

MINUTES  
Cuyahoga County Human Resource Commission  
Wednesday, November 20, 2013  
Lakeside Place Building  
323 W. Lakeside Avenue, Suite 400  
5:00 p.m.

1) CALL TO ORDER

Chairwoman Kathleen Walsh called the meeting to order at 5:04 p.m. Commissioner Simmons made a motion to approve the minutes from the November 6, 2013 meeting. Commissioner Wolff seconded the motion. All were in favor; no objections.

2) ATTENDANCE

Chairwoman Kathleen Walsh, Commissioner Robert Wolff, HRC Administrator Rebecca Kopcienski, HRC Coordinator Jessica Vezina, HRC Staff Attorney Sara DeCaro, Assistant Prosecutor Nora Graham, Assistant Law Director Robin Wilson, Assistant Law Director Ruchi Asher, Public Works Director Bonnie Teeuwen, and Robert Bina.

3) PUBLIC COMMENT – Nothing Submitted

4) UNFINISHED BUSINESS

a) Appeals

- i) T. Cain, P. Kearney, P. Lynch and R. Orosz – Update on Motion to Stay Proceedings

Public Works Director Bonnie Teeuwen updated the Commission on the status of these appeals. She noted that the proposed settlement of these appeals is under review by the appellants. The County Law Department will update the Commission at the January 8, 2014 HRC meeting.

- i) Lenay Stevers – Report and Recommendation

Commissioner Wolff made a motion to affirm the Report & Recommendation and adopt the findings of fact and conclusions of law submitted by Hearing Officer Gregory Szuter; Chairwoman Walsh seconded the motion. All were in favor; no objections.

5) NEW BUSINESS

a) Appeals

i) Robert Bina – Report and Recommendation

Commissioner Wolff made a motion to affirm the Report & Recommendation and adopt the findings of fact and conclusions of law submitted by Hearing Officer Komlavi Atsou; Chairwoman Walsh seconded the motion. All were in favor; no objections.

ii) Rene Hilton – Report and Recommendation

Chairwoman Walsh made a motion to affirm the Report & Recommendation and adopt the findings of fact and conclusions of law submitted by Hearing Officer Gregory Szuter; Commissioner Wolff seconded the motion. All were in favor; no objections.

b) Updates to Class Plan

HRC Administrator Kopcienski presented the November 8, 2013 Memorandum from HR Director Hara regarding the modified deletions of classification specifications. The original request to delete 21 classifications has been reduced to 18 due to operational needs of departments. Attorney DeCaro will research the appropriate procedure to move this item forward, and the item will be added to the agenda for the December 4, 2013 HRC meeting.

c) Strategies for Merit Pay

Commissioner Wolff stated that County Councilwoman Conwell, HR Director Hara and the HRC should meet to discuss this item further. HRC Administrator Kopcienski stated that the HRC's request for budgetary support for the proposed Pay Equity study appears to have Council's support. Discussion ensued.

d) PRC Proposed Job Descriptions

HRC Administrator Kopcienski presented the Commission with proposed job descriptions for two new positions that were proposed in the HRC's budget request to Council. She advised the Commission that if Council approves their budget requests she plans to post the vacancies as soon as funding is available. Discussion ensued.

6) PUBLIC COMMENT – Nothing Submitted

7) OTHER BUSINESS –

Chairman Palmer noted that Ms. Angela Simmons had resigned from her appointment to the Commission, and the Chairwoman and Commissioner Wolff both expressed their

appreciation for Ms. Angela Simmons' service to the Commission. They thanked her for her valuable contributions to the work of the HRC.

HRC Staff Attorney DeCaro briefed the Commission on the HRC's conference call with Jessica Shuster at the Department of Administrative Services regarding civil service testing. Discussion ensued.

#### 8) ADJOURNMENT

Chairwoman Walsh made a motion to adjourn the meeting at 5:52 p.m. Commissioner Wolff seconded the motion. All were in favor; no objections.

Next Human Resource Commission meeting is scheduled for Wednesday, December 4, 2013 at 5:00 p.m. at Lakeside Place (323 W. Lakeside Avenue, Suite 400).