Boseman to serve on the Cuyahoga County Personnel Review Commission for the term 3/8/2023 - 3/7/2029, and declaring the necessity that this Resolution become immediately effective. [See Page 49]
- f) R2023-0044: A Resolution confirming the County Executive’s appointment of Mayor Gigi Traore to serve on the Cuyahoga County Planning Commission representing the Cuyahoga County Region for the term 3/25/2023 – 12/31/2025, and declaring the necessity that this Resolution become immediately effective. [See Page 62]
- g) R2023-0045: A Resolution confirming the County Executive’s reappointment of various individuals to serve on the Division of Children and Family Services (DCFS) Advisory Board for the term 3/1/2023 – 2/28/2027, and declaring the necessity that this Resolution become immediately effective: [See Page 66]
 - 1) Andrew S. Garner, M.D., Ph.D. F.A.A.P.
 - 2) Angela M. Newman-White
 - 3) Lakecia Wild
- h) O2023-0002: An Ordinance providing for adoption of modifications of Cuyahoga County Non-Bargaining Salary Schedule A to ensure all classified employees, who received a salary increase less than 6.44% with the adoption of Ordinance No. O2022-0010, receive a 6.44% salary increase; and declaring the necessity that this Ordinance become immediately effective. [See Page 86]

6. MISCELLANEOUS BUSINESS

7. 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, JANUARY 17, 2023

CUYAHOGA COUNTY ADMINISTRATIVE HEADQUARTERS

C. ELLEN CONNALLY COUNCIL CHAMBERS – 4TH FLOOR

10:00 AM

1. CALL TO ORDER

Chairwoman Turner called the meeting to order at 10:02 a.m.

2. ROLL CALL

Ms. Turner asked Clerk Georgakopoulos to call the roll. Committee members Turner, Gallagher, Miller, Sweeney and Conwell were in attendance and a quorum was determined.

3. PUBLIC COMMENT

There were no public comments given.

4. APPROVAL OF MINUTES FROM THE NOVEMBER 29, 2022 MEETING

A motion was made by Ms. Conwell, seconded by Mr. Miller and approved by unanimous vote to approve the minutes from the November 29, 2022 meeting.

5. MATTERS REFERRED TO COMMITTEE

- a) R2023-0004: A Resolution adopting various changes to the Cuyahoga County Non-Bargaining Classification Plan; and declaring the necessity that this Resolution become immediately effective.

Mr. Albert Bouchahine, Manager of Classification and Compensation for the Personnel Review Commission, addressed the Committee regarding Resolution No. R2023-0004. Discussion ensued.

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

On a motion by Mr. Miller with a second by Mr. Gallagher, Resolution No. R2023-0004 was considered and approved by unanimous vote to be referred to the full Council agenda for second reading.

- b) O2023-0001: An Uncodified Ordinance providing for paid emergency administrative leave for County employees; and allowing the County Executive or his designee to temporarily expand the use of existing paid sick leave and unpaid personal leave of absence; and declaring the necessity that this Uncodified Ordinance become immediately effective.

Ms. Sheba Marshall, Interim Chief Human Resources Officer for the Department of Human Resources, addressed the Committee regarding Ordinance No. O2023-0001. Discussion ensued.

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

On a motion by Mr. Sweeney with a second by Mr. Miller, Ordinance No. O2023-0001 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

On a motion by Mr. Sweeney with a second by Mr. Gallagher and with no further business to discuss, Chairwoman Turner adjourned the meeting at 10:20 a.m., without objection.

County Council of Cuyahoga County, Ohio

Resolution No. R2023-0027

Sponsored by: Councilmember Turner on behalf of Cuyahoga County Personnel Review Commission	A Resolution adopting various changes to the Cuyahoga County Non-Bargaining Classification Plan and declaring the necessity that this Resolution become immediately effective.
--	---

WHEREAS, Section 9.03 of the Charter of Cuyahoga County states that the Cuyahoga County 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; and

WHEREAS, the Personnel Review Commission submitted several proposed changes to the Cuyahoga County Non-Bargaining Classification Plan; and

WHEREAS, the Personnel Review Commission considered this matter and has undergone significant review, evaluation and modification of such submitted changes to the Cuyahoga County Non-Bargaining Classification Plan; and

WHEREAS, on January 11, 2023, the Personnel Review Commission met and recommended the classification changes (attached hereto as Exhibits A through G) and recommended to County Council the formal adoption and implementation of the attached changes; and

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

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

SECTION 1. That the Cuyahoga County Council hereby adopts the following changes to the Cuyahoga County Non-Bargaining Classification Plan:

Modifications of the following Classifications: (See attached Classification Specifications)

Proposed New Classifications:

Exhibit A: Class Title: *Equity and Inclusion Coordinator*
 Number: 10281

Pay Grade: 7A/Non-Exempt

Exhibit B: Class Title: *Manager, Environmental Services*
Class Number: 18131
Pay Grade: 14A/Exempt

Exhibit C: Class Title: *Youth Development Program Coordinator*
Class Number: 13251
Pay Grade: 11A/Exempt

Proposed Revised Classifications:

Exhibit D: Class Title: *Contract Analyst*
Class Number: 19031
Pay Grade: 9A/Exempt
* PRC routine maintenance. Classification last revised in 2017. Updates were made to the essential job functions and language and formatting. A technology requirements section was added. Pay grade increased from 8A to 9A.

Exhibit E: Class Title: *Critical Infrastructure Analyst*
Class Number: 12151
Pay Grade: 13A/Exempt (No change)
* PRC routine maintenance. Classification last revised in 2017. Changes were made to the essential functions, additional requirements, and language and formatting. A technology requirements section was added. No change to the pay grade or FLSA status.

Exhibit F: Class Title: *Early Childhood Resource & Training Coordinator*
Class Number: 13172
Pay Grade: 14A/Exempt
* PRC routine maintenance. Classification last revised in 2021. Updates were made to the environmental exposure variables and to the CPQ to ensure accuracy. Pay grade increased from 12A to 14A.

Exhibit G: Class Title: *Human Resources Generalist*
Class Number: 14111
Pay Grade: 9A/Exempt (No change)
* PRC routine maintenance. Classification last revised in 2018. Changes were made to the essential functions, supervisory requirements, and language and formatting. A technology requirements section was added. No change to the pay grade or FLSA status.

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, it shall take effect and be in force immediately upon the earliest occurrence of any of the following: (1) its approval by the County Executive through signature, (2) the expiration of the time during which it may be disapproved by the County Executive under Section 3.10(6) of the Cuyahoga County Charter, or (3) its passage by at least eight members of Council after disapproval pursuant to Section 3.10(7) of the Cuyahoga County Charter. Otherwise, it shall take effect and be in force from and after the earliest period allowed by law.

SECTION 3. It is found and determined that all formal actions of this Council 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 forgoing Resolution was duly adopted.

Yeas:

Nays:

County Council President

Date

Clerk of Council

Date

First Reading/Referred to Committee: February 14, 2023

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

Journal _____
_____,20__



Deborah Southerington, Chairwoman
 Thomas Colaluca, Commissioner
 F. Allen Boseman, Commissioner

**CUYAHOGA COUNTY
 PERSONNEL REVIEW COMMISSION
 MEMORANDUM**

DATE: January 19, 2023

TO: Cuyahoga County Council President Pernel Jones Jr.
 Council Members, Human Resources, Appointments & Equity
 Committee

FROM: Deborah Southerington, Chairwoman
 Cuyahoga County Personnel Review Commission

RE: Recommending Modifications to Class Plan

Please be advised that on January 11, 2023, the Personnel Review Commission considered and approved recommending modifications to the County’s classification plan. In accordance with PRC Rule 4.06, these proposed changes were posted on the PRC’s website before any formal action was taken on them. Details of the recommended changes are below:

NEW CLASSIFICATION	PAY GRADE and FLSA STATUS	DEPARTMENT	
Equity and Inclusion Coordinator 10281	7A Non-Exempt	Equity and Inclusion	
Manger, Environmental Services 18131	14A Exempt	Public Works	
Youth Development Program Coordinator	11A Exempt	Health and Human Services	
PROPOSED REVISED CLASSIFICATIONS			
REVISED CLASSIFICATIONS (Revised Title)	CURRENT PAY GRADE & FLSA	RECOMMENDED PAY GRADE & FLSA	DEPARTMENT
Contract Analyst 19031	8A Exempt	9A Exempt	All Departments

Critical Infrastructure Analyst 12151	13A Exempt	13A Exempt (No Change)	Public Safety & Justice Services
Early Childhood Resource & Training Coordinator 13172	12A Exempt	14A Exempt	Children and Family Services
Human Resources Generalist 14111	9A Exempt	9A Exempt (No Change)	HR and Sheriff's Department

cc: Thomas Colaluca, Commissioner
F. Allen Boseman, Commissioner
Rebecca Kopcienski, PRC Director
Kelli Neale, Program Officer 4

Joseph Nanni, Council Chief of Staff
Sheba Marshall, Interim HR Director
Andria Richardson, Clerk of Council

CUYAHOGA COUNTY CLASSIFICATION SPECIFICATION

Class Title:	Equity and Inclusion Coordinator	Class Number:	10281
FLSA:	Non-Exempt	Pay Grade:	7A
Dept:	Department of Equity and Inclusion	EXHIBIT A	

Classification Function

The purpose of this classification is to coordinate and support administrative, data collection, and reporting functions for the Department of Equity and Inclusion.

Distinguishing Characteristics

This is an entry-level classification that works under the general supervision of the Director of the Department of Equity and Inclusion (DEI) and is responsible for coordinating the collection, review, maintenance, and analysis of data and information utilized by DEI to evaluate performance of diversity goals and equity initiatives. The employee works within a framework of policies, procedures, and regulations. The incumbent ensures that activities are performed in a timely manner and according to policies, procedures, and related regulations.

Essential Job Functions

The following duties are normal for this classification. These are not to be construed as exclusive or all-inclusive. Other duties may be required and assigned.

- 70% +/-10%
- Coordinates the collection, review, maintenance, and analysis of data and Information utilized by DEI to evaluate performance of diversity goals and equity initiatives; reviews, maintains, and monitors information regarding purchasing activities, diversity goals, and equity initiatives in databases and spreadsheets; researches information for purchasing activities (RFPs, RFQs, bids) in the purchasing and DEI databases and checks quality and accuracy of information by researching and comparing information; reviews the Board of Control (BOC) and County Council agendas to locate information on approved awards; examines information (i.e., database, contracts) on awarded contracts and calculates what percentage of participation of an awarded contract was completed by minority, women, and small business enterprise (MBE/WBE/SBE) subcontractors; examines contracts and determines level at which contractors/subcontractors met goals (fully met/partial waiver/full waiver/good faith effort/non-profit); determines if received information regarding purchasing activities is correct and updates in the database; prepares various reports supporting department initiatives including status and diversity participation information; updates database with BOC approval dates; updates the department's diversity goals for MBE/WBE/SBE into the database; reviews daily Bid Schedule and updates information into the database; updates spreadsheet tracking awarded vendors and their vendor information (bids, status, etc.) for use with the disparity study; reviews provided information regarding departments' purchasing/contracting forecast activities; determines if there are errors and inconsistencies in the information provided by departments; maintains information in the purchasing forecast spreadsheet; provides information to the IT team to update information (i.e., RFPs, RFQs, formal and informal bids, bids that have been approved and awarded, etc.) on the appropriate webpage and/or database.
- 15% +/- 5%
- Acts as a liaison for the department; provides information to the general public as requested; fulfills public records requests by researching records/database, determining what information needs to be redacted according to public records regulations, and providing to requester via software system;

Effective Date:
Last Modified:

Equity and Inclusion Coordinator

contacts departments to obtain information and resolve errors/inconsistencies in provided information.

5% +/-2%

- Serves as an ombudsman for the DEI; acts as primary contact for receiving inquiries/complaints related to the County's equity initiatives and performs initial evaluation of complaints; monitors and tracks inquiries/complaints in the database from start to resolution; provides preliminary assessment of issues to the DEi Director; addresses and resolves inquiries/complaints including escalating issues to the appropriate departments (HR, County Human Rights Commission, Inspector General, etc.) as needed.

10% +/- 5%

- Performs supporting administrative responsibilities; prepares various records, reports, and documents; responds to emails and phone calls; attends various meetings and trainings; sends emails to vendors inviting them to bid on upcoming opportunities; orders office supplies for Purchasing/DEi department; distributes parking passes for Fiscal Office employees; coordinates conference travel plans for DEi staff; assists with updating Department of Equity and Inclusion Mandatory Training Log.

Minimum Training and Experience Required to Perform Essential Job Functions

- Bachelor's degree in business administration, public administration, marketing, or related field and one (1) year of administrative support experience; or any equivalent combination of education, training, and experience.

Additional Requirements

- No special license or certification is required.

Minimum Physical and Mental Abilities Required to Perform Essential Job Functions

Physical Requirements

- Ability to operate a variety of office machines and equipment including a computer and multifunction printer.

Technology Requirements

- Ability to operate a variety of software including email software (Microsoft Outlook), spreadsheet software (Microsoft Excel, Microsoft Access), word processing software (Microsoft Word), and database software (Infor, OnBase, Matrix).

Supervisory Responsibilities

- No supervisory responsibilities required.

Mathematical Ability

- Ability to add, subtract, multiply, divide, calculate decimals and percentages, and perform routine statistics.

Effective Date:
Last Modified:

Equity and Inclusion Coordinator

Language Ability & Interpersonal Communication

- Requires the ability to perform basic level of data analysis including the ability to review, classify, categorize, prioritize and/or reference data, statues and/or guidelines and/or group, rank, investigate, and problem solve. Requires discretion in determining and referencing such to established standards to recognize interactive effects and relationships.
- Ability to comprehend a variety of informational documents including purchase requisitions, product and bid specifications, Requests for Proposals, Requests for Bids, invitations to bid, bid tabulation spreadsheets, invoices, vendor listings, bid submissions, formal Diversity Goals, County Council approvals, Board of Control agendas, Purchasing Forecast Report, correspondence, and other reports and records.
- Ability to comprehend a variety of reference books and manuals including Cuyahoga County Code, Cuyahoga County Ethics Requirements, OPD Policies and Procedures Manual, TAC Rules, the Employee Handbook, and the Ohio Revised Code.
- Ability to prepare responses to public records requests, correspondence, and other job-related documents using prescribed format and conforming to all rules of punctuation, grammar, diction, and style.
- Ability to convince and influence others, to record and deliver information, to explain procedures, and to follow instructions.
- Ability to communicate with supervisors, co-workers, directors, other County employees, customers, and the general public.

Environmental Adaptability

- Work is typically performed in an office environment.

Cuyahoga County is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the County will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective employees and incumbents to discuss potential accommodations with the employer.

CUYAHOGA COUNTY CLASSIFICATION SPECIFICATION

Class Title:	Manager, Environmental Services	Class Number:	18131
FLSA: Exempt	Exempt	Pay Grade:	14A
Dept:	Public Works	EXHIBIT B	

Classification Function

The purpose of this position is to manage the environmental services compliance for the Sewer Maintenance division of the Department of Public Works and serve as the County Operator of Record.

Distinguishing Characteristics

This is a supervisory classification with the responsibility for managing compliance of environmental services for County wastewater discharge and sewage pumping stations. This position works under general direction of the Chief Deputy of Maintenance or designee. This position oversees a large component of the operations and promotes the efficiencies of the sewer maintenance division. This position requires a thorough understanding of the applicable policies, procedures, regulations, and guidelines and is expected to exercise judgment in ensuring that operations conform to required regulations.

Essential Job Functions

The following duties are normal for this classification. These are not to be construed as exclusive or all-inclusive. Other duties may be required and assigned.

40% +/- 10%

- Manages environmental services for the Sewer Maintenance division as the County Operator of Record; oversees the National Pollution Discharge Elimination Parameters for all County wastewater treatment; oversees sewage pumping stations; assures that all new or rehabilitation construction is installed to conform to the County rules, regulations, and standards; reviews and evaluates monthly operating data for all wastewater facilities as a basis for recommended changes, improvements, short term planning, long term planning, and as a reporting tool for the various municipalities; monitors, reviews, and evaluates the County safety program; ensures the safety program addresses the goals and concerns of the County and the Industrial Commission.

30% +/- 10%

- Supervises and directs the work of assigned staff; directs staff to ensure work completion and maintenance of standards; plans, assigns, and reviews work; coordinates and/or provides training and instruction; evaluates employee performance; responds to employee questions, concerns, and problems; approves employee timesheets and leave requests; prepares and reviews documents related to timesheets, requests for leave, and overtime; develops and monitors unit work plans and work performance standards; monitors and provides for employee training needs; meets with employees individually and as a unit; recommends personnel actions including selection, promotion, transfer, discipline, or discharge.

30% +/- 10%

- Performs supporting administrative functions; attends various meetings and trainings; conducts meetings; answers questions and responds to requests for information; communicates with various agencies and departments regarding environmental services activities; creates schedules for crews to visit specific sites and perform general maintenance or repairs; creates and submits monthly reports required by the Environmental Protection Agency; attends training classes to prepare for Ohio EPA exams; communicates with mayors, service directors, city engineers, and any other

Effective Date: TBD
Last Modified: TBD

Manager, Environmental Services

elected/appointed government officials concerning the infrastructure of wastewater treatment facilities.

Minimum Training and Experience Required to Perform Essential Job Functions

- Associate degree; with five (5) years of sewer maintenance and 3 years of supervisory experience; or any equivalent combination of education, training, and experience.
- Valid driver's license and proof of automobile insurance.

Additional Requirements

- Must have and maintain Ohio EPA Wastewater Collections Class II or a Class 1 Wastewater Treatment license.

Minimum Physical and Mental Abilities Required to Perform Essential Job Functions

Physical Requirements

- Ability to operate a variety of automated office machines and equipment including a computer and multifunction printer.

Technology Requirements

- Ability to operate a variety of software and databases including word processing software (Microsoft Word), spreadsheet software (Microsoft Excel), electronic mail software (Microsoft Outlook), and pump station activity system software.

Supervisory Responsibilities

- Ability to assign, review, plan, and coordinate the work of other employees and to maintain standards.
- Ability to provide instruction and training to other employees.
- Ability to solve and act on employee problems.
- Ability to recommend the transfer, selection, evaluation, or promotion of employees.
- Ability to recommend and act on the discipline or discharge of employees.

Mathematical Ability

- Ability to add, subtract, multiply, divide, calculate decimals and percentages, and perform basic algebraic equations.

Language Ability & Interpersonal Communication

- Requires the ability to perform mid to high level data analysis requiring managing of data and people deciding the time, sequence of operations or events within the context of a process, system or organization. Involves determining the necessity for revising goals, objectives, policies, procedures or functions based on the analysis of data/information and includes performance reviews pertinent to objectives, functions, and requirements.

Manager, Environmental Services

- Ability to comprehend a variety of informational documents including vehicle maintenance reports, EPA reports, purchase orders, inspection and operation reports, safety reports, and other reports and records.
- Ability to comprehend a variety of reference books and manuals including safety manuals, equipment operation manuals, the Employee Handbook, State of Ohio EPA rules and regulations, and OSHA regulations.
- Ability to prepare reports such as EPA reports, equipment specifications, performance evaluations, budget recommendations, contracts, statistical reports, and other job-related documents using prescribed format and conforming to all rules of punctuation, grammar, diction, and style.
- Ability to supervise and counsel employees, to convince and influence others, to record and deliver information, to explain procedures, and to follow instructions.
- Ability to use and interpret engineering, wastewater, and related legal terminology and language.
- Ability to communicate with employees, supervisors, residents, other County employees, engineers, employees of cities and municipalities, and the general public.

Environmental Adaptability

- Work may involve exposure to temperature/weather extremes, strong odors, wetness/humidity, disease/bodily fluids, electrical currents, bright/dim lights, noise extremes, and machinery.

Cuyahoga County is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the County will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective employees and incumbents to discuss potential accommodations with the employer.

CUYAHOGA COUNTY CLASSIFICATION SPECIFICATION

Class Title:	Youth Development Program Coordinator	Class Number:	13251
FLSA:	Exempt	Pay Grade:	11A
Department:	Health and Human Services	EXHIBIT C	

Classification Function

The purpose of this classification is to coordinate and oversee youth development service programs provided by the Family and Children First Council.

Distinguishing Characteristics

This is a journey-level classification that is responsible for managing youth development projects and programs provided by the Family and Children First Council that assist youth and their families access appropriate community services. This position works under direction from an Executive Officer and receives instruction or assistance as new or unusual situations arise. The employee works within a framework of policies, procedures, and regulations and ensures that activities are performed in a timely and efficient manner.

Essential Job Functions

The following duties are normal for this classification. These are not to be construed as exclusive or all-inclusive. Other duties may be required and assigned.

70% +/- 10%

- Oversees and coordinates assigned youth development social service delivery programs; assists in developing Request for Proposals (RFPs) for assigned projects; prepares contracts and contract amendments for service delivery vendors; submits drafts of contracts for approval by the Law Department; attends contract meetings; reviews and evaluates internal and external RFP's, familiarizes provider staff with their contract; explains provider's scope of work, program benchmarks, and required reporting, invoicing, and program expectations; monitors contract activities of providers to ensure the provider is fulfilling its contractual obligations; creates timelines for projects; reviews and approves program events and marketing materials; provides oversight of contracted provider staff including completing regular check-ins, leading update meetings, and monitoring team activities; prepares training materials and conducts training for providers (by program as appropriate); periodically visits program sites of providers to observe and evaluate program activities; provides customer service to providers regarding questions on billable costs, invoice status, and payment status; answers inquiries, provides clarification, and offers assistance to providers regarding documentation required to support their invoices; reviews program evaluation reports; provides recommendations and guidance to providers on program outcomes and improvements; utilizes software systems to enter and/or review program data; reviews provider invoices by comparing invoice information with information from contract budget line items; submits invoices to appropriate parties for approval and reimbursement; conducts research to identify potential grants to support and/or enhance youth development programs.

15% +/- 5%

- Functions as a liaison with internal team members, community agencies, and direct service providers, on shared projects; participates in meetings with contracted vendors, sub-grantees, and external partners to set goals and priorities to address gaps and barriers in overall service delivery and follow up with the planning process; presents information on FCFC programs at meetings; serves on various committees and task forces.

Effective Date: TBD
Last Modified: TBD

15% +/- 5%

- Assists upper-level management with developing new operations, systems, policies, and/or procedures for new and existing youth development programs; researches new legislation to address required changes in existing operations, policies, and/or procedures; shares research findings at both inter and intra agency committees; researches customer, client, or citizen complaints; develops and examines alternative options to ensure they address previously identified needs or deficiencies; makes presentations to report findings and make recommendations for new operations, systems, policies, and/or procedures; develops plans for implementation and carries out implementation; conducts program surveys to determine program effectiveness and gather feedback; accesses program data in software systems to research program performance and metrics; analyzes program data to draw conclusions about performance.

Minimum Training and Experience Required to Perform Essential Job Functions

- Bachelor's Degree in social work, psychology, or related field with three (3) years of social program administration, social work, psychology, or related experience; or any equivalent combination of education, training, and experience.
- Valid driver's license, proof of automobile insurance, and access to a vehicle.

Additional Requirements

- No special license or certification is required.

Minimum Physical and Mental Abilities Required to Perform Essential Job Functions

Physical Requirements

- Ability to operate a variety of automated office machines and equipment including a computer and multifunction printer.

Technology Requirements

- Ability to operate a variety of software including email software (Microsoft Outlook), spreadsheet software (Microsoft Excel), word processing software (Microsoft Word), publishing software (Microsoft Publisher), and data management software.

Supervisory Responsibilities

- No supervisory responsibilities required.

Mathematical Ability

- Ability to add, subtract, multiply, divide, calculate decimals and percentages, and perform routine statistics.

Language Ability & Interpersonal Communication

- Requires the ability to perform mid-level data analysis including the ability to audit, deduce, assess, conclude, and appraise. Requires discretion in determining and referencing such to established criteria to define consequences and develop alternatives.

Youth Development Program Coordinator

- Ability to comprehend a variety of informational documents including billing invoices, program reports, marketing materials, program evaluation data, contracts, annual evaluation reports, and other reports and records.
- Ability to comprehend a variety of reference books and manuals including HIPAA, code of ethics, administrative procedure manuals, program guidelines, Ohio Revised Code, and the Employee Handbook.
- Ability to prepare program reports, update reports, contracts, billing invoices, evaluation reports, program guidelines, training materials, survey reports, correspondence, and other job-related documents using prescribed format and conforming to all rules of punctuation, grammar, diction, and style.
- Ability to manage programs, convince and influence others, to record and deliver information, to explain procedures, and to follow instructions.
- Ability to use and interpret program related terminology and language.
- Ability to communicate with managers, supervisors, system partners, contracted direct service providers, community agencies, client families, and other County employees.

Environmental Adaptability

- Work is typically performed in an office environment.

Cuyahoga County is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the County will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective employees and incumbents to discuss potential accommodations with the employer.

CUYAHOGA COUNTY CLASSIFICATION SPECIFICATION

Class Title:	Contract Analyst	Class Number:	19031
FLSA:	Exempt	Pay Grade:	9A
Dept:	All Departments	EXHIBIT D	

Classification Function

The purpose of this classification is to develop, coordinate, and monitor contract activities for a department.

Distinguishing Characteristics

This is a journey-level classification that is responsible for developing, modifying, and monitoring contract processing procedures and activities. The incumbent works under the general direction of an administrative supervisor. The employee works within a framework of established regulations, policies, and procedures and is expected to independently exercise judgment in performing work and ensure that the assigned activities are completed in a timely and efficient manner.

Essential Job Functions

The following duties are normal for this classification. These are not to be construed as exclusive or all-inclusive. Other duties may be required and assigned.

50% +/-10%

- Processes Requests for Proposals (RFPs), contracts, agreements, and contract amendments for County programs; prepares and processes RFPs, contracts, and agreements for goods and services; advertises RFPs for needed agency services; conducts pre-bid conferences for RFPs; tracks progress of contracts; utilizes electronic agenda management system to request and submit contract amendments; documents contract amendment history; ensures receipt and accuracy of provider or agency required documents; maintains required documentation and records on providers; enters information regarding contracts, invoices, and payments into appropriate databases; coordinates with various departments to determine necessary terms and provisions to be included in contracts; analyzes and evaluates information (i.e., expenditures, etc.) to determine impact and feasibility of proposed project modifications; prepares and reviews contracts to ensure compliance with applicable agency, state, and federal regulations.

20% +/- 10%

- Plans and conducts monitoring duties; completes contract monitoring to evaluate provider performance; produces reports of monitoring findings; analyzes trends and patterns within findings; prepares documents to support monitoring duties; enters review information into appropriate databases; creates reports regarding project status; works with providers to resolve issues or concerns.

10% +/- 5%

- Assists with provider budget development, invoice reconciliation, and contract invoicing functions; works with providers to develop a budget with the awarded amount from the contract; ensures that budget line items are compliant with contract; makes recommendations based on budget analysis on amount to be awarded when contract is being amended; receives receipts and invoices from providers and reviews for accuracy and completeness; reconciles invoices with provider budget; makes recommendations to adjust budget; verifies that expenditures comply with contract and source funding regulations; produces packet to submit for payment processing.

Contract Analyst

10% +/- 5%

- Researches, analyzes, and evaluates existing operations, systems, policies, and procedures to identify areas for improvement; researches current best practices, industry standards, and state and federal rules and regulations; develops new operations, policies, and procedures to improve processes.

10% +/- 5%

- Performs related administrative responsibilities; prepares and maintains various related reports, records, and other documents; responds to emails and phone calls; attends various trainings and meetings; develops and updates department procedure manual, procedure timelines, and filing system; communicates with other agencies, departments, and vendors regarding required paperwork, drafts of contracts, contract amendments, funding availability, and insurance coverage; coordinates with other county agencies and/or departments for funding confirmation and legal advice.

Minimum Training and Experience Required to Perform Essential Job Functions

- Bachelor's Degree in public administration, business administration, social sciences, or related field and three (3) years of experience in contract administration, contract compliance, social program analysis, or related field; or an equivalent combination of education, training, and experience.
- Valid driver license, proof of automobile insurance, and access to a vehicle.

Additional Requirements

- No special license or certification is required.

Minimum Physical and Mental Abilities Required to Perform Essential Job Functions

Physical Requirements

- Ability to operate a variety of automated office machines and equipment including computer and multifunction printer.

Technology Requirements

- Ability to operate a variety of software and databases including word processing software (Microsoft Word), spreadsheet software (Microsoft Excel), electronic mail software (Microsoft Outlook).

Supervisory Responsibilities

- No supervisory responsibilities required.

Mathematical Ability

- Ability to add, subtract, multiply, divide, calculate decimals and percentages, and perform routine statistics.

Language Ability & Interpersonal Communication

- Requires the ability to perform mid-level data analysis including the ability to audit, deduce, assess, conclude and appraise. Requires discretion in determining and referencing such to established criteria to define consequences and develop alternatives.

Contract Analyst

- Ability to comprehend a variety of informational documents including contracts, contract amendments, contract status reports, certificates of liability insurance, worker's compensation insurance, W-9 form, monitoring documents, vendor documents, correspondence, and other reports and records.
- Ability to comprehend a variety of reference books and manuals including the Employee Handbook, departmental policies and procedures/standard operating procedures, the Ohio Administrative Code, the Code of Federal Regulations, and Ohio Revised Code.
- Ability to prepare monitoring reports, contract updates, project timelines, project justification forms, requests for proposals, project update reports, contract amendments, proposal/contract evaluation forms, debarment suspension form, certification forms, correspondence, and other job-related documents using prescribed format and conforming to all rules of punctuation, grammar, diction, and style.
- Ability to convince and influence others, to record and deliver information, to explain procedures, and to follow instructions.
- Ability to use and interpret legal and basic accounting terminology and language.
- Ability to communicate with supervisors, co-workers, vendor contacts, program contacts, the Law Department, members of external agencies, and other County employees.

Environmental Adaptability

- Work is typically performed in an office environment and on occasional site visits.

Cuyahoga County is an Equal Opportunity Employer In compliance with the Americans with Disabilities Act, the County will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective employees and incumbents to discuss potential accommodations with the employer.

CUYAHOGA COUNTY CLASSIFICATION SPECIFICATION

Class Title:	Critical Infrastructure Analyst	Class Number:	12151
FLSA:	Exempt	Pay Grade:	13A
Dept:	Public Safety and Justice Services	EXHIBIT E	

Classification Function

The purpose of this classification is to develop, implement, coordinate, and manage fire intelligence sharing and critical infrastructure protection programs in Ohio Homeland Security Region 2 for the Northeast Ohio Regional Fusion Center.

Distinguishing Characteristics

This is a journey-level classification that is responsible for the management of fire intelligence sharing and critical infrastructure activities in Ohio Homeland Security Region 2 (OHSR II – which includes the counties of Ashtabula, Cuyahoga, Geauga, Lake, and Lorain) as well as overseeing and coordinating training needs. This position works under general supervision from the Deputy Director of the department of Public Safety and Justice Services but is expected to work with a degree of independence and exercise judgment and initiative in performing work.

Essential Job Functions

The following duties are normal for this classification. These are not to be construed as exclusive or all-inclusive. Other duties may be required and assigned.

30% +/-10%

- Coordinates and manages fire service activity integration into the intelligence and information sharing process in OHSR II; identifies and recruits fire personnel for the FLO Program; oversees dissemination of relevant threats and analyses to appropriate local law enforcement, fire service organizations, and federal agencies; attends fire service threat assessment meetings and conference calls; develops, implements, and maintains written policy outlining standard operating procedures for suspicious activity and incident reporting process for OHSR II; communicates information requirements and the overall information-gathering strategy to private and public-sector partners; ensures that fire service integration activities are in compliance with the Department of Homeland Security (DHS) Fire Service Integration for Fusion Centers; completes Request for Information (RFI) from law enforcement, fire, health, and private sector partners.

30% +/-10%

- Oversees and manages information sharing and intelligence analysis activities in support of the protection of OHSR II Critical Infrastructure and Key Resources (CIKR); identifies CIKR assets in OHSR II; researches, tracks, reviews, and analyzes CIKR incidents within OHSR II as well as at the state and national level to identify risks and trends; collects intelligence, threats, and information on suspicious activities relating to CIKR and analyzes information to determine threat levels, local CIKR vulnerabilities, potential consequences of attacks, and risk mitigation and the resulting effects; identifies intelligence and information gaps and strategizes information gathering opportunities; conducts on-site threat or vulnerability assessments as needed; produces threat assessment reports

Effective Date: 04.25.2018
Last Modified: 04.25.2018

Critical Infrastructure Analyst

for identified major events in NE Ohio; serves as a liaison between federal, state, local, and private sector security partners; oversees dissemination of relevant CIKR threats and analyses to the appropriate critical infrastructure (CI) sector and federal agencies; develops, reviews, and updates information gathering, analyzing, and reporting policies and procedures and presents as necessary; ensures that critical infrastructure protection activities are in compliance with the DHS' National Infrastructure Protection Plan.

30% +/-10%

- Coordinates, develops, and delivers intelligence and awareness training programs, sector and industry specific programs, and criminal and terrorism awareness training programs; collaborates and coordinates with state and federal partners to deliver training to fusion center, local law enforcement, fire service partners, first responders, and private sector partners; updates training materials; conducts evaluations on the effectiveness of training courses.

10% +/- 5%

- Performs related administrative responsibilities; prepares various reports, records, and other documents; responds to emails and phone calls; attends various trainings and meetings; produces public awareness and training materials including intel bulletins, offer safety bulletins, situational awareness bulletins, and suspicious activity reports; responds to requests for information; attends local, state, and federal safety and security meetings addressing homeland security concerns, CIKR security, intelligence sharing, and identification of security gaps.

Minimum Training and Experience Required to Perform Essential Job Functions

- Bachelor's degree in critical infrastructure protection, emergency management, intelligence studies, criminal justice, public administration, statistics, or related field and three (3) years of experience in criminal justice, emergency management, emergency services, intelligence analysis, or critical infrastructure protection; or any equivalent combination of education, training, and experience.
- Valid driver license, proof of automobile insurance, and access to a vehicle.

Additional Requirements

- Must complete 28 CFR Part 23 training within 90 days of hire.
- Must be able to pass extensive background check and maintain secret security clearance as issued by the Department of Homeland Security (DHS)
- Must successfully complete training to ensure baseline proficiency in intelligence analysis and production within 1 year of being hired. Must have and active State of Ohio Firefighter Card and/or State of Ohio Paramedic Card

Minimum Physical and Mental Abilities Required to Perform Essential Job Functions

Physical Requirements

- Ability to operate a variety of automated office machines and equipment including a computer and multifunction printer.
- Ability to stand and walk for a prolonged period of time; ability to lift, push, and pull up to 10lbs.

Technology Requirements

Critical Infrastructure Analyst

- Ability to operate a variety of software and databases including word processing software (Microsoft Word), spreadsheet software (Microsoft Excel), electronic mail software (Microsoft Outlook), and security and law enforcement database software.

Supervisory Responsibilities

- No supervisory responsibilities required.

Mathematical Ability

- Ability to add, subtract, multiply, divide, calculate decimals and percentages, and perform routine statistics.

Language Ability & Interpersonal Communication

- Requires the ability to perform mid-level data analysis including the ability to audit, deduce, assess, conclude and appraise. Requires discretion in determining and referencing such to established criteria to define consequences and develop alternatives.
- Ability to comprehend a variety of informational documents including requests for information, suspicious activity reports, terrorism screening reports, situational intel report, intelligence briefs, national intel threat briefs, correspondence, and other reports and records.
- Ability to comprehend a variety of reference books and manuals including the Employee Handbook, Bureau of Justice Assistance's Criminal Intelligence Systems Operating Policies, Privacy, Civil Rights, and Civil Liberties Guidelines, DHS' Fire Service Integration for Fusion Centers Manual, DHS' National Infrastructure Protection Plan, and NEORFC's Standard Operating Procedures.
- Ability to prepare intelligence bulletins, officer safety bulletins, presentations, training materials, threat assessments, suspicious activity reports, and other job-related documents using prescribed format and conforming to all rules of punctuation, grammar, diction, and style.
- Ability to convince and influence others, to record and deliver information, to explain procedures, and to follow instructions.
- Ability to use and interpret basic legal and medical terminology and language.
- Ability to communicate effectively with supervisor, fire service personnel, law enforcement personnel, representatives of public safety and private sector entities, and the general public.

Environmental Adaptability

- Work is typically performed in an office environment and in the field.
- Work may involve exposure to temperature/weather extremes, strong odors, toxic/poisonous agents, smoke, dust, pollen, wetness, humidity, animals, wildlife, electrical currents, explosives, violence, bright/dim lights, noise extremes, vibrations, and machinery.

Critical Infrastructure Analyst

Cuyahoga County is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the County will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective employees and incumbents to discuss potential accommodations with the employer.

CUYAHOGA COUNTY CLASSIFICATION SPECIFICATION

Class Title:	Early Childhood Resource & Training Coordinator	Class Number:	13172
FLSA:	Exempt	Pay Grade:	14A
Dept:	Children and Family Services	EXHIBIT F	

Classification Function

The purpose of this classification is to serve as a resource to child welfare staff, biological families, and foster parents in child welfare cases involving children ages 0 through 5.

Distinguishing Characteristics

This is a supervisory-level classification responsible for serving as a resource to child welfare staff, biological families, kinship caregivers, and foster parents in child welfare cases and ensuring consideration of the child’s specific developmental and emotional needs during placement, visitation, and service delivery. The employee exercises discretion in applying policies and procedures to resolve issues and to ensure that assigned activities are completed in a timely and efficient manner.

Essential Job Functions

The following duties are normal for this classification. These are not to be construed as exclusive or all-inclusive. Other duties may be required and assigned.

35% +/-10%

- Collaborates with Agency staff, family, substitute caregivers, childcare providers, school staff, and other collateral service providers as necessary; consults with staff, caregivers, and other providers for case conceptualization and to identify treatment needs and resources for young children; collaborates with the Early Childhood Mental Health (ECMH) System Coordinator, child-serving system partners, and other staff to ensure appropriate services are secured for children and their families; serves on committees to provide education and advocacy regarding the specialized needs of young children; attends Team Decision Making meetings for children on caseload, prospective clients, and as requested by other DCFS staff.

25% +/-10%

- Provides trainings for staff, caregivers, and other providers on attachment, trauma, and the specialized and developmental needs of young children and families involved with the child welfare system; identifies areas of need and develops new trainings to promote awareness and change in practice and policy that reflects research and best practice for young children; maintains knowledge of current research, best practices, and available community resources and services.

15% +/-10%

- Provides direct ECMH consultation and therapeutic services to children and their families; provides initial screenings, outreach, and documentation of contracts; prepares ECMH consultation and therapeutic services and documentations; provides expert witness testimony in court when requested; provides in-home counseling services to children and their caregivers on an as-needed basis.

Early Childhood Resource & Training Coordinator

15% +/- 5%

- Supervises and directs the work of Early Child and Mental Health (ECMH) Therapists; directs staff to ensure work completion and maintenance of standards; plans, assigns, and reviews work; coordinates and/or provides training and instructions; evaluates employee performance; conducts and facilitates staff meetings; responds to employee questions, concerns, and problems; approves employee timesheets and leave requests and completes related documentation; develops and monitors unit work plans and work performance standards; monitors and provides for employee training needs; meets with employees individually and as a unit; recommends personnel actions including selection, promotion, transfers, discipline, or discharge.

10% +/- 5%

- Performs related administrative responsibilities; prepares various reports, records, and other documents; responds to emails and phone calls; attends various trainings and meetings; prepares reports tracking number of clients serviced, referrals, service effectiveness and outcomes; completes monthly expense reports.

Minimum Training and Experience Required to Perform Essential Job Functions

- Master's degree in social work, psychology, child welfare or related field with three (3) years of experience in child clinical counseling, child welfare, or related field; or any equivalent combination of training and experience.
- Must hold and maintain a License of Social Worker (LSW), License of Independent Social Worker (LISW), License of Professional Counselor (LPC), License of Professional Clinical Counselor (LPCC), or License of Marriage and Family Therapy (LMFT) in the State of Ohio for the duration of employment.
- Valid driver's license, proof of automobile insurance, and access to a vehicle.

Additional Requirements

- Must obtain and maintain Ohio Early Childhood Mental Health Professional Credential within six (6) months of hire date.
- Must become an Ohio Child Welfare Training Program trainer at first opportunity after date of hire.

Minimum Physical and Mental Abilities Required to Perform Essential Job Functions

Physical Requirements

- Ability to operate a variety of office machines and equipment including computer and multifunction printer.

Technology Requirements

- Ability to operate a variety of software and databases including email software (Microsoft Outlook), spreadsheet software (Microsoft Excel), presentation software (Microsoft PowerPoint), publishing software (Microsoft Publisher), word processing software (Microsoft Word) and virtual conferencing software (Microsoft Teams).

Supervisory Responsibilities

Early Childhood Resource & Training Coordinator

- Ability to assign, review, plan, and coordinate the work of other employees and to maintain standards.
- Ability to provide instruction to other employees.
- Ability to solve and act on employee problems.
- Ability to recommend the transfer, selection, evaluating, or promotion of employees.
- Ability to recommend the discipline or discharge of other employees.

Mathematical Ability

- Ability to add, subtract, multiply, divide, calculate decimals and percentages, and perform routine statistics.

Language Ability & Interpersonal Communication

- Requires the ability to perform mid-level data analysis including the ability to audit, deduce, assess, conclude, and appraise. Requires discretion in determining and referencing such to established criteria to define consequences and develop alternatives.
- Ability to comprehend a variety of informational documents including reports, assessment scores, referral forms, logs, and other reports and records.
- Ability to comprehend a variety of reference books and manuals including ABC clinical/service implementation guidelines and standards, Employee Handbook, DCFS Policy and Procedures, Ohio Administrative Code, Ohio Revised Code, and Ohio Counselor, Social Worker and Marriage and Family Therapist (CSWMFT) Board regulations.
- Ability to prepare statistical reports, graphs, lists, expense reports, correspondence, purchase orders, performance evaluations, training materials, and other job-related documents using prescribed format and conforming to all rules of punctuation, grammar, diction, and style.
- Ability to supervise and counsel employees, ability to counsel clients, convince and influence others, to record and deliver information, to explain procedures, and to follow instructions.
- Ability to use and interpret counseling and basic legal terminology and language.
- Ability to communicate with supervisors, subordinates, coworkers, child clients, caregivers, parents, stakeholders, community service providers, and other County employees.

Environmental Adaptability

- Work is typically performed in an office environment and in client's homes.
- Work may involve exposure to animals, smoke, dust, pollen, disease, bodily fluids, and violence.

Cuyahoga County is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the County will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective employees and incumbents to discuss potential accommodations with the employer.

CUYAHOGA COUNTY CLASSIFICATION SPECIFICATION

Class Title:	Human Resources Generalist	Class Number:	14111
FLSA:	Exempt	Pay Grade:	9A
Dept:	Human Resources	EXHIBIT G	

Classification Function

The purpose of this classification is to provide comprehensive personnel services for County departments in various areas in Human Resources.

Distinguishing Characteristics

This is a journey level classification with responsibility for providing Human Resource (HR) services to employees and HR department and completing research and analysis regarding work issues, development plans, operational strategies, compensation issues, and HR policies and procedures. This class works under regular guidance within a framework of established regulations, policies, and procedures. The employee is expected to independently exercise judgment in performing work and ensure that assigned activities are planned and completed in a timely and efficient manner.

Essential Job Functions

The following duties are normal for this classification. These are not to be construed as exclusive or all-inclusive. Other duties may be required and assigned.

- 45% +/- 10%
- Performs human resource services for assigned County agency/agencies and serves as a liaison to managers and employees; provides strategic analysis, advice, and counsel to managers and employees regarding work issues, development plans, operational strategies, human resource policies and procedures, rights, benefits, and opportunities for career advancement; interprets policies and procedures and their application to specific employee situations; responds to employee questions regarding HR concerns, requests, and complaints; communicates policy and procedure changes to employees; explains the Family Medical Leave Act (FMLA) process to employees and answers any questions that may arise; manages FML process and other leave processes for employees from initial request through to approval/rejection; serves as contact between employee and the worker's compensation department during an accident investigation and facilitates the process; determines how issues should be filed, addressed, and if and when issue elevation is necessary; follows up on HR inquiries to ensure they have been fully addressed.
- 10% +/- 5%
- Gathers and analyzes HR related data and information to prepare reports analyzing HR trends; utilizes database systems to update employee information (i.e., pay rates, compensation structure information, FML documentation, etc.); utilizes data to develop potential solutions to increase the effectiveness and efficiency of HR service processing; provides reports and recommendations to department management; provides requested data and reports from database systems to stakeholders and management (seniority, scheduled leaves of absence, employee demographics, tenure, upcoming eligible retirees, attendance, etc.).
- 10% +/- 5%
- Strategizes with various HR teams to plan processes and solutions to various personnel matters; assists with identification and analysis of human resource needs; participates in planning methods, systems, and processes to best meet human resource needs; acts as liaison between centralized HR and assigned departments.

Human Resources Generalist

10% +/- 5%

- Works collaboratively with Employee Relations to confer and strategize outcomes related to the employee discipline process; gathers statements; investigates complaints; conducts pre-disciplinary hearings as assigned; suggests corrective actions to solve problem areas; facilitates the use of Pre-Disciplinary Conferences (PDC) to address absenteeism, attendance concerns, work performance, and other behaviors; assists with probationary removals, failures, and extensions; provides training and guidance on how to properly conduct disciplinary actions.

10% +/- 5%

- Coordinates and reviews the work of lower-level human resource associates; acts as a resource for work, data issues, and other HR actions; provides guidance and development; trains newly hired HR associates on policies, procedures, and tech used in HR dept; assists supervisors with creating performance improvement plans (PIP) for underperforming employees.

5% +/-2%

- Develops job descriptions for unclassified positions; meets with Subject Matter Experts (SMEs) to collect job analysis information; makes edits to exiting job descriptions to reflect changes to job duties as needed; compiles salary survey data for County positions; compiles data for various compensation needs; collaborates with other HR staff regarding compensation related issues.

5% +/-2%

- Participates in planning and implementation of HR programs and projects; assists with reviews of programs and procedures to evaluate and improve the effectiveness, efficiency, and utility of operations; assists with rollout and implementation of HR programs.

5% +/-2%

- Performs related administrative responsibilities; prepares and maintains various related reports, records, and other documents; responds to emails and phone calls; attends various trainings, conferences, and meetings; represents the HR department and assigned agencies at various related activities and meetings; updates organizational charts; develops standard and ad hoc reports, templates, dashboards, scorecards, and metrics.

Minimum Training and Experience Required to Perform Essential Job Functions

- Bachelor's degree in human resources, business administration, or related field and three (3) years of human resources experience; or any equivalent combination of education, training, and experience.
- Valid Ohio driver license and proof of automobile insurance.

Additional Requirements

- No special license or certification is required.

Minimum Physical and Mental Abilities Required to Perform Essential Job Functions

Physical Requirements

- Ability to operate a variety of automated office machines including a computer and multifunction printer.

Technology Requirements

- Ability to operate a variety of software and databases including word processing software (Microsoft Word), spreadsheet software (Microsoft Excel), electronic mail software (Microsoft Outlook), and data management software (SAP, INFOR).

Supervisory Responsibilities

- Ability to assign, review, plan, and coordinate the work of other employees and to maintain standards.
- Ability to provide instruction and training to other employees.

Mathematical Ability

- Ability to add, subtract, multiply, divide, calculate decimals and percentages, and perform routine statistics.

Language Ability & Interpersonal Communication

- Requires the ability to perform mid-level data analysis including the ability to audit, deduce, assess, conclude and appraise. Requires discretion in determining and referencing such to established criteria to define consequences and develop alternatives.
- Ability to comprehend a variety of informational documents including organizational charts, project management plans, personnel action forms, classification specifications, position descriptions, grievances, disciplinary reports, personnel files, attendance reports, and other reports and records.
- Ability to comprehend a variety of reference books and manuals including the Employee Handbook, Ohio Revised Code, Benefits Manual, Collective Bargaining Agreements, Family Medical Leave Act, HIPAA, and State and Federal Human Resource Laws and Regulations.
- Ability to prepare personnel action reports, organizational charts, various human resource reports, correspondence, requests for PDCs, reports of PDCs, and other job-related documents using prescribed format and conforming to all rules of punctuation, grammar, diction, and style.
- Ability to convince and influence others, to record and deliver information, to explain procedures, and to follow instructions.
- Ability to use and interpret human resources and relevant legal terminology and language.
- Ability to communicate effectively with County employees, outside agencies, and the general public.

Environmental Adaptability

- Work is typically performed in an office environment.

Cuyahoga County is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the County will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective employees and incumbents to discuss potential accommodations with the employer.

Posted: 1/5/2023
Meeting: 1/11/2023

<u>Job Title</u>	<u>Classification Number</u>	<u>Current Pay Grade & FLSA</u>	<u>RECOMMENDED PAY GRADE & FLSA</u>	<u>Department</u>	<u>Rationale</u>
<u>NEW</u>					
Equity and Inclusion Coordinator	10281	N\A	7A Non-Exempt	Equity and Inclusion	This is a new classification requested by the department based on department need. The classification reflects the essential functions and minimum qualifications of the position.
Manger, Environmental Services	18131	N\A	14A Exempt	Public Works	This is a new classification requested by the department based on department need. The classification reflects the essential functions and minimum qualifications of the position.
Youth Development Program Coordinator 13251	13251	N\A	11A Exempt	Health and Human Services	This is a new classification requested by the department based on department need. The classification reflects the essential functions and minimum qualifications of the position.

<u>Job Title</u>	<u>Classification Number</u>	<u>Current Pay Grade & FLSA</u>	<u>RECOMMENDED PAY GRADE & FLSA</u>	<u>Department</u>	<u>Rationale</u>
<u>REVISED</u>					
Contract Analyst	19031	8A Exempt	9A Exempt	All Departments	PRC routine maintenance. Classification last revised in 2017. Updates were made to the essential job functions and language and formatting. A technology requirements section was added. Pay grade increased from 8A to 9A.
Critical Infrastructure Analyst	12151	13A Exempt	13A Exempt (No Change)	Public Safety & Justice Services	PRC routine maintenance. Classification last revised in 2018. Changes were made to the essential functions, additional requirements, and language and formatting. A technology requirements section was added. No change to the pay grade or FLSA status.
Early Childhood Resource & Training Coordinator	13172	12A Exempt	14A Exempt	Children and Family Services	PRC routine maintenance. Classification last revised in 2021. Updates were made to the environmental exposure variables and to the CPQ to ensure accuracy. Pay grade increased from 12A to 14A.
Human Resources Generalist	14111	9A Exempt	9A Exempt (No Change)	HR and Sheriff's Department	PRC routine maintenance. Classification last revised in 2018. Changes were made to the essential functions, supervisory requirements, and language and formatting. A technology requirements section was added. No change to the pay grade or FLSA status.

County Council of Cuyahoga County, Ohio

Resolution No. R2023-0030

Sponsored by: County Executive Ronayne	A Resolution confirming the County Executive’s appointment of The Honorable Mayor Georgine Welo to serve on the Cuyahoga County Planning Commission representing the Hillcrest Region for the term 1/1/2023 – 12/31/2025, and declaring the necessity that this Resolution become immediately effective.
---	---

WHEREAS, Ohio Revised Code Section 713.22 provides for the organization and maintenance of a county planning commission; and

WHEREAS, in accordance with Section 206.12 of the County Code, the Cuyahoga County Planning Commission membership consists of eight members appointed by the County Executive and confirmed by Council in accordance with Section 713.22 of the Ohio Revised Code and the County Charter, the County Executive, and two members of the County Council appointed by the President of Council; and

WHEREAS, members of the Cuyahoga County Planning Commission shall serve three-year terms; 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 Honorable Mayor Georgine Welo (replacing Mayor Anthony DiCicco) to serve on the Cuyahoga County Planning Commission representing the Hillcrest Region for the term 1/1/2023 – 12/31/2025; and

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

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

SECTION 1. That the Cuyahoga County Council hereby confirms the County Executive’s appointment of The Honorable Mayor Georgine Welo (replacing Mayor Anthony DiCicco) to serve on the Cuyahoga County Planning Commission representing the Hillcrest for the term 1/1/2023 – 12/31/2025.

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. Pursuant to Cuyahoga County Charter Section 3.10(5), provided that this resolution receives the affirmative vote of a majority of 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: February 14, 2023

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

Journal _____
_____, 20__



Chris Ronayne
Cuyahoga County Executive

February 06, 2023

Pernel Jones, Jr.
Cuyahoga County Council
2079 E. Ninth Street, 8th Floor
Cleveland, OH 44115

Re: Cuyahoga County Planning Commission (CPC)

Dear President Jones,

Pursuant to Ohio Revised Code Section 713.22, I am pleased to nominate the following individual for appointment to the Cuyahoga County Planning Commission:

- **Mayor Welo (Hillcrest Region), 3-year term, January 1, 2023- December 31, 2025**
 - Resides in South Euclid (Cuyahoga County)
 - Replacing Mayor Anthony DiCicco

There are no specific requirements of Executive nominees. Regional members must be a Mayor representing community within the designated area.

There are no other candidates on file for these positions.

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

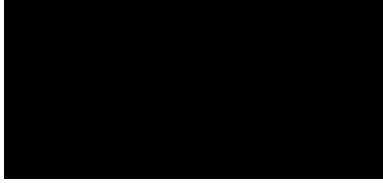
This board is uncompensated.

Thank you for consideration of this appointment. Should you or County Council have any questions, please feel free to contact Laura Roche in my office at 216-443-7181.

Sincerely,

Chris Ronayne
Cuyahoga County Executive

Bio: GEORGINE WELO



PROFESSIONAL:

***Mayor, City of South Euclid, Ohio, First Woman Elected Mayor, November 2003 - present**
Civilian Ambassador with the Ohio National Guard in conjunction with Sister Cities International
Vice-Chair of NOPEC
Chair of NOPEC Finance
Current Member, International Cleveland Communities Advisory Committee, Cleveland Museum of Art
Current Executive Member, Heights Regional Chambers of Commerce
Current Member, Ohio First Suburbs Consortium
Current Member, Euclid Creek Watershed Council
Current Member, The Mayor's Association of Ohio
Current Member, Northeast Ohio Mayor and Managers Association
Current Member, Council of Government, Community Partnership on Aging (formerly Tri-City Consortium on Aging)
Advisory Board Member of the Center for Population Dynamics Maxine Goodman Levin College of Urban Affairs;
Honorary Board Member, Hillcrest Meals on Wheels
Past Board Member, Greater Cleveland Regional Transit Authority (GCRTA)
Past Chair of the GCRTA Operational Planning & Infrastructure Committee
Past Chair of the GCRTA Strategic Governing Team
Past Chair of the GCRTA Ad Hoc By-Laws Committee
Past Chair of the GCRTA Nominating Committee
Past Chair of the GCRTA Procurement for the GM Search
Past Member of the GCRTA Audit, Safety Compliance & Real Estate Committee
Past Member of the GCRTA External & Stakeholder Relations & Advocacy Committee
Past Chair of NOPEC Gas & Electric Committee
Past Chair of the NOPEC Demand Side Market Entry Advisory Services Committee
Past Board Member, Auditor of State's Northeast Ohio Regional Advisory Board
Past Member, Regional Prosperity Initiative
Past Executive Member of Northeast Ohio Mayors and Managers Association
Past President of Cuyahoga County Mayors and City Managers Association
Past Chair of the Government and Community Relations Advisory Council, Notre Dame College
Past Vice-president, Suburban Council of Governments, Northeast Ohio Regional Sewer District
Past Executive Member, First Suburbs Consortium
Past Member, Juvenile Accountability Block Grant (JABG)
Past Board of Trustee, Ohio Municipal League
Past Board of Trustee, University Suburban Medical Center, South Euclid
Past Grant Member, NOPEC Powering Our Community
Past Vice-Chair of the Cuyahoga County Land Reutilization Corporation Board
Past Vice-Chair of the Cuyahoga County Mayors and Managers
Past Chairperson of the NOPEC Demand Side
Past Chairperson, First Suburbs Consortium
Past Chairperson, Euclid Creek Watershed Council
Past Board Chairperson, Sourcing Office
Past Board Member, Strategic Planning, Cuyahoga County Public Library
Past Board of Trustee, Notre Dame College, South Euclid Ohio
Past Board Member, Regina High School
Past Secretary, Northeast Ohio Regional Sewer District, Suburban Council of Governments
Past Member, SELREC Council of Governments
Past Member, Cuyahoga County Planning Commission
Past Member Cuyahoga County JABG Review Committee (Juvenile Accountability Block Grant funding)

Past Member, District One Public Works Integrating Committee
 Past Member, Northeast Ohio Mayor's Think Tank, Kent State University
 Administrative Bailiff, Judge Ann T. Mannen, Court of Common Pleas, Cuyahoga County, 1998-2003
 Member, Zoning and Planning Committee, City of South Euclid 1998-2003
 Council President Pro-Tem, City of South Euclid 1996-1998
 Council Person, City of South Euclid, Ohio 1992-1998
 Chairperson, Charter Review Commission, City of South Euclid, 1994, 2005

EDUCATION

Graduate: University of Akron, Bachelor of Arts and Science
 Graduate: Bliss Institute, University of Akron

CIVIC ACTIVITIES:

Notre Dame College's Centennial Steering Committee
 Global Cleveland Mentor
 Mistress of Ceremony for One World Day
 Board Member, Daily Dose of Reading (Dr. S. Senders and Associates)
 Host Committee Cleveland Rape Crisis Center 2010
 Cleveland Rape Crisis Center Sing Out Choir 2018
 Host Committee Cleveland Film Commission 2010 Red Carpet Event
 Co-Hostess 2009 S.H.O.W.E.R. Event, Cleveland Rape Crisis Center
 Host Committee – Cleveland Public Theatre Pandemonium 2008
 Host Committee – Regina Gala 2008
 Member, 2008 United Way Eastern Regional Market Committee Member
 Member of the League of Women Voters
 Member of the Stonewall Democrats Chairperson, South Euclid Home Days
 Member of Cleveland Cultural Gardens
 Member, South Euclid Garden Club
 Member, South Euclid Lyndhurst PTA
 Member, Charles F. Brush Athletic Booster
 Member, Regina High School Campaign Steering Committee
 Member, South Euclid Democratic Club.
 Member, Cuyahoga County Democratic Club, Precinct Committee person for
 The Cuyahoga County Democratic Club,
 Past Member, Serbian Arts Council
 Past Board Member, Loyola Society, St. Ignatius High School
 Past Member, South Euclid Ad-Hoc Committee on Recreation
 Past Vice President, South Euclid, Co-op Pre-School
 Past Assistant Treasurer, St. Sava Cathedral, Parma Ohio
 Past Sunday School Superintendent, St. Sava Cathedral, Parma Ohio
 Past President S.S.S. Njegosh Choir President

RECOGNITION:

Recipient 2015 Silver and Gold First Responders for Greater Cleveland
 Nominee 2015 "Public Sector Leader" Award; Greater Ohio Policy Center
 Recipient 2014 "Northeast Ohio Visionary Leader" Award; Building One Ohio
 Recipient 2011 Outstanding Leadership Award; Euclid Creek Watershed Partnership
 Recipient 2010 Crain's Emerald Award
 Recipient First Suburbs Consortium Hero Award, November 15, 2007
 from University Heights, Ohio."
 Recipient 2005 and 2006 Most Influential Person of the Year, Sun Newspapers
 Recipient: Award for Civic Service, 100th Anniversary, and December 5, 1996
 The Citizens League of Greater Cleveland
 Recipient: Award for Public Service, November 1995
 American Serbian Businessman's Association

March 2019

FAMILY:



County Council of Cuyahoga County, Ohio

Resolution No. R2023-0031

Sponsored by: County Executive Ronayne	A Resolution confirming the County Executive’s appointment of The Honorable Mayor Marie Gallo to serve on the Cuyahoga County Planning Commission representing the South-Central Region for an unexpired term ending 12/31/2024, and declaring the necessity that this Resolution become immediately effective.
---	--

WHEREAS, Ohio Revised Code Section 713.22 provides for the organization and maintenance of a county planning commission; and

WHEREAS, in accordance with Section 206.12 of the County Code, the Cuyahoga County Planning Commission membership consists of eight members appointed by the County Executive and confirmed by Council in accordance with Section 713.22 of the Ohio Revised Code and the County Charter, the County Executive, and two members of the County Council appointed by the President of Council; and

WHEREAS, members of the Cuyahoga County Planning Commission shall serve three-year terms; 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 Honorable Mayor Marie Gallo (replacing Mayor Katherine Gallagher) to serve on the Cuyahoga County Planning Commission representing the South-Central Region for an unexpired term ending 12/31/2024; and

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

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

SECTION 1. That the Cuyahoga County Council hereby confirms the County Executive’s appointment of The Honorable Mayor Marie Gallo (replacing Mayor Katherine Gallagher) to serve on the Cuyahoga County Planning Commission representing the South-Central for an unexpired term ending 12/31/2024.

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. Pursuant to Cuyahoga County Charter Section 3.10(5), provided that this resolution receives the affirmative vote of a majority of 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: February 14, 2023

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

Journal _____
_____, 20__



Chris Ronayne
Cuyahoga County Executive

February 6, 2023

Pernel Jones, Jr.
Cuyahoga County Council
2079 E. Ninth Street, 8th Floor
Cleveland, OH 44115

Re: Cuyahoga County Planning Commission (CPC)

Dear President Jones,

Pursuant to Ohio Revised Code Section 713.22, I am pleased to nominate the following individual for reappointment to the Cuyahoga County Planning Commission:

- **Mayor Marie Gallo** (South Central Region), 3-year term: January 1, 2022 – December 31, 2024
- Resides in Parma Heights
- Replacing Mayor Katharine Gallagher

There are no specific requirements of Executive nominees. Regional members must be a Mayor representing community within the designated area.

There are no other candidates on file for these positions.

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

This board is uncompensated.

Thank you for consideration of this appointment. If you need further information, please contact me.

Sincerely,

Chris Ronayne
Cuyahoga County Executive

Marie Gallo

BUSINESS EXPERIENCE

City of Parma Heights – Parma Heights, OH
Mayor

January 2022 - Present

- Chief Executive Administrative Officer of the City of Parma Heights
- Oversee all staff departments and divisions
- Enforce all laws, codes and ordinances
- Ex-officio member of Council

City of North Olmsted – North Olmsted, OH
Director of Human Resources

October 2016 – December 2021

Primary Duties and Responsibilities:

- Oversaw the Department of Human Resources, the Division of Information Technology, Senior Center, Youth & Family Services and Civil Service
- Responsible for the coordination and administration of all employee benefits
- Administered the City's self-insured Workers' Compensation program
- Responsible for developing citywide and risk management policies and procedures
- Coordinated staff development and recruitment for the City
- Advised the Mayor, Directors and Division Heads when executing personnel responsibilities
- Served as Lead Negotiator for seven bargaining units

City of North Olmsted – North Olmsted, OH
Clerk of Council

September 2009 – October 2016

Primary Duties and Responsibilities:

- Managed the legislative process and oversaw the office of an eight-member Council
- Attended all regular and special Council meetings, Caucus meetings and public hearings
- Assembled and distributed meeting agendas and posted notice of all meetings
- Kept minutes, transcribed and maintained an official record of all Council proceedings
- Worked closely with the Law Department to prepare legislation and legal documents
- Maintained and updated the City Code on an annual basis
- Acted as a liaison between City Council and the Mayor's office, staff, media and residents
- Provided new Council members with orientation including training and direction with regard to the legislative process, Codified Ordinances and public records and open meetings laws

Parma Heights City Council Member – Parma Heights, OH July 2010 – December 2021
City Council President and Ward 4 Councilwoman (01/2014 – 12/2021)
Ward 4 Councilwoman (01/2012 – 12/2021)
Councilwoman at-Large (appointed 07/2010 – 12/2011)

Primary Duties and Responsibilities:

- Responsible for supervising the Clerk of Council and overseeing the Office of Council
- Presided at all Council meetings and Council work sessions
- Provided direction and guidance to members of City Council
- Introduced legislation and provide representation and assistance to residents throughout the City of Parma Heights

City of Parma Heights – Parma Heights, OH July 2006 – September 2009
Clerk of Council

Primary Duties and Responsibilities:

- Managed the legislative process and maintained the office of a seven-member Council
- Attended all regular and special Council meetings and Council work sessions
- Assembled and distributed meeting agendas and posted notice of all meetings
- Kept minutes, transcribed and maintained an official record of all Council proceedings
- Annually prepared information for codification to update the Codified Ordinances
- Responded to requests for information by the Administration, media and public
- Performed other various duties as requested by members of City Council

Cuyahoga County of Ohio
Department of Central Services – Cleveland, OH September 2003 – July 2006
Administrative Assistant 1

Primary Duties and Responsibilities:

- Oversaw all financial activity for the Mail Services Division
- Provided division-wide support for the Department of Central Services
- Managed a \$ 0.5 million Reserve Account for the department
- Provided instruction to employees in the absence of a Supervisor or Manager
- Responsible for ordering and taking inventory of department supplies
- Worked closely with vendors regarding problems and concerns
- Audited all bills, invoices, and financial statements

EDUCATION

Baldwin-Wallace College, Berea, OH – Bachelor of Arts, Criminal Justice (2002)
International Public Management Association for Human Resources – Certified Professional Certification
Kent State's Ohio and West Virginia Municipal Clerks Career Development Program – Municipal Clerk Certification

OTHER QUALIFICATIONS

Proficient in Microsoft Excel, Microsoft Word, and Internet-based research
Member, International Public Management Association for Human Resources
Member, Society for Human Resource Management
Member, International Institute of Municipal Clerks
Member, Northeast Ohio City Council Association

County Council of Cuyahoga County, Ohio

Resolution No. R2023-0032

Sponsored by: County Executive Ronayne	A Resolution confirming the County Executive’s appointment of The Honorable Mayor Nicole Dailey Jones to serve on the Cuyahoga County Planning Commission representing the Southwest Region for the term 1/1/2023 – 12/31/2025; and declaring the necessity that this Resolution become immediately effective.
---	---

WHEREAS, Ohio Revised Code Section 713.22 provides for the organization and maintenance of a county planning commission; and

WHEREAS, in accordance with Section 206.12 of the County Code, the Cuyahoga County Planning Commission membership consists of eight members appointed by the County Executive and confirmed by Council in accordance with Section 713.22 of the Ohio Revised Code and the County Charter, the County Executive, and two members of the County Council appointed by the President of Council; and

WHEREAS, members of the Cuyahoga County Planning Commission shall serve three-year terms; 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 Honorable Mayor Nicole Dailey Jones (replacing Mayor Pamela Bobst) to serve on the Cuyahoga County Planning Commission representing the Southwest Region for the term 1/1/2023 – 12/31/2025; and

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

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

SECTION 1. That the Cuyahoga County Council hereby confirms the County Executive’s appointment of The Honorable Mayor Nicole Dailey Jones (replacing Mayor Pamela Bobst) to serve on the Cuyahoga County Planning Commission representing the Southwest Region for the term 1/1/2023 – 12/31/2025.

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. Pursuant to Cuyahoga County Charter Section 3.10(5), provided that this resolution receives the affirmative vote of a majority of 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: February 14, 2023

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

Journal _____
_____, 20__



Chris Ronayne
Cuyahoga County Executive

February 06, 2023

Pernel Jones, Jr.
Cuyahoga County Council
2079 E. Ninth Street, 8th Floor
Cleveland, OH 44115

Re: Cuyahoga County Planning Commission (CPC)

Dear President Jones,

Pursuant to Ohio Revised Code Section 713.22, I am pleased to nominate the following individual for appointment to the Cuyahoga County Planning Commission:

- **Mayor Nicole Daily Jones** (Southwest Region), 3-year term, January 1, 2023-December 31, 2025
 - Resides in North Olmsted (Cuyahoga County)
 - Replacing Mayor Pamela Bobst

There are no specific requirements of Executive nominees. Regional members must be a Mayor representing a community within the designated area. There are no other candidates on file for this position. There are no known conflicts of interest for which an advisory opinion has been requested. This board is uncompensated.

Thank you for consideration of this appointment. Should you or County Council have any questions, please feel free to contact Laura Roche in my office at 216-443-7181.

Sincerely,

Chris Ronayne
Cuyahoga County Executive

Office of the Mayor

Mayor Nicole Dailey Jones

Nicole Dailey Jones is the current North Olmsted, Ohio Mayor after a successful election bid in November 2021.

Born in Cleveland, and raised in Parma, Dailey Jones and her husband, Daniel, have been residents of North Olmsted since 2002, and are the parents of five children.

She regularly volunteers with the PTA, Girl Scouts and Scouts BSA, and is active in St. Clarence Catholic Church.

Jones, 43, holds a Bachelor's Degree in Political Science, Government and International Studies from Ohio Wesleyan University, and is a 1996 graduate of Parma Senior High School.

A North Olmsted resident since 2002, Dailey Jones has more than 20 years' experience in municipal, county and federal government, including work as a Congressional Aide to Democratic U.S.

Representative Marcy Kaptur.

She began her North Olmsted political career as Ward 3 Council Representative, and was appointed Council President in 2013.



County Council of Cuyahoga County, Ohio

Resolution No. R2023-0042

Sponsored by: Councilmember Turner	A Resolution reappointing F. Allen Boseman to serve on the Cuyahoga County Personnel Review Commission for the term 3/8/2023 - 3/7/2029, and declaring the necessity that this Resolution become immediately effective.
---	--

WHEREAS, Article IX, Section 9.01 of the Cuyahoga County Charter, entitled Personnel Review Commission, creates the Cuyahoga County Personnel Review Commission which is “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, the Cuyahoga County Charter Section 9.01, states that the County “Council shall appoint the members of the Personnel Review Commission, consisting of three electors of the County having experience in personnel matters or personnel administration and who are supportive of equal opportunity considerations,” and that, “no more than two of the three members of the Personnel Review Commission shall be members of the same political party;” and,

WHEREAS, the term of office of each member of the Personnel Review Commission shall be six years, and the terms shall be staggered so that no term expires within less than two years of the expiration of any other term; and,

WHEREAS, the County Council has determined to reappoint F. Allen Boseman to serve on the Cuyahoga County Personnel Review Commission for the term 3/8/2023 - 3/7/2029; 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 Commission.

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

SECTION 1. That the Council of Cuyahoga County hereby reappoints F. Allen Boseman to serve on the Cuyahoga County Personnel Review Commission for the term 3/8/2023 - 3/7/2029.

SECTION 2. It is necessary that this Resolution become immediately effective in order that critical services provided by Cuyahoga County can continue, and to continue the usual and daily operation of a County Commission. Provided that this Resolution receives the affirmative vote of 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 passage of this Resolution 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 Resolution was duly adopted.

Yeas:

Nays:

County Council President

Date

Clerk of Council

Date

First Reading/Referred to Committee: February 28, 2023

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

Journal _____
_____, 20____



Pernel Jones, Jr.

Cuyahoga County Council Vice President District 8

Committee Vice Chair: Community Development

Committee Member: Education, Environment & Sustainability

Committee Member: Finance & Budgeting

Committee Member: Council Operations, Intergovernmental Relations & Public Transportation

February 17, 2023

Re: **F. Allen Boseman, Jr.**

Nomination to continue service on the Personnel Review Commission (PRC)

Full term from 3/8/23 through 3/7/29

Dear Council Colleagues:

Pursuant to Charter Section 9.01, the County Council appoints the three members of the Personnel Review Commission (PRC). The PRC is responsible for administering an efficient and economical system for the employment of Cuyahoga County's workers. The PRC ensures that persons employed by the county serve without discrimination based on race, color, religion, sex, national origin, sexual orientation, gender identity, disability, age or ancestry.

The members of the PRC serve six-year terms and may serve multiple terms. The members may not hold any other public office or public employment with the county and all three PRC members must be electors of the county and may not all be members of the same political party.

Respectfully, I ask for your support for the re-appointment of F. Allen Boseman to continue his service on the PRC. Mr. Boseman has been an excellent member of the Commission. He is a Principal/Owner of the Sherman Boseman Legal Group, specializing in commercial litigation and employment law. He has a law degree from the Ohio State University and has been licensed to practice law in the State of Ohio since 2008. I have attached his resume, and some background information for your review.

Sincerely,

Pernel Jones, Jr., President
Cuyahoga County Council
District 8

cc: Rebecca Kopcienski, PRC Director

**SHERMAN
BOSEMAN**
LEGAL GROUP

F. Allen Boseman, Jr.

February 6, 2023

President Pernell Jones Jr.
Cuyahoga County Council
2079 E. 9th Street – 8th Floor
Cleveland, Ohio 44115

Dear President Jones,

Please consider my request for reappointment as a Commissioner of the Personnel Review Commission (PRC). In March 2017, I was first appointed as a PRC Commissioner, and I am requesting to be appointed for another six-year term.

During my tenure, the Commission has continued to address the full scope of the PRC's Charter obligations. In 2017, the PRC engaged in the Charter review process which led to significant clarification in the Charter regarding the roles of both the PRC and the County's Human Resources department. Since then, the Commission has overseen two significant salary survey projects, the transition to a state-of-the-art testing operation and the implementation of "one-stop" hiring events to support the County's efforts to fill an extraordinary number of vacancies due to the labor market shortage.

As an experienced labor and employment litigator, who represents both plaintiffs and defendants, I bring a wealth of knowledge to my work with the PRC. Currently I am one of the owners of the Sherman Boseman Legal group and prior to that, I worked at Hahn Loeser and Littler Mendelson P.C. where I specialized in commercial litigation and labor and employment. My extensive work in human resources matters in both the private and public sector make me uniquely qualified to serve as a PRC Commissioner for another term.

I am citizen of the County and support all equal opportunity considerations as mandated by federal, state and local laws. For your consideration, I have enclosed my resume. I look forward to having the opportunity to serve Cuyahoga County through the Personnel Review Commission.

Sincerely,



F. Allen Boseman, Jr.

FAB/vs

SHERMAN BOSEMAN LEGAL GROUP

FIRM HOME

OUR FIRM

OUR PEOPLE

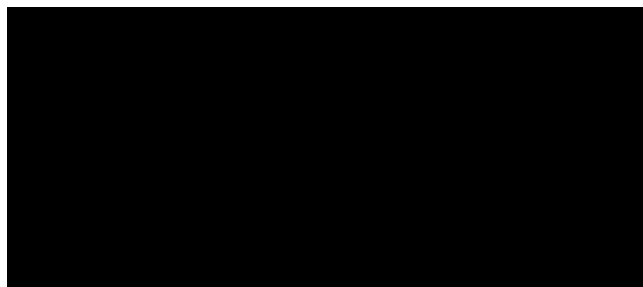
OUR LOCATION



FOCUS AREAS

- Labor & Employment Litigation & Counsel
- Trade Secret/Unfair Competition
- Commercial Litigation & Transactions
- Complex Negotiations
- Sports & Entertainment
- Government Affairs

CONTACT



F. Allen Boseman Jr.

F. Allen Boseman Jr. is an experienced litigator and negotiator who has represented an extremely broad range of clients from individuals to Fortune 500 Companies with a singular focus of delivering excellence regardless of the circumstances. Allen has practiced at some of the largest and most powerful firms in the country specializing in a variety of practice areas ranging from Labor & Employment to Complex Commercial Litigation and this invaluable experience has helped shape him into one of the sharpest legal minds in the profession.

While Allen is acutely aware that his “big firm” experience has played a significant role in his success, he understands that it is his personal touch and pragmatic approach to legal issues that separates him from

the pack. Allen provides best practices and policies to significantly reduce litigation exposure and timely and smart advice to protect legal rights. In providing sophisticated and comprehensive legal guidance, Allen specifically tailors his approach to meet the particularized needs of each client to bring about the desired result whether an aggressive stance in litigation, speed for emergency litigation or a quick resolution of a legal dispute. There is no problem too big or too small for Allen to tackle. He is truly dedicated to always choosing the path paved with the best results for his clients.

In addition, Allen has built and maintained strategic relationships that have become critical to how he delivers superior service to clients. Indeed, Allen understands that providing clients with the most sophisticated legal advice requires the use of specialist and professionals in various capacities to maximize the efficiency and quality of legal advice. Allen is also in rhythm with the social and business community around him. He is actively involved in important civic duties, he owns small businesses, he sits on the board of a non-profit, he provides networking platforms for professionals and entrepreneurs, he is actively involved in the political process and he volunteers to improve the circumstances of others. Allen genuinely values being a well-rounded lawyer and believes that this approach to analyzing and solving problems is a game-changer for his clients because he has the uncanny ability to evaluate issues from many different perspectives.

Through relentless dedication to his clients, expert negotiations and the instillation of smart and sensible strategies, Allen provides his clients with a one of a kind legal experience focused intently on delivering excellence and tangible results.

EDUCATION

- J.D., The Ohio State University Moritz College of Law, 2008
- B.A./B.S., Oakwood University, 2004

BAR ADMISSIONS

- Ohio

COURTS

- U.S. Court of Appeals, 6th Circuit
- U.S. District Court, Northern District of Ohio
- U.S. District Court, Southern District of Ohio
- Ohio Supreme Court

RECOGNITION

- Named, Rising Star, Ohio, *Super Lawyers*, 2012-2021

F. Allen Boseman, Jr.

Education

The Ohio State University Moritz College of Law, Columbus, Ohio

- J.D. Candidate, May 2008 Dean's Award Paul D. White Scholarship
- Robert K. Barton Scholarship Academic Promise Award Moritz Enrichment Grant

Oakwood University, Huntsville, Alabama

- Bachelor of Science, May 2004 1st Major: Finance Magna Cum Laude
- Bachelor of Arts, May 2004 2nd Major: English Dean's List: Each Semester

Admissions

- State of Ohio (2008)
- U.S. District Court for the Northern District of Ohio (2009)
- U.S. District Court for the Southern District of Ohio (2009)

Legal Work Experience

Sherman Boseman Legal Group, LLC

Cleveland, OH

Principal/Owner

September 2017-Present

- Represent business owners in every aspect of their company from commercial transactions to commercial litigation
- Prepare and review contracts vital to the operation of various companies
- Negotiate settlement agreements in high-profile litigation on behalf of both plaintiffs and defendants, including a \$1,000,000 settlement that is public record
- Provide consulting services to out of state companies entering the Ohio market
- Recruit, interview and hire attorneys and interns for firm
- Strategically forecast financial models with business partner to project annual revenue and expenses
- Develop marketing plans to recruit new clients and generate revenue
- Represent employers and employees in labor and employment disputes concerning the terms and conditions of employment
- Participate in media interviews on behalf of clients dealing with high-profile public disputes
- Coordinate litigation with staff and monitor all litigation matters in firm
- Represent artist, entertainers and bands in contract negotiations with third-parties

Littler Mendelson, P.C.

Cleveland, OH

Labor & Employment Associate

September 2013-August 2017

- Argued before the Sixth Circuit Appellate Court and decision in favor of client was affirmed
- Negotiated complex settlement between two insurance companies to resolve a non-compete/trade secret litigation that was a "bet the company" case for the opposing party
- Negotiated settlement and release of race discrimination claims for a major transportation company for a value substantially less than the original demand proposed by plaintiff
- Negotiated several settlements and releases for a well-known national, specialty grocery store that stabilized a local Cleveland store
- Negotiated several settlements and releases for a technology company arising out of the termination of several employees for sexual harassment who alleged race and age discrimination
- Received "no probable cause" findings for every position statement submitted to the Ohio Civil Rights Commission and the Equal Employment Opportunity Commission in response to Charges against clients
- Argued before the Ohio Civil Rights Commission and no probable cause finding was confirmed upon a request for reconsideration
- Developed creative settlement terms between two global health and emergency response companies to resolve a dispute over an employee who was subject to an employment agreement containing restrictive covenants
- Trained supervisors about emerging labor and employment issues that impacted a leading gas company

Attorney Information

Attorney Registration Number

[REDACTED]

Name

Fredrick Allen Boseman

Current Status

Active

[View Status Definitions](#)

Employer

Sherman Boseman Legal Group, LLC

Job Title

Attorney

Address

[REDACTED]

Business Phone Number

[REDACTED]

Law School

Ohio State University

Admission Date

11-17-2008

Admitted By



Get Your Voting Information

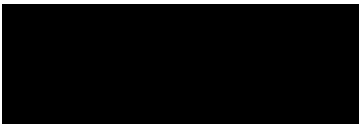
Voter



Date of birth

Address

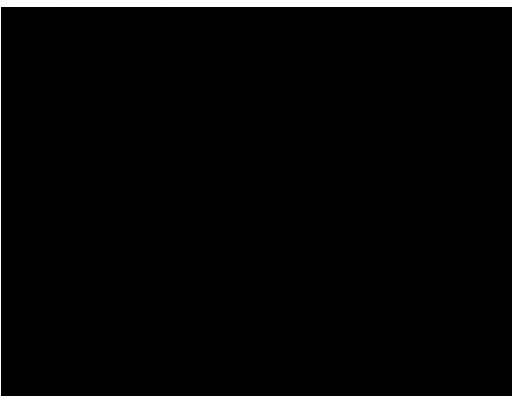
Current polling location



Precinct



Party Affiliation



[+ Participation History](#)

NOTE: Voter participation data may not be immediately available at the end of an election. Please allow for certifications and data entry

Ballot





Get Your Voting Information

[Redacted]

Date of birth

Address

[Redacted]

[Redacted]

Precinct

[Redacted]

Party Affiliation

[Redacted]

[Redacted]

[Redacted]

Ballot

[Redacted]



Get Your Voting Information

Voter

FREDRICK ALLEN BOSEMAN JR.

Date of birth

Address

Current polling location

LEE ROAD LIBRARY
2345 LEE ROAD
CLEVELAND HTS, OH 44118

[Map and directions](#)

Precinct

CLEVELANDHEIGHTS-03-D

Party Affiliation

Democrat

District

- CLEVE HTS/UNIV HTS CSD - 1810
- CLEVE HTS/UNIV HTS LIBRARY DIST.
- CLEVELAND HEIGHTS WARD 3
- CLEVELAND HTS MUNI COURT DIST.
- CONGRESSIONAL DISTRICT 11
- COUNTY COUNCIL DISTRICT 10
- HOUSE DISTRICT 22
- METROPARKS DISTRICT
- STATE BOARD OF EDU DISTRICT 10
- STATE SENATE DISTRICT 21

+ [Participation History](#)

NOTE: Voter participation data may not be immediately available at the end of an election. Please allow for certifications and data entry.

Ballot

Contests for NOVEMBER 8, 2022 GENERAL ELECTION - Non Partisan [-English](#) | [Español](#)

County Council of Cuyahoga County, Ohio

Resolution No. R2023-0044

Sponsored by: County Executive Ronayne	A Resolution confirming the County Executive’s appointment of The Honorable Mayor Gigi Traore to serve on the Cuyahoga County Planning Commission representing the Cuyahoga County Region for the term 3/25/2023 – 12/31/2025; and declaring the necessity that this Resolution become immediately effective.
---	--

WHEREAS, Ohio Revised Code Section 713.22 provides for the organization and maintenance of a county planning commission; and

WHEREAS, in accordance with Section 206.12 of the County Code, the Cuyahoga County Planning Commission membership consists of eight members appointed by the County Executive and confirmed by Council in accordance with Section 713.22 of the Ohio Revised Code and the County Charter, the County Executive, and two members of the County Council appointed by the President of Council; and

WHEREAS, members of the Cuyahoga County Planning Commission shall serve three-year terms; 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 Honorable Mayor Gigi Traore (replacing Mayor Michael Procuk) to serve on the Cuyahoga County Planning Commission representing the Cuyahoga County Region for the term 3/25/2023 – 12/31/2025; and

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

SECTION 1. That the Cuyahoga County Council hereby confirms the County Executive’s appointment of The Honorable Mayor Gigi Traore (replacing Mayor Michael Procuk) to serve on the Cuyahoga County Planning Commission representing the Cuyahoga County Region for the term 3/25/2023 – 12/31/2025.



Chris Ronayne
Cuyahoga County Executive

February 17, 2023

Pernel Jones, Jr.
Cuyahoga County Council
2079 E. Ninth Street, 8th Floor
Cleveland, OH 44115

Re: Cuyahoga County Planning Commission (CPC)

Dear President Jones,

Pursuant to Ohio Revised Code Section 713.22, I am pleased to nominate the following individual for reappointment to the Cuyahoga County Planning Commission:

- **Mayor Gigi Traore** (Cuyahoga County Region), 3-year term: March 25, 2023 – December 31, 2025
- Resides in Newburgh Heights, Ohio
- Replacing Mayor Michael Procuk

There are no specific requirements of Executive nominees. Regional members must be a Mayor representing community within the designated area.
There are no other candidates on file for these positions.
There are no known conflicts of interest for which an advisory opinion has been requested.
This board is uncompensated.

Thank you for consideration of this appointment. If you need further information, please contact Laura Roche at 216-443-7181.

Sincerely,

Chris Ronayne
Cuyahoga County Executive

Mayor Gigi Traore

Mayor Gigi Traore serves as the first Black mayor for the Village of Newburgh Heights. Prior to this role she made history as the Village's first Black member of council and was consecutively elected to the seat of Council President Pro Tempore. Mayor Traore has a 20+ year career in politics as an operative, consultant and civic advocate in the national, state and local arena where she's led diverse political outreach campaigns – spanning field operations, political strategy, staff development / training / coaching. Mayor Traore is a 2017 US Delegate to China, former Board President, and member of the Northeast Ohio City Council Association [NOCCA]. Mayor Traore earned a Master of Science in Leadership, General Management from Walden University and a Bachelor of Arts in Social Work along with a Black Studies Certification from Cleveland State University.

County Council of Cuyahoga County, Ohio

Resolution No. R2023-0045

Sponsored by: County Executive Ronayne	A Resolution confirming the County Executive’s reappointment of various individuals to serve on the Division of Children and Family Services (DCFS) Advisory Board for the term 3/1/2023 – 2/28/2027 and declaring the necessity that this Resolution become immediately effective.
---	--

WHEREAS, Ohio Revised Code Section 205.10 establishes an “advisory committee on children services” of Cuyahoga County; and

WHEREAS, the Division of Children and Family Services (DCFS) Advisory Board shall provide independent perspective and feedback to the County and the Cuyahoga County Division of Children and Family Services (“DCFS”) leadership; 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, pursuant to the Ohio Revised Code Section 205.10, the Division of Children and Family Services (DCFS) Advisory Board shall consist of ten (10) appointed members; and

WHEREAS, members of the Division of Children and Family Services (DCFS) Advisory Board shall be appointed to serve a four-year term; and

WHEREAS, the County Executive has nominated the following individuals to serve on the Division of Children and Family Services (DCFS) Advisory Board for the term 3/1/2023 – 2/28/2027 as follows:

Reappointments:

1. Andrew S. Garner, M.D., Ph.D. F.A.A.P.
2. Angela M. Newman-White
3. Lakecia Wild

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

SECTION 1. That the Cuyahoga County Council hereby confirms the County Executive’s reappointment of the following individuals to serve on the Division of Children and Family Services (DCFS) Board for the term 3/1/2023 – 2/28/2027 as follows:

Reappointments:

1. Andrew S. Garner, M.D., Ph.D. F.A.A.P.
2. Angela M. Newman-White
3. Lakecia Wild

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. Pursuant to Cuyahoga County Charter Section 3.10(5), provided that this resolution receives the affirmative vote of a majority of 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: February 28, 2023
Committee(s) Assigned: Human Resources, Appointments & Equity

Journal _____
_____, 20__



Chris Ronayne
Cuyahoga County Executive

February 21, 2023

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

Re: *Division of Children and Family Services (DCFS) Advisory Board*

Dear President Jones,

The Division of Children and Family Services (DCFS) Advisory Board was created in 2018 to further the cooperation and collaboration between the Division of Children and Family Services and other child care agencies in Cuyahoga County, and render advice to the Division on policy matters pertaining to the provisions of services to children and families. The DCFS Board shall also study the effectiveness and need for services to children and families in Cuyahoga County and encourage the gathering of information about the same population.

Pursuant to Ohio Revised Code 5153.05, Section 205.10 of the Cuyahoga County Code, I submit the following nominations for re-appointment to Division of Children and Family Services (DCFS) Advisory Board:

- **Dr. Andrew Garner, 4-year term: 3/1/2023 - 2/28/2027**
- **Angela Newman-White, 4-year term: 3/1/2023 - 2/28/2027**
- **Lakecia Wild, 4-year term: 3/1/2023 - 2/28/2027**

There are no known conflicts of interest for which an advisory opinion has been requested. This board is uncompensated. There are 4 other 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 Zoe Toscos in my office at 216-443-8356.

Sincerely,

Chris Ronayne
Cuyahoga County Executive

Andrew S. Garner, M.D., Ph.D., F.A.A.P.

CURRENT STATUS:

- ❖ Primary Care Pediatrician with “Partners in Pediatrics” of University Hospitals Medical Practices, Westlake, Ohio.
- ❖ Clinical Professor of Pediatrics, Case Western Reserve University, School of Medicine, Cleveland, Ohio.
- ❖ Certified Diplomate, American Board of Pediatrics.
- ❖ Fellow, American Academy of Pediatrics (AAP).

EDUCATION:

- General Pediatrics Residency, The Children’s Hospital of Philadelphia, Philadelphia, Pennsylvania. June 1997-June 2000.
- M.D. with Distinction in Neurosciences, Case Western Reserve University School of Medicine, Cleveland, Ohio. May, 1997.
- Ph.D., Department of Neurosciences, Case Western Reserve University School of Medicine, Cleveland, Ohio. January, 1996.
- B.A. with Distinction in Psychobiology, Swarthmore College, Swarthmore, Pennsylvania. June, 1989.

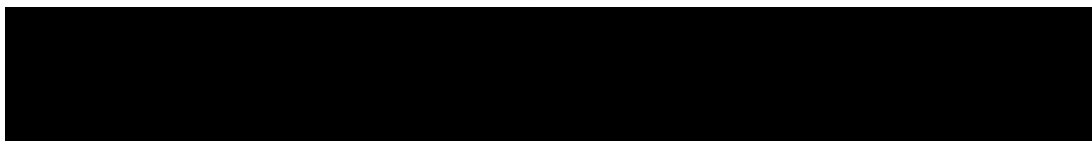
PROFESSIONAL EXPERIENCE:

- Member; Advisory Board to the Cuyahoga County Department of Child and Family Services, 2019-
- Member; Board of Directors, OhioGuidestone, 2010-
- President; Ohio Chapter, American Academy of Pediatrics (OAAP), 2014-2016.
- Vice President and President-Elect; OAAP, 2012-2014.
- Chair; AAP Early Brain and Child Development Leadership Workgroup, 2012-2014.
- Member; AAP Early Brain and Child Development Leadership Workgroup, 2010-2012.
- Member; AAP Poverty Leadership Workgroup, 2013-5.
- Member; AAP Epigenetics Leadership Workgroup, 2012-5.
- Treasurer; OAAP, 2010-2012.
- Member; Editorial Board, *Caring for your baby & young child: Birth to age 5*, 5th ed, Bantam Books, 2009.
- Member at Large; Board of Directors, OAAP, 2008-2010.
- Member; AAP Committee on Psychosocial Aspects of Child and Family Health, 2006-2012.
- Designer and participant; International Health Elective, in Zimbabwe, April 1996.

HONORS AND AWARDS:

- ✓ “Best Docs” as per Cleveland Magazine, 2011-2021.
- ✓ Ohio AAP Elizabeth Spencer Ruppert Outstanding Pediatrician of the Year, 2019.
- ✓ Special Achievement Awards, American Academy of Pediatrics, 2008 and 2020.
- ✓ Ohio Chapter Representative at AAP National Legislative Conference, 2007.
- ✓ Annual Award, Department of Pediatrics, Fairview Hospital, 2005.
- ✓ Medical Scientist Training Program, CWRU School of Medicine, 1990-1997.
- ✓ Travel Award, Cold Spring Harbor Course on Brain Development, June, 1991.

PERSONAL:



GRANTS AWARDED:

- Cleveland Coalition for Pediatric Mental Health. Woodruff Foundation. 7/06-9/07.
- Cleveland Coalition for Pediatric Mental Health. CATCH Grant from the American Academy of Pediatrics. 4/05-10/05.
- Primary Care Pediatricians and Mental Health Care. Woodruff Foundation. 11/04-10/05.

INVITED PRESENTATIONS:

- Akron Children's Hospital's 3rd Annual Development, Behavior and Emotions Update: Enhancing Care in the Medical Home. Plenary Speaker. *The ACE Study: Raising more questions than answers?* Akron, OH. April 2, 2009.
- Ohio Chapter, American Academy of Pediatrics Open Forum on Early Child Development. Guest Speaker. *The ACE Study: Raising more questions than answers?* Cleveland, OH. April 24, 2009.
- Cuyahoga County Youth Initiative MY COM Conference. Guest Speaker. *The Adolescent Brain: Still under construction.* Cleveland, OH. May 13, 2009.
- Fairview Hospital's Behavioral Grand Rounds. Guest Speaker. *The ACE Study: Raising more questions than answers?* Cleveland, OH. June 12, 2009.
- Lorain County Alcohol and Drug Addiction Services Board's Communities that Care Conference. Keynote Speaker. *The Adolescent Brain: Still under construction.* Lorain, OH. September 16, 2009.
- Cuyahoga County Alcohol, Drug Addiction and Mental Health Services Board Workshop. Workshop Leader. *The Adolescent Brain: Still under construction.* Cleveland, OH. April 21, 2010.
- Cleveland Foundation. Guest Speaker. *Brain Development 101: Cold, Hard Connections.* Cleveland, OH. June 23, 2010.
- Greater Cleveland Partnership and PNC Bank. Guest Speaker. Child Development Educational Forum (for candidates running for county offices). Cleveland, OH. September 22, 2010.
- Healthy Children Radio. Invited Guest. *Sibling Rivalry and Discipline.* March 16, 2011.
- Starting Point. Workshop Leader. *Setting the Stage for Success: Insights from Early Brain Development.* Cleveland, OH. April 11, 2011.
- Healthy Children Radio. Invited Guest. *Adolescent Brain Development.* July 20, 2011.
- Ohio Early Childhood Advisory Council, Comprehensive Health Committee. Workshop Leader. *Setting the Stage for Success: Insights from Early Brain Development.* Columbus, OH. July 27, 2011.
- County Commissioner Association of Ohio. Guest Speaker. *Setting the Stage for Success: Insights from Early Brain Development.* Columbus, OH. September 14, 2011.
- Cuyahoga County Youth Initiative, MY COM Adolescent Health Conference. Guest Speaker. *The Adolescent Brain: Still under construction.* Cleveland, OH. October 26, 2011.

- Healthy Children Radio. Invited Guest. *Improving child and teen health and behavior in 2012*. January 4, 2012.
- Bay Village, OH, PTSA Invited Speaker. *The Adolescent Brain: Under Construction*. Bay Village, OH. January 11, 2012.
- Bay Village, OH, PTSA Invited Speaker. *Stress and the Brain*. Bay Village, OH. January 18, 2012.
- Mental Health Services, Children Who Witness Violence Program. Invited Speaker. *Setting the Stage for Success: Insights from Early Brain Development*. Cleveland, OH. February 1, 2012.
- Healthy Children Radio. Invited Guest. *Protect your child from toxic stress, and Helping children cope with stress and adversity*. February 22, 2012.
- XM Radio, Channel 81, On Call For Kids Program. Invited guest. *Toxic stress*. March 21, 2012.
- MIT/Picower Institute Spring Symposium, New Insights on Early Life Stress and Mental Health. Invited Speaker. *Translating Developmental Science into Healthier Lives*. Cambridge, MA. April 18, 2012. Video of this presentation is available at: <http://video.mit.edu/watch/translating-developmental-science-into-healthier-lives-11245/>.
- Building Mental Wellness (BMW) Learning Collaborative, Ohio AAP. Expert Advisory Group and Presenter. *First Gear: Translating Developmental Science into Healthier Lives*. Columbus, OH. June 6, 2012.
- American Academy of Pediatrics Webinar on Strengthening the Medical Home for Children Exposed to or Victimized by Violence. Invited Speaker. *Beyond the First Exposure: The Physical, Mental and Emotional Toll of Violence*. June 27, 2012.
- XM Radio, Channel 81, On Call For Kids Program. Invited guest. *Psychological Maltreatment*. September 5, 2012
- University of Florida, Reproductive and Perinatal Biology Seminar. Invited Lecturer. *Translating Developmental Science into Healthier Lives*. Gainesville, FL. September 26, 2012.
- Ohio Chapter, American Academy of Pediatrics, Annual Meeting. Invited Presenter. *Translating Developmental Science into Healthier Lives*. Columbus, OH. September 28, 2012.
- Rainbow Babies and Children's Developmental and Behavioral Pediatrics Fellows Noon Conference. Invited Speaker. *Translating Developmental Science into Healthier Lives*. Cleveland, OH. October 10, 2012.
- CaseCAN Fellows Noon Conference. Invited Speaker. *Translating Developmental Science into Healthier Lives*. Cleveland, OH. November 14, 2012.
- Building Mental Wellness (BMW) Learning Collaborative, Session #2, Ohio AAP. Expert Advisory Group and Presenter. *First Gear: Translating Developmental Science into Healthier Liver*. Columbus, OH. November 14, 2012.
- National Head Start Association's 29th Annual Parent Conference. Invited Speaker. *Toxic Stress*. Dallas, TX. December 3, 2012.
- American Academy of Pediatrics Building Bridges Conference. Invited Speaker. *Translating Developmental Science into Healthier Lives*. Elk Grove Village, IL. January 15, 2013.

- 27th Annual San Diego International Conference on Child and Family Maltreatment Pre-conference F: Child Victims of Violence. Invited Speaker. *Polyvictimization and the Biology of Toxic Stress*. San Diego, CA. January 27, 2013.
- American Academy of Pediatrics Annual Leadership Forum. Invited Speaker, to co-host educational dinner on “*The First 1000 Days: Do YOU See what WE See?*” Schaumburg, IL. March 14, 2013.
- American Academy of Pediatrics Annual Leadership Forum. Invited Speaker for the “Burning Issue Presentation.” *Toxic Stress: What is it, why should I care, and what can I do about it?* Elk Grove Village, IL. March 15, 2013. Vidco of this presentation is available at: <http://youtu.be/B64p3xoYb4o>.
- Early Childhood Summit 2013 in Celebration of Boston Children’s Museum 100 Year Anniversary. Co-leader for a Breakout Session on “*Buffering Toxic Stress with Purposeful Parenting*.” Boston, MA. April 5, 2013.
- University of Alabama at Birmingham, Polhill Memorial Lecture. *Translating Developmental Science into Healthier Lives*. Birmingham, AL. April 18, 2013.
- Cincinnati Children’s Hospital and Medical Center, A. Ashley Weech Visiting Professor of Pediatrics. Cincinnati, OH. April 30, 2013.
 - Grand Rounds: *Translating Developmental Science into Healthier Lives*.
 - Community Forum: *Building Trauma-Informed Communities*.
 - Resident Noon Conference: *The First 1000 days: Do you see what we see?*
- Pediatric Academic Societies Meeting. Invited to present during the Workshop on “Positive Parenting Techniques in Primary Care.” *A Brief Introduction to Purposeful Parenting*. Washington, D.C. May 5, 2013.
- National Summit on Adverse Childhood Experiences. Philadelphia, PA. May 11, 2013.
 - Keynote Speaker: *Translating Developmental Science into Healthier Lives*.
 - Panelist: *The American Academy of Pediatrics’ Call to Action*.
- North Carolina Learning Collaborative on Comprehensive Screening for Maternal Depression and Infant Toxic Stress. Invited to present a webinar on “*Infant Toxic Stress and the Impact on Brain Development*.” May 29, 2013.
- American Academy of Pediatrics Webinar on “Helping Foster and Adoptive Families Cope with Trauma.” Invited to discuss “*Childhood Adversity and Toxic Stress*.” June 19, 2013.
- Administration for Children and Families. Invited speaker. *Translating Developmental Science into Healthier Lives*. Washington, D.C. June 26, 2013.
- Healthy Childcare America and the Ohio Chapter, American Academy of Pediatrics. Building Bridges Webinar #1. *Toxic Stress and the Science of Early Brain and Child Development*. August 28, 2013.
- Case Western Reserve University, Child Policy Class, CHST 301/ANTH 305. Invited speaker. *Translating Developmental Science into Healthier Lives*. Cleveland, OH. October 7, 2013.
- Children’s Hospital Association. Invited speaker for the Executive Breakout Session. *Toxic Stress, Population Health and Children’s Hospitals*. New Orleans, LA. October 15, 2013.
- Ohio Chapter, American Academy of Pediatrics. Building Bridges Webinar #2. *Purposeful Parenting and the Primary Prevention of Toxic Stress*. October 23, 2013.
- American Academy of Pediatrics National Conference and Exhibition. Orlando, FL. October 25-28, 2013.
 - C0010 – Peds21: Promoting Early Brain and Child Development – Building Brains, Forging Futures. *Toxic Stress and the Public Health Implications*. A link to this talk can be found at: http://pedialink.aap.org/visitor/cme/about_aap_cme/peds-21-2013-agenda-

[and-learning-objectives?nfstatus=401&pageId=18c39bb1-3268-4c87-9652-396d22c4c473](#)

- [S1113](#) – Seminar. *Toxic Stress and the Impact on Health Outcomes: Changing the Trajectory.*
 - [H2078](#) – Section on Early Education and Childcare Program. *Adverse Childhood Experiences: An Update on What We've Learned.*
 - [H3016](#) – Council on Community Pediatrics Program. *Toxic Stress as a Model for the Biological Impact of Poverty.*
- Children's Hospital Association. Invited speaker for a webinar. *Toxic Stress, Population Health and Children's Hospitals.* November 22, 2013.
 - Robert Wood Johnson Foundation and the Institute for Safe Families. The National Collaborative and Adversity and Resilience. Invited "Thought Leader." Princeton, NJ. December 12-13, 2013.
 - The 28th Annual San Diego International Conference on Child and Family Maltreatment. San Diego, CA. January 28, 2014.
 - [Welcome General Session](#): *The Link Between Significant Adversity or Violence in Childhood and Poor Adult Outcomes.*
 - [Special Session](#): Co-presented with Bryan Samuels, Executive Director of Chapin Hall, the University of Chicago. *Promoting Social and Emotional Well-Being to Address Trauma, Toxic Stress and Adverse Childhood Experiences.*
 - [Special Session](#): *Early Brain Development, Toxic Stress and Maternal Depression.*
 - The National Summit on Quality in Home Visiting Programs. Plenary Speaker. *Importance of the Early Days.* Washington, D.C. January 30, 2014.
 - University of Utah and Intermountain Primary Children's Hospital, The 23rd Annual Gillian Abbotts Memorial Lecture. Salt Lake City, UT. February 20, 2014
 - Grand Rounds: *Toxic Stress: What is it, Why should I care, and What can I do about it?*
 - Resident Noon Conference: *Brain Development, Toxic Stress and Maternal Depression.*
 - The Children's Hospital of Richmond and the Virginia Chapter, American Academy of Pediatrics. Keynote Speaker for Clinical Challenges in Pediatric Primary Care Conference. *Peering into the Black Box: Understanding the Link Between Early Childhood Adversity and Poor Adult Outcomes.* Henrico, VA. February, 22, 2014.
 - American Academy of Pediatrics Annual Leadership Forum. Invited Speaker, educational dinner on "The AAP's New Center on Resilience." Schaumburg, IL. March 13, 2014.
 - Cuyahoga County Chief Juvenile Prosecutor. Invited Speaker. *The Adolescent Brain: Still Under Construction.* Cleveland, OH. March 24, 2014.
 - The North Pacific Pediatric Society's 188th Scientific Conference. Redmond, WA. April 25-27, 2014.
 - *Peering into the Box: The Biology Linking Childhood Adversity and Poor Outcomes*
 - *A Public Health Approach to Toxic Stress*
 - *Early Brain Development, Maternal Depression, and "Purposeful Parenting"*
 - Pediatric Academic Societies Meeting. Vancouver, B.C. May 4-5, 2014.
 - Invited speaker for the PAS Topic Symposium on "Home Visiting: Opportunities to Enhance Early Childhood Health." *Translating Developmental Science into Lifelong Health.*
 - Moderated workshop on "Positive Parenting Techniques in Primary Care."
 - National Health Policy Forum on "Early Childhood Adversity, Toxic Stress and Brain Development." Invited Speaker. *Peering into the Black Box: Understanding Toxic Stress and the Link Between Childhood Adversity and Poor Health.* Washington, D.C. May 16, 2014.

- Texas Children’s Hospital, Pediatric Grand Rounds (in honor of an historic agreement between the AAP and Texas Children’s Hospital regarding group membership fees). *Peering into the Black Box: Understanding Toxic Stress and the Link Between Childhood Adversity and Poor Health*. Houston, TX. June 13, 2014.
- American Academy of Pediatrics Toxic Stress Symposium. Invited Speaker on the “Science of Toxic Stress and Impact on Practice.” *A Pivotal Point for Pediatrics: Back to the Future or “Oh Canada?”* Washington, D.C. June 17, 2014. A link to this talk can be found at: <http://events.mediasite.com/Mediasite/Catalog/Full/01c4791dbeb1495db795492c51d5c18f21>.
- American Academy of Pediatrics District V Annual Meeting. Invited Speaker on “*EBCD, Epigenetics and Poverty: The view from 30,000 feet.*” Grand Rapids, MI. June 28, 2014.
- QC for Kids - Monthly Webinar for the Maine Child Health Improvement Partnership (ME CHIP). Invited Speaker. *Translating Developmental Science into Healthier Lives: Realizing the Potential*. August 15, 2014.
- First Annual Summit on the State of Our Children: Community Focus on Children Exposed to Domestic Violence and Toxic Stress. Keynote Speaker. *Peering into the Black Box: Understanding the Link Between Significant Adversity or Violence in Childhood and Poor Adult Outcomes*. Cincinnati, OH. September 22, 2014.
- Prevent Child Abuse North Dakota. Keynote Speaker. *Peering into the Black Box: Understanding the Link Between Significant Adversity or Violence in Childhood and Poor Adult Outcomes*. Bismarck, ND. October 17, 2014.
- Children Can Thrive: California’s Response to Adverse Childhood Experiences. Special Address. *Moving Beyond the Black Box: Translating what we KNOW into what we DO*. San Francisco, CA. November 7, 2014.
- TexProtects, LBJ School of Public Affairs, and the Texas Health and Human Services Commission. Invited Speaker. *Peering into the Black Box: Understanding the Link Between Significant Adversity or Violence in Childhood and Poor Adult Outcomes*. Austin, TX. November 14, 2014.
- American Academy of Pediatrics Leonard P. Rome Visiting Professorship. Austin, TX. January 15-16, 2015.
 - Community Care FQHC Monthly Provider Meeting. *Brain Development, Toxic Stress and Maternal Depression: Tripping up the Tango*.
 - Dell Children’s Hospital Faculty Development Session. *Developmental Science, Childhood Adversity and Children’s Hospitals*.
 - United Way of Austin Quarterly Stakeholder Meeting. *Brain Development, Toxic Stress and Maternal Depression: Tripping up the Tango*.
 - Pre-Symposium Dinner. *A Pivotal Point for Pediatrics*.
 - Karen W Teel Lectureship and Keynote Speaker for A Symposium on Early Childhood Adversity. *Toxic Stress and the Childhood Origins of Lifelong Health and Disease*.
 - Resident Noon Conference. *Brain Development, Toxic Stress and Maternal Depression: Tripping up the Tango*.
- Cuyahoga County Chief Juvenile Prosecutor. Invited Speaker. *What’s Going On Inside the Box?* Cleveland, OH. January 22, 2015.
- Academic Pediatric Association, Region V Webinar. *Toxic Stress: Translating what we KNOW into what we DO*. Cleveland, OH. January 26, 2015.
- American Academy of Pediatrics Leonard P. Rome Visiting Professorship. Kalamazoo, MI. March 6-7, 2015.
 - Pediatric Grand Rounds. *Toxic Stress: Translating what we know into what we do*.
 - Pediatric Resident Meeting. *Brain Development, Toxic Stress and Maternal Depression: Tripping up the Tango*.

- Pediatric Resident Meeting. *Promoting Positive Parenting: A Role for the Medical Home?*
 - Kalamazoo WRAPS 3rd Annual System of Care Conference. *Childhood Toxic Stress: A Public Health Crisis Requiring a Public Health Approach.*
- Hawai'i Pacific Health and the Hawai'i Chapter, American Academy of Pediatrics. Timely Topics in Pediatrics: Adversity and the Young Child. Honolulu, HI. April 8, 2015.
 - Keynote Presentation. *The ABC's of ACEs.*
 - Invited Presentation. *Raising Resilient Children.*
- Maine Chapter, American Academy of Pediatrics Annual Meeting. On the Path of Well-Being; Adversity, Poverty and Resilience. Augusta and Portland, ME. May 1-2, 2015.
 - Invited Presentation. *Healthy Futures: Translating what we know into what we actually do!*
 - Keynote Presentation. *Under P.A.R.: The Biology Underlying Poverty, Adversity and Resilience.*
- American Academy of Pediatrics Conference on Violence, Abuse and Toxic Stress: An Update on Trauma-Informed Care in Children and Youth. San Francisco, CA. July 30-August 2, 2015.
 - Invited Lecture. *The Biology of Adversity: Understanding the Link Between Childhood Adversity and Poor Adult Outcomes.*
 - Invited Lecture. *Myths and Misconceptions in Trauma.*
 - Concurrent Breakout Session (2 sessions). *Practical Approaches to Prevention and Early Intervention in Primary Care.*
- Rainbow Care Connection, Invited Speaker. *Developmental Science: Translating What We KNOW Into What We DO.* Cleveland, OH. August 12th and again on August 20th, 2015.
- Rainbow Pediatric Resident Noon Lecture. *When Residency is Over ... Then What?* Cleveland, OH. October 9, 2015.
- Eastern Tennessee State University. Visiting Professor. Abingdon, VA and Johnson City, TN. February 1-2, 2016.
 - Community Forum, Abingdon, VA. *Childhood Toxic Stress: A Public Health Crisis Requiring a Public Health Approach.*
 - Special Grand Rounds. *The Biology of Adversity: Understanding the Link Between Childhood Adversity and Poor Adult Outcomes.*
 - Community Forum, Johnson City, TN. *Childhood Toxic Stress: A Public Health Crisis Requiring a Public Health Approach.*
 - Pediatric Resident Meeting. *Brain Development, Toxic Stress and Maternal Depression: Tripping up the Tango.*
 - Pediatric Resident Meeting. *Practical Approaches to Prevention and Early Intervention in Primary Care.*
- Cardinal Health. "Talk with a Doc" presentation. *Stress and the Brain.* Dublin, OH. February, 22, 2016.
- Cleveland Medical Forum. Invited Speaker. *Peering Inside the Black Box: Understanding the Link Between Childhood Adversity and Poor Outcomes.* Cleveland, OH. February 24, 2016.
- Metro Pediatric Resident Lecture. *When Residency is Over ... Then What?* Cleveland, OH. February 25, 2016.
- Ohio Chapter, American Academy of Pediatrics Executive Roundtable. Invited Speaker. *Early Brain and Child Development and Maternal Depression: Tripping up the Tango.* Columbus, OH. April 22, 2016.
- Cardinal Health. "Talk with a Doc" presentation. *Maternal Depression: A Two Generation Perspective.* Dublin, OH. May 22, 2016.

- National Academy of Sciences, Roundtable on Obesity Solutions. *The Biology of Adverse Childhood Experiences*. Washington, D.C. June 8, 2016.
- Ohio Chapter, American Academy of Pediatrics Annual Meeting. *Peering Inside the Black Box: The Biology Linking Childhood Adversity and Adult Outcomes*. Columbus, OH. September 23, 2016.
- University of Florida Early Childhood National Summit. Panelist with Len Abbeduto, Ph.D., on “*Discovering the Keys to Unlocking Young Minds*.” Orlando, FL. February 8-10, 2017.
- American Academy of Pediatrics National Conference and Exhibition. Invited speaker for the Council on Early Childhood. *The Essence of Parenting, Early Relationships and Pediatric Providers*. Chicago, IL. September 17, 2017.
- 2018 Nurturing Developing Minds Conference and Research Symposium. Keynote Speaker. *Peering Inside the Black Box: Understanding the Biology of Adversity and Resilience*. Greenville, SC. February 23, 2018.
- Bay Village High School. Invited Speaker to the Advanced Placement Psychology Classes. *Peering Inside the Black Box: Understanding the Biology of Adversity and Resilience*. Bay Village, OH. May 11, 2018.
- Akron Children’s Hospital 12th Annual Development, Behavior and Emotions Update: Learning to Grow Through What You Go Through. Akron, OH. May 18, 2018.
 - Grand Rounds and Keynote Speaker: *Peering Inside the Black Box: Understanding the Biology of Adversity and Resilience*.
 - Concurrent Breakout Session: *Pediatric Providers and the Essence of Parenting*.
- Rainbow Babies and Children’s Hospital. Invited Speaker for Grand Rounds. *The Biology of Adversity and Resilience: Peering Inside the Black Box*. Cleveland, OH. February 7, 2019.
- American Academy of Pediatrics, Trauma Informed Pediatric Provider Course. San Antonio, TX. March 2, 2019.
 - Plenary Speaker: *The Biology of Adversity and Resilience: Peering Inside the Black Box*.
 - Concurrent Breakout Sessions (2 sessions): *Pediatric Providers, Early Relationships and the Essence of Parenting*.
- American Academy of Pediatrics, LEGO Foundation and Rigshospitalet. Invited speaker and participant in two day workshop on “Play and Health in a Hospital Context and Future Perspectives for Children’s Hospitals.” *Development, Childhood Adversity, and the Potential Power of Play*. Copenhagen, Denmark. March 7-8, 2019.
- American Academy of Pediatrics and the Centers for Disease Control and Prevention. Invited Speaker for a meeting on ACEs and Social Media Messaging. *What Happens in Childhood Does Not Stay in Childhood: Why this is TRUE and what we should DO!* Itasca, IL. March 25, 2019.
- New York Chapters 2 and 3, American Academy of Pediatrics. Invited Speaker for combined CME event. *What Happens in Childhood Does Not Stay in Childhood: Why this is TRUE and what we must DO!* Mineola, NY. May 9, 2019.
- Joining Forces For Children. Invited Speaker. *What Happens in Childhood Does Not Stay in Childhood: Why this is TRUE and what we must DO!* Cincinnati, OH. June 28, 2019.
- Ohio Governor’s Conference on “Building Resiliency: A Pediatric Mental Health Summit.” Speaker in the “Stay Well” breakout session. *Resilience is About Relationships*. Dayton, OH. September 26, 2019.
- Ohio Chapter, the American Academy of Pediatrics Annual Meeting. Co-faculty with Dr. James Duffy. *Children of the Opioid Epidemic*. Columbus, OH. September 28, 2019.

- Reach Out and Read 30th Anniversary “Next Chapter Forum.” Keynote Speaker. *What Happens in Childhood Does Not Stay in Childhood: Why this is TRUE and what we must DO!* Boston, MA. November 6, 2019.
- MetroHealth Medical Center. Pediatric Grand Rounds. *What Happens in Childhood Does Not Stay in Childhood: Why this is TRUE and what we must DO!* Cleveland, OH. February 13, 2020.
- Children’s Hospital Association. *Beyond Toxic Stress: Why Preventing Adversity is NOT Enough.* Webinar. September 21, 2020.
- Children’s Hospital of Pittsburgh. Pediatric Grand Rounds. *Beyond Toxic Stress: Why Preventing Adversity is NOT Enough.* Webinar. April 29, 2021.
- 15th Annual Pittsburgh Conference on Child Maltreatment. Keynote Speaker. *What Happens in Childhood Does Not Stay in Childhood: Why this is TRUE and what we must DO!* Webinar. April 29, 2021.
- AAP Addressing Social Health and Early Childhood Wellness (ASHEW) Project. *Promoting Relational Health: Implementing a Public Health Approach in Primary Care.* Webinar. July 23, 2021.
- Medical College of Wisconsin. Pediatric Grand Rounds. *Beyond Toxic Stress: Why Preventing Adversity is NOT Enough.* Webinar. July 30, 2021.
- Darlene Kardatzke Lectureship in Infant Mental Health and Pediatric Grand Rounds at Riley Children’s Hospital. *Beyond Toxic Stress: Why Preventing Childhood Adversity is NOT Enough.* Webinar. September 29, 2021.
- Riley Children’s Hospital Noon Resident Lecture. *Prevention: Parenting to Support Resilience.* Webinar. September 29, 2021.
- American Academy of Pediatrics, Trauma Informed Pediatric Provider Course, done virtually on November 13-14, 2021.
 - Live Presentation: *Community Level Interventions: Building Relationships.*
 - Pre-Recorded Presentation: *Update on the Biology of Adversity ... and Resilience.*
 - Pre-Recorded Presentation: *Prevention: Parenting to Support Resilience.*
- Clayton Explores: Early Relational Health. *Beyond Toxic Stress: Why Preventing Adversity is NOT Enough.* Webinar. November 16, 2021.
- Reach Out and Read Network. *Beyond Toxic Stress: Why Preventing Adversity is NOT Enough.* Webinar. November 19, 2021.
- Maine AAP Fall CME Series. *Beyond Toxic Stress: Why Preventing Adversity is NOT Enough.* Webinar. November 23, 2021.
- South Carolina AAP CATCH Meeting. Keynote Speaker and the O. Marion Burton Lecture. *Beyond Toxic Stress: Why Preventing Adversity is NOT Enough.* Webinar. January 22, 2022.
- American Academy of Pediatrics, Council on Early Childhood, Early Literacy Summit. *Beyond Toxic Stress: What, Why and How.* Webinar. February 19, 2022.
- Ohio Chapter, the American Academy of Pediatrics, Preventive Health Program on Trauma Informed Care. *Beyond Toxic Stress: Implementing Relational Health in Primary Care.* Webinar. April 8, 2022.
- Miami-Dade County Head Start and Reach and Read Health Summit: Advancing Early Relational Health. Keynote Speaker. *Beyond Toxic Stress: What, Why and How.* Webinar. April 11, 2022.
- Pennsylvania Office of Children and Families in the Courts, Children’s Roundtable Summit. Keynote Speaker. *Beyond Toxic Stress: What, Why and How.* Champion, PA. April 26, 2022.

- Charter For Compassion, EdNet Forum. *What Happens in Childhood Does Not Stay in Childhood*. Webinar. May 16, 2022.
- Charter For Compassion, EdNet Forum. *Beyond Toxic Stress: What, Why and How*. Webinar. June 6, 2022.
- Parents as Teachers International Conference, Closing Keynote Speaker. *Beyond Toxic Stress: What, Why and How*. Denver, CO. September 3, 2022.
- Blazy Lectureship, Akron Children's Hospital. *Beyond Toxic Stress: What, Why and How*. Akron, OH. September 30, 2022.

PODCASTS:

- ✓ "We Should Talk About That" Podcast, episode #52. *The Social and Emotional Health of Our Kids*. Posted July 20, 2020.
- ✓ "Pediatrics on Call" Podcast, episode #72. *Treating Toxic Stress*. Posted August 3, 2021.
- ✓ "Willis and Friends" Podcast, a Facebook live event by the Center for the Study of Social Policy, episode #3. *The New AAP Policy Statement Advances Relational Health*. Posted August 18, 2021.
- ✓ "Reach Out and Read" Podcast with Dipesh Navsaria. Posted September 2, 2021.
- ✓ "Pediatric Meltdown" Podcast with Lia Gaggino, episode #56. Posted September 29, 2021.

BOOKS and CHAPTERS:

- ❖ **Garner, A.S., Saul, R.A.** *Thinking Developmentally: Nurturing Wellness in Childhood to Promote Lifelong Health*. Itasca, IL: American Academy of Pediatrics; 2018.
- ❖ **Garner, A.S.** Chapter 13: Children Exposed to Adverse Childhood Experiences. In: Foy, J.M., ed. *Promoting Mental Health in Children and Adolescents: Primary Care Practice and Advocacy*. Itasca, IL: American Academy of Pediatrics; 2018.
- ❖ **Garner, A.** Chapter 68: Children Exposed to Adverse Childhood Experiences. In: McInerney, T.K., Adam, H.M., Campbell, D.E., DeWitt, T.G, Foy, J.M., Kamat, D.M., ed. *AAP Textbook of Pediatric Care*. Second edition. Elk Grove Village, IL: American Academy of Pediatrics; 2016.
- ❖ **Forkey, H., Garner, A., Nalven, L., Schilling, S., Stirling, J.** *Helping Foster and Adoptive Families Cope with Trauma*. Elk Grove Village, IL: American Academy of Pediatrics; 2013. Available at: www.aap.org/traumaguide.

PEER REVIEWED PUBLICATIONS:

- Bethell, C., Blackwell, C.K., Gombojav, N., Davis, M.B., Bruner, C., and **Garner, A.S.** (2022) Toward Measurement for a Whole Child Health Policy: Validity and National and State Prevalence of the Integrated Child Risk Index. *Academic Pediatrics* 22(6):952-964.
- Bethell, C.D., **Garner, A.S.**, Gombojav, N., Blackwell, C., Heller, L. and Mendelson, T. (2022) Social and Relational Health Risks and Common Mental Health Problems Among US Children: The Mitigating Role of Family Resilience and Connection to Promote Positive Socioemotional and School-Related Outcomes. *Child Adolesc Psychiatric Clin N Am* 31:45-70.
- **Garner A.S.**, Yogman M., Committee on Psychosocial Aspects of Child and Family Health, Section on Developmental and Behavioral Pediatrics, and the Council on Early Childhood of the American Academy

- of Pediatrics. (2021) Preventing Childhood Toxic Stress: Partnering with Families and Communities to Promote Relational Health. *Pediatrics* 148(2):e2021052582.
- Falletta, L., Redding, M., Cairns, J., Albugmi, M., Redding, S., Gittelman, M., Beck, A., **Garner, A.**, Arora, R., Chiyaka, E.T., Filla, J., Hoornbeek, J. (2020) Embracing the complexity of modifiable risk reduction: A registry of modifiable risks for 0-12 month infants. *Preventive Medicine* 137: 106118 (doi.org/10.1016/j.ypmed.2020.106118).
 - Green, C., Stein, R.E.K., Storfer-Isser, A., **Garner, A.S.**, Kerker, B.D., Szilagyi, M., Hoagwood, K.E., Horwitz, S.M. (2019) Do Subspecialists Ask About and Refer Families with Psychosocial Concerns? A Comparison with General Pediatricians. *Matern Child Health J.*, 23(1):61-71.
 - Yogman, M., **Garner, A.**, Hutchinson, J., Hirsh-Pasek, K., Golinkoff, R.M.; American Academy of Pediatrics Committee on Psychosocial Aspects of Child and Family Health and Council on Communications and Media (2018) The Power of Play: A Pediatric Role in Enhancing Development in Young Children. *Pediatrics*, 142(3): pii: e20182058 (doi: 10.1542/peds.2018-2058).
 - Fong, H.F., Rothman, E.F., **Garner, A.**, Ghazarian, S.R., Morley, D.S., Singerman, A., Bair-Merritt, M.H. (2018) Association Between Health Literacy and Parental Self-Efficacy among Parents of Newborn Children. *J Pediatr.* 202:265-271.
 - **Garner, A.S.**, Storfer-Isser, A., Szilagyi, M., Stein, R.E.K., Green, C.M., Kerker, B.D., O'Connor, K.G., Hoagwood, K.E., Horwitz, S.M. (2017) Promoting Early Brain and Child Development: Perceived Barriers and the Utilization of Resources to Address Them. *Academic Pediatrics*, 17(7):697-705.
 - Green, C., Storfer-Isser, A., Stein, R.E.K., **Garner, A.S.**, Kerker, B.D., Szilagyi, M., O'Connor, K.G., Hoagwood, K.E., Horwitz, S.M. (2017) Which Pediatricians Co-manage Mental Health Conditions? *Academic Pediatrics*, 17(5):479-486.
 - Stein, R.E., Storfer-Isser, A., Kerker, B.D., **Garner, A.**, Szilagyi, M., Hoagwood, K.E., O'Connor, K.G., Green, C.M., McCue Horwitz, S. (2016) Does the length of Developmental Behavioral Pediatrics Training Matter? *Academic Pediatrics*, 17(1):61-67.
 - **Garner, A.S.** (2016) Thinking Developmentally: The Next Evolution in Models of Health. *J Dev Behav Pediatr*, 37(7):579-84.
 - McCue Horwitz, S., Storfer-Isser, A., Kerker, B.D., Szilagyi, M., **Garner, A.S.**, O'Connor, K.G., Hoagwood, K.E., Green, C.M., Foy, J.M., Stein, R.E. (2016) Do On-Site Mental Health Professionals Change Pediatricians' Responses to Children's Mental Health Problems? *Academic Pediatrics* 16(7):676-83.
 - Szilagyi, M., Kerker, B.D., Storfer-Isser, A., Stein, R.E., **Garner, A.**, O'Connor, K.G., Hoagwood, K.E., Horwitz, S.M. (2016) Factors Associated with Whether Pediatricians Inquire About Parents' Adverse Childhood Experiences. *Academic Pediatrics*, 16(7):668-75.
 - Stein, R.E., Storfer-Isser, A., Kerker, B.D., **Garner, A.S.**, Szilagyi, M., Hoagwood, K.E., O'Connor, K.G., Horwitz, S.M. (2016) Beyond ADHD: How Well are We Doing? *Academic Pediatrics* 16:115-121.
 - Kerker, B.D., Storfer-Isser, A., Szilagyi, M., Stein, R.E., **Garner, A.S.**, O'Connor, K.G., Hoagwood, K.E., Horwitz, S.M. (2016) Do Pediatricians Ask About Adverse Childhood Experiences in Pediatric Primary Care? *Academic Pediatrics* 16:154-160.
 - Kerker, B.D., Storfer-Isser, A., Stein, R.E., **Garner, A.S.**, Szilagyi, M., O'Connor, K.G., Hoagwood, K.E., Horwitz, S.M. (2016) Identifying Maternal Depression in Pediatric Primary Care: Changes Over a Decade. *J Dev Behav Pediatr* 37(2):113-120.
 - Horwitz, S.M., Storfer-Isser, A., Kerker, B.D., Szilagyi, M., **Garner, A.**, O'Connor, K.G., Hoagwood, K.E., Stein, R.E. (2015) Barriers to the Identification and Management of Psychosocial Problems: Changes From 2004 to 2013. *Academic Pediatrics* 15(6):613-20.

- **Garner, A.S., Forkey, H., Szilagy, M. (2015)** Translating Developmental Science to Address Childhood Adversity. *Academic Pediatrics* 15:493-502.
- **Garner, A.S. (2013)** Home Visiting and the Biology of Toxic Stress: Opportunities to Address Early Childhood Adversity. *Pediatrics* 132:S65-73.
- **Siegel, B.S., Davis, B.E., Dobbins, M.I., Garner, A.S., McGuinn, L.J., Pascoe, J., Wood, D.L., Yogman, M.W., Brown, R.T., Carmichael, T., Kupst, M.J., Martini, D.R., Sheppard, M. (2013)** Health and Mental Health Needs of Children in US Military Families. *Pediatrics* 131:e2002-e2014.
- **Wender, E.H., Siegel, B.S., Dobbins, M.I., Garner, A.S., McGuinn, L.J., Pascoe, J., Wood, D.L., Yogman, M.W., Brown, R.T., Carmichael, T., Kupst, M.J., Martini, D.R., Sheppard, M. (2012)** Supporting the family after the death of a child. *Pediatrics* 130:1164-1169.
- **Garner, A. S. (2012)** Applying an Ecobiodevelopmental Framework to Food Insecurity: More Than Simply Food for Thought. *Journal of Applied Research on Children: Informing Policy for Children at Risk*: 3(1), Article 12. Available at: <http://digitalcommons.library.tmc.edu/childrenatrisk/vol3/iss1/12>.
- **Garner, A.S., Shonkoff, J.P., Siegel, B.S., Dobbins, M.I., Earls, M.F., McGuinn, L., Pascoe, J., Wood, D.L. (2012)** Early childhood adversity, toxic stress, and the role of the pediatrician: translating developmental science into lifelong health. *Pediatrics* 129(1):e224-31.
- **Shonkoff, J.P., Garner, A.S., Siegel, B.S., Dobbins, M.I., Earls, M.F., McGuinn, L., Pascoe, J., Wood, D.L. (2012)** The Lifelong Effects of Early Childhood Adversity and Toxic Stress. *Pediatrics* 129(1):e232-46.
- **Milteer, R.M., Ginsburg, K.R., Mulligan, D.A., Ameenuddin, N., Brown, A., Christakis, D.A., Cross, C., Falik, H.L., Hill, D.L., Hogan, M.J., Levine, A.E., O'Keefe, G.S., Swanson, W.S., Siegel, B.S., Dobbins, M.I., Earls, M.I., Garner, A.S., McGuinn, L., Pascoe, J., Wood, D.L. (2012)** The importance of play in promoting healthy child development and maintaining strong parent-child bond: focus on children in poverty. *Pediatrics* 129(1):e204-13.
- **Ramstetter, C.L., Murray, R., Garner, A.S. (2010)** The crucial role of recess in schools. *J. School Health* 80(11):517-26.
- **Earls, M.F., Siegel, B.S., Dobbins, M.I., Garner, A.S., McGuinn, L., Pascoe, J., Wood, D.L., Brown, R.T., Kupst, M.J., Martini, D.R., Sheppard, M., Cohen, G.L., Smith, K.S. (2010)** Incorporating recognition and management of perinatal and postpartum depression into pediatric practice. *Pediatrics* 126(5):1032-9.
- **Cohen, G.J., Coleman, W.L., Dobbins, M.I., Earls, M.F., Garner, A.S., Pascoe, J., Siegel, B.S., Wood, D.L., Brown, R.T., Kupst, M.J., Martini, D.R., Sheppard, M., Smith, K.S. (2009)** The Prenatal Visit. *Pediatrics* 124 (4): 1227-1232.
- **Coleman, W.L., Dobbins, M.I., Garner, A.S., Siegel, B.S., Wood, D.L., Earls, M.F., Brown, R.T., Kupst, M.J., Martini, D.R., Sheppard, M., Cohen, G.J., Smith, K.S., Foy, J.M., Duncan, P., Frankowski, B., Kelleher, K., Knapp, P.K., Laraque, D., Peck, G., Regalado, M., Swanson, J., Wolriach, M., Dolan, M., Joffe, A., O'Malley, P., Perrin, J., McInerney, T.K., Wegner, L., Carmichael, T., Gruttadaro, D., Sigman, G., Sullivan, M., Sulik, L.R., Paul, L. (2009)** Policy Statement – The Future of Pediatrics: Mental health competencies for pediatric primary care. *Pediatrics* 124 (1): 410-421.
- **Heneghan, A., Garner, A.S., Stofer-Isser, A., Kortepeter, K., Stein, R.E.K., Horwitz, S.M. (2008)** Pediatricians' Role in Providing Mental Health Care for Children and Adolescents: Do Pediatricians and Child and Adolescent Psychiatrists Agree? *J. Devel. Behav. Pediatrics* 29:262-9.
- **Horwitz, S.M., Hoagwood, K.E., Garner, A., Mackinn, M., Phelps, T., Wexberg, S., Foley, C., Lock, J.C., Hazen, J.E., Sturner, R., Howard, B.J., Kelleher, K.J. (2008)** No technological innovation is a panacea: a Case Series in Quality Improvement for Primary Care Mental Health Services. *Clinical Pediatrics* 47:685-92.

- Heneghan, A., **Garner, A.S.**, Stofer-Isser, A., Kortepeter, K., Stein, R.E.K., Horwitz, S.M. (2008) Use of SSRIs by pediatricians: Comparing attitudes of primary care pediatricians and child and adolescent psychiatrists. *Clinical Pediatrics* 47:148-154.
- **Garner, A.S.**, Menegay, H.J., Boeshorc, K., Voci, J.M., Xie, X-Y., Johnson, J.E., and Large, T.H. (1996) Expression of TrkB receptor isoforms in the developing avian visual system. *J. Neuroscience* 16:1740-1752.
- McKay, S.E., **Garner, A.S.**, Caldero, J., Tucker, R.P., Large, T.H., and Oppenheim, R.W. (1996) TrkB and p75 expression in the developing neuromuscular system of the chick embryo. *Development* 173:301-310.
- Henion, P.D., **Garner, A.S.**, Large, T.H., and Weston, J.A. (1995) TrkC-mediated NT-3 signaling is required for the early development of a subpopulation of neurogenic neural crest cells. *Developmental Biology* 172:602-613.
- Oakley, R.A., **Garner, A.S.**, Large, T.H., and Frank, E. (1994) Neurotrophin-3 deprivation selectively enhances the death of sensory neurons that supply muscle spindles. *Development* 121:1341-1350.
- **Garner, A.S.** and Large, T.H. (1994) Isoforms of the avian TrkC receptor: A novel kinase insertion dissociates transformation and process outgrowth from survival. *Neuron* 13:457-472.

Angela M Newman



Education

Cleveland State University.
Master of Arts in Sociology

Cleveland, OH 2007-2009

Bowling Green State University
Bachelor of Arts in Sociology

Bowling Green, OH 1998-2002

Experience

Executive Director

First Year Cleveland, January 2022-present

Responsible for articulating the First Year Cleveland's vision, developing the organization's strategic partnerships, managing and supporting the staff, and leading the organization's advocacy efforts. Lead the effort in Greater Cleveland to eliminate infant mortality and improve the health and well-being of women and their families through the provision of comprehensive, supportive services offered in communities where they live.

Grant Supervisor

Cuyahoga County Board of Health, May 2011-January 2022

Coordination and leadership of Ohio Equity Institute, Maternal and Child Health, Child Fatality Review, Fetal Infant Mortality Review, Cribs for Kids, Ohio Health Improvement Zones, and Breastfeeding in the Workplace. Duties include: strategic planning, partnership building, program design, implementation, and evaluation. Supervision and management of maternal and child health programs. Duties include grant writing, strategic planning, partnership building, quality improvement, sub-grantee monitoring, fiscal management, community event coordination, team building, policy and procedure development and implementation, and supervision and evaluation of staff. Agency-wide strategic planning development and implementation of Equity Diversity and Inclusion.

Deputy Project Director

Cleveland Department of Public Health. October 2005 - May 2011
MomsFirst Program. (6/09 to 5/11)

Implementation and oversight of Health Literacy Initiative and Invest in Children Expansion. Provide oversight to administrative staff. Provide oversight of data collection, quality assurance and reporting procedures project wide. Monitor data collection and project evaluation. Ensure contractual compliance of sub-contractors. Budget Development. Coordinate community events. Seek partnerships within community to maximize service delivery. Seek additional funding sources for program sustainability. Provide to support for Project Director.

Assistant Administrator

MomsFirst Program. (10/05 to 5/09)

Duties include: Implementation of MomsFirst/Help Me Grow partnership program wide. RFP development and review process for potential providers. Monitor programmatic compliance of new sub-contractors. Provide oversight of quality assurance/improvement activities among 50+ staff. Conduct ongoing quality assurance reviews to include web-based data system and paper case files. Train new contractors, supervisors, and outreach staff to perform outreach services and data collection.

**Case Manager/Supervisor, Fatherhood Initiative. Program Manager
Harvard Community Services Center. February 2005- October 2005**

MomsFirst duties include: Supervise 4 Community Health workers in conducting home visits to provide education, facilitating the implementation of case plans and follow up with referrals. Provide training and education for participants, staff, and community residents in the areas of prenatal risk and interconceptional care issues. Facilitate community education groups. Audit files. Develop monthly and quarterly reports.

Fatherhood Initiative duties: Recruit and engage eligible participants. Assess needs of participants for program development and referrals. Develop activities to engage fathers and their kids. Connect with resources to assist with referrals

Memberships	Alpha Kappa Delta, Sociology Honor Society 2009-present
Board Memberships	CityMatCH Board of Directors ; Cuyahoga County Children and Family Services Community Advisory Board (Vice Chair)
Committee Memberships	Cleveland Cuyahoga Partnership; Ohio Council of Maternal Health One Community; Fetal Infant Mortality Review; Fatherhood Initiative; Collective Impact Learning Collaborative; Ohio Collaborative to Prevent Infant Mortality; MomsFirst Executive Committee;

Lakecia Wild's Bio

2/1/2019

I Graduated from Shaker Heights High school. I obtained my Peer Recovery Support Specialist Certification in 2019. I currently work as a Supervisor at Future Directions, a mental health drop-in Center on the west side. In addition, I am involved with multiple community Boards.

I am passionate about bettering my community, decreasing stigma in mental health, and inspiring change for the voices of people struggling to find their way. I aspire to provide others with the skills to overcome adversity. As a child adopted into an interracial adoption, I also seek ways to address racial barriers at all service levels.

I love creative arts and use them as a tool to stay present and motivated every day. I am interested in art; it moves you and makes you think. My favorite is Pen and ink drawings, Poetry, And Zentangle designs.

My favorite pass time is listening to music—writing, and spending time in my neighborhood.

I stay hopeful because of my ongoing story of recovery; It drives me to want more for myself and others, seeking Safety, Happiness, and Self-love.

Lakecia Wild
DCFS BOARD CHAIR

County Council of Cuyahoga County, Ohio

Ordinance No. O2023-0002

Sponsored by: Councilmember Sweeney	An Ordinance providing for adoption of modifications of Cuyahoga County Non-Bargaining Salary Schedule A to ensure all classified employees, who received a salary increase less than 6.44% with the adoption of Ordinance No. O2022-0010, receive a 6.44% salary increase; and declaring the necessity that this Ordinance become immediately effective.
--	--

WHEREAS, Section 9.01 of the Charter of Cuyahoga County states that “[t]he County’s human resources policies and systems shall be established by ordinance and shall be administered in such a manner as will eliminate unnecessary expense and duplication of effort, while ensuring that persons will be employed in the public service without discrimination on the basis of race, color, religion, sex, national origin, sexual orientation, gender identity/expression, disability, age, or ancestry;” and

WHEREAS, Chapter 9 of the County’s Employee Handbook states that “[t]he County takes a holistic approach to employee compensation and administer a fair and equitable compensation program” that includes both direct and indirect compensation; and

WHEREAS, in 1994 the County adopted classification and compensation systems for classified non-bargaining unit employees to ensure a systematic approach to equitable compensation for positions with similar duties, responsibilities and minimum qualifications; and

WHEREAS, the County Executive recommended, and the Council approved, a new Non-Bargaining Salary Schedule B, which includes pay grades for the County’s Information Technology classifications, on December 7, 2021; and

WHEREAS, the County Executive recommended, and the Council approved Ordinance No. O2022-0010 to modify Non-Bargaining Salary Schedule A, which includes pay grades for all other County classifications outside of Information Technology, on November 22, 2022; and

WHEREAS, on average employees within Non-Bargaining Salary Schedule A received a 6.44% increase based on the modified pay grades approved on November 22, 2022; and

WHEREAS, approximately 42 employees in 7 pay grades received an increase less than 6.44% because they were at the maximum pay rate of the modified Non-Bargaining Salary Schedule A when Ordinance No. O2022-0010 was enacted; and

WHEREAS, the County Council desires to ensure all the County employees on the Non-Bargaining Salary Schedule A receive at least a 6.44% increase; 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 a County entity.

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

SECTION 1. That the Cuyahoga County Council hereby adopts the new Non-Bargaining Salary Schedule A (attached hereto as Exhibit A).

SECTION 2. Any specific appropriation necessary to effectuate the revisions to Salary Schedule A, as more particularly described herein and on Exhibit A, is hereby approved and the Director of the Office of Budget and Management is authorized to submit the requisite documentation to financial reporting to journalize the appropriation. The appropriation shall include retroactive compensation for those employees in Non-Bargaining Salary Schedule A who received less than a 6.44% increase with the adoption of Ordinance No. O2022-0010 on November 22, 2022 to reflect the difference between the Non-Bargaining Salary Schedule A adopted in Ordinance No. O2022-0010 and the Non-Bargaining Salary Schedule A adopted in this Ordinance.

SECTION 4. It is necessary that this Ordinance 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 Ordinance receives the affirmative vote of at least eight members of Council, it shall take effect and be in force immediately upon the earliest occurrence of any of the following: (1) its approval by the County Executive through signature, (2) the expiration of the time during which it may be disapproved by the County Executive under Section 3.10(6) of the Cuyahoga County Charter, or (3) its passage by at least eight members of Council after disapproval pursuant to Section 3.10(7) of the Cuyahoga County Charter. Otherwise, it shall take effect and be in force from and after the earliest period allowed by law.

SECTION 5. It is found and determined that all formal actions of this Council relating to the adoption of this Ordinance were adopted in an open meeting of the

Schedule A Effective 1/1/2023

Grade	Annualized			Hourly Rate		
	Min	Midpoint	Max	Min	Midpoint	Max
1	\$31,928.00	\$38,313.60	\$44,678.40	\$15.35	\$18.42	\$21.48
2	\$35,006.40	\$42,016.00	\$49,025.60	\$16.83	\$20.20	\$23.57
3	\$38,105.60	\$45,718.40	\$53,352.00	\$18.32	\$21.98	\$25.65
4	\$41,204.80	\$49,441.60	\$57,699.20	\$19.81	\$23.77	\$27.74
5	\$44,304.00	\$53,144.00	\$62,025.60	\$21.30	\$25.55	\$29.82
6	\$47,382.40	\$56,888.00	\$66,352.00	\$22.78	\$27.35	\$31.90
7	\$50,502.40	\$60,590.40	\$70,699.20	\$24.28	\$29.13	\$33.99
8	\$53,580.80	\$64,313.60	\$75,025.60	\$25.76	\$30.92	\$36.07
9	\$56,680.00	\$68,016.00	\$79,352.00	\$27.25	\$32.70	\$38.15
10	\$59,800.00	\$71,739.20	\$83,699.20	\$28.75	\$34.49	\$40.24
11	\$62,878.40	\$75,462.40	\$88,025.60	\$30.23	\$36.28	\$42.32
12	\$65,977.60	\$79,185.60	\$92,372.80	\$31.72	\$38.07	\$44.41
13	\$69,076.80	\$82,888.00	\$96,699.20	\$33.21	\$39.85	\$46.49
14	\$72,176.00	\$86,611.20	\$101,025.60	\$34.70	\$41.64	\$48.57
15	\$76,835.20	\$92,185.60	\$107,556.80	\$36.94	\$44.32	\$51.71
16	\$83,012.80	\$99,632.00	\$116,230.40	\$39.91	\$47.90	\$55.88
17	\$89,211.20	\$107,057.60	\$124,883.20	\$42.89	\$51.47	\$60.04
18	\$95,409.60	\$114,483.20	\$133,556.80	\$45.87	\$55.04	\$64.21
19	\$101,587.20	\$121,908.80	\$142,230.40	\$48.84	\$58.61	\$68.38
20	\$107,785.60	\$129,334.40	\$150,904.00	\$51.82	\$62.18	\$72.55
21	\$113,984.00	\$136,780.80	\$159,556.80	\$54.80	\$65.76	\$76.71
22	\$120,161.60	\$144,206.40	\$168,251.20	\$57.77	\$69.33	\$80.89
23	\$126,360.00	\$151,632.00	\$176,924.80	\$60.75	\$72.90	\$85.06
24	\$132,579.20	\$159,078.40	\$185,598.40	\$63.74	\$76.48	\$89.23
25	\$138,756.80	\$166,504.00	\$194,251.20	\$66.71	\$80.05	\$93.39
26	\$144,934.40	\$173,950.40	\$202,924.80	\$69.68	\$83.63	\$97.56
27	\$151,153.60	\$181,376.00	\$211,598.40	\$72.67	\$87.20	\$101.73
28	\$157,331.20	\$188,801.60	\$220,272.00	\$75.64	\$90.77	\$105.90
29	\$163,529.60	\$196,248.00	\$228,945.60	\$78.62	\$94.35	\$110.07
30	\$169,728.00	\$203,673.60	\$237,619.20	\$81.60	\$97.92	\$114.24

DRAFT Exhibit Schedule A including 3.58% Increase

Grade	Annualized			Hourly Rate		
	Min	Midpoint	Max	Min	Midpoint	Max
1	\$31,928.00	\$38,313.60	\$46,277.89	\$15.35	\$18.42	\$22.25
2	\$35,006.40	\$42,016.00	\$50,780.72	\$16.83	\$20.20	\$24.41
3	\$38,105.60	\$45,718.40	\$55,262.00	\$18.32	\$21.98	\$26.57
4	\$41,204.80	\$49,441.60	\$59,764.83	\$19.81	\$23.77	\$28.73
5	\$44,304.00	\$53,144.00	\$64,246.12	\$21.30	\$25.55	\$30.89
6	\$47,382.40	\$56,888.00	\$68,727.40	\$22.78	\$27.35	\$33.04
7	\$50,502.40	\$60,590.40	\$73,230.23	\$24.28	\$29.13	\$35.21
8	\$53,580.80	\$64,313.60	\$77,711.52	\$25.76	\$30.92	\$37.36
9	\$56,680.00	\$68,016.00	\$82,192.80	\$27.25	\$32.70	\$39.52
10	\$59,800.00	\$71,739.20	\$86,695.63	\$28.75	\$34.49	\$41.68
11	\$62,878.40	\$75,462.40	\$91,176.92	\$30.23	\$36.28	\$43.84
12	\$65,977.60	\$79,185.60	\$95,679.75	\$31.72	\$38.07	\$46.00
13	\$69,076.80	\$82,888.00	\$100,161.03	\$33.21	\$39.85	\$48.15
14	\$72,176.00	\$86,611.20	\$104,642.32	\$34.70	\$41.64	\$50.31
15	\$76,835.20	\$92,185.60	\$111,407.33	\$36.94	\$44.32	\$53.56
16	\$83,012.80	\$99,632.00	\$120,391.45	\$39.91	\$47.90	\$57.88
17	\$89,211.20	\$107,057.60	\$129,354.02	\$42.89	\$51.47	\$62.19
18	\$95,409.60	\$114,483.20	\$138,338.13	\$45.87	\$55.04	\$66.51
19	\$101,587.20	\$121,908.80	\$147,322.25	\$48.84	\$58.61	\$70.83
20	\$107,785.60	\$129,334.40	\$156,306.36	\$51.82	\$62.18	\$75.15
21	\$113,984.00	\$136,780.80	\$165,268.93	\$54.80	\$65.76	\$79.46
22	\$120,161.60	\$144,206.40	\$174,274.59	\$57.77	\$69.33	\$83.79
23	\$126,360.00	\$151,632.00	\$183,258.71	\$60.75	\$72.90	\$88.11
24	\$132,579.20	\$159,078.40	\$192,242.82	\$63.74	\$76.48	\$92.42
25	\$138,756.80	\$166,504.00	\$201,205.39	\$66.71	\$80.05	\$96.73
26	\$144,934.40	\$173,950.40	\$210,189.51	\$69.68	\$83.63	\$101.05
27	\$151,153.60	\$181,376.00	\$219,173.62	\$72.67	\$87.20	\$105.37
28	\$157,331.20	\$188,801.60	\$228,157.74	\$75.64	\$90.77	\$109.69
29	\$163,529.60	\$196,248.00	\$237,141.85	\$78.62	\$94.35	\$114.01
30	\$169,728.00	\$203,673.60	\$246,125.97	\$81.60	\$97.92	\$118.33