



AGENDA
CUYAHOGA COUNTY HUMAN RESOURCES, APPOINTMENTS & EQUITY COMMITTEE
MEETING
TUESDAY, JANUARY 21, 2014
CUYAHOGA COUNTY JUSTICE CENTER
COUNCIL CHAMBERS – 1ST FLOOR
10:00 AM

- 1. CALL TO ORDER**
- 2. ROLL CALL**
- 3. PUBLIC COMMENT RELATED TO THE AGENDA**
- 4. APPROVAL OF MINUTES FROM DECEMBER 17, 2013 MEETING**
- 5. MATTERS REFERRED TO COMMITTEE**
 - a) R2014-0003: A Resolution confirming the County Executive's appointment of Jason J. Therrien to serve on the Cuyahoga County Community Improvement Corporation Board of Trustees for the term 1/1/2014 - 1/1/2017, and declaring the necessity that this Resolution become immediately effective.
 - b) R2014-0004: A Resolution confirming the County Executive's reappointment of Diane Fusco to serve on the Cuyahoga County Board of Developmental Disabilities for the term 2/1/2014 - 1/31/2018, and declaring the necessity that this Resolution become immediately effective.
 - c) R2014-0011: A Resolution authorizing an agreement with Cuyahoga County District Board of Health for participation in the Cuyahoga County Benefits Regionalization Program for the period 1/1/2014 - 12/31/2016; authorizing the County Executive to execute the agreement and all other documents consistent with this Resolution; and declaring the necessity that this Resolution become immediately effective.

- d) R2014-0012: A Resolution authorizing an agreement with City of Fairview Park for participation in the Cuyahoga County Benefits Regionalization Program for the period 1/1/2014 - 12/31/2016; authorizing the County Executive to execute the agreement and all other documents consistent with this Resolution; and declaring the necessity that this Resolution become immediately effective.

- e) R2014-0013: A Resolution authorizing an agreement with Village of Walton Hills for participation in the Cuyahoga County Benefits Regionalization Program for the period 1/1/2014 - 12/31/2016; authorizing the County Executive to execute the agreement and all other documents consistent with this Resolution; and declaring the necessity that this Resolution become immediately effective.

- f) R2014-0014: A Resolution providing for adoption of various changes to the Cuyahoga County Non-Bargaining Classification Plan, and declaring the necessity that this Resolution become immediately effective.

6. MISCELLANEOUS BUSINESS

7. OTHER PUBLIC COMMENT

8. ADJOURNMENT

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



MINUTES

CUYAHOGA COUNTY HUMAN RESOURCES, APPOINTMENTS & EQUITY COMMITTEE MEETING

**TUESDAY, DECEMBER 17, 2013
CUYAHOGA COUNTY JUSTICE CENTER
COUNCIL CHAMBERS – 1ST FLOOR
10:00 AM**

1. CALL TO ORDER

Chairwoman Conwell called the meeting to order at 10:08 a.m.

2. ROLL CALL

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

3. PUBLIC COMMENT RELATED TO THE AGENDA

No public comments were given.

4. APPROVAL OF MINUTES FROM OCTOBER 29, 2013 MEETING

A motion was made by Mr. Germana, seconded by Ms. Conwell and approved by unanimous vote to approve the minutes of the October 29, 2013 meeting.

5. MATTERS REFERRED TO COMMITTEE

- a) R2013-0293: A Resolution making an award on RQ28684 to Reliastar Life Insurance Company dba ING Employee Benefits in the amount not-to-exceed \$2,091,441.00 for stop loss insurance services for County employees and their eligible dependents for the period 1/1/2014 – 12/31/2014; authorizing the County Executive to execute the contract and all other documents consistent with said award and this Resolution;

and declaring the necessity that this Resolution become immediately effective.

Ms. Lisa Durkin, Deputy Director of Human Resource Operations, and Mr. Jim Dustin, President of Employee Benefits International, addressed the Committee regarding Resolution No. R2013-0293. Discussion ensued.

Committee members asked questions of Ms. Durkin and Mr. Dustin pertaining to the item, which they answered accordingly.

A motion was then made by Mr. Germana, seconded by Ms. Conwell and approved by unanimous vote to amend Resolution No. R2013-0293 by deleting "*General Funds*" and inserting "*Hospitalization Self-Insurance Funds*" in the second Whereas clause.

On a motion by Ms. Simon with a second by Mr. Germana, Resolution No. R2013-0293 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

Ms. Conwell announced that she will send out a calendar that will include the meeting dates for the Human Resources, Appointments & Equity Committee for 2014.

7. OTHER PUBLIC COMMENT

No public comments were given.

8. ADJOURNMENT

With no further business to discuss, Chairwoman Conwell adjourned the meeting at 10:29 a.m., without objection.

County Council of Cuyahoga County, Ohio

Resolution No. R2014-0003

Sponsored by: Councilmembers Connally and Conwell	A Resolution confirming the County Executive's appointment of Jason J. Therrien to serve on the Cuyahoga County Community Improvement Corporation Board of Trustees for the term 1/1/2014 - 1/1/2017, and declaring the necessity that this Resolution become immediately effective.
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WHEREAS, the Cuyahoga County Community Improvement Corporation ("CCCIC") was incorporated in 1982 under the authority granted in Ohio Revised Code Chapter 1724; and,

WHEREAS, the CCCIC serves the sole purpose of advancing, encouraging and promoting the industrial, economic, commercial and civic development in Cuyahoga County. The CCCIC serves as Cuyahoga County's review agent for industrial revenue bond financing and economic development lending activity; and,

WHEREAS, Article III of the CCCIC's Code of Regulations provides that the Board of Trustees shall consist of two classes of Trustees. The "County Class", which shall consist of five members appointed or elected officers of Cuyahoga County, and the "Private Class", which shall be six members elected from persons nominated by the County Executive, in consultation with the Greater Cleveland Partnership; and,

WHEREAS, the members of CCCIC Board of Trustees shall serve for three (3) 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 Jason J. Therrien (Private Sector Class) to be appointed to serve on the Cuyahoga County Community Improvement Corporation Board of Trustees to fill a vacant position for a term commencing January 1, 2014 and expiring January 1, 2017; and,

County Council of Cuyahoga County, Ohio

Resolution No. R2014-0004

Sponsored by: Councilmembers Connally and Conwell	A Resolution confirming the County Executive’s reappointment of Diane Fusco to serve on the Cuyahoga County Board of Developmental Disabilities for the term 2/1/2014 - 1/31/2018, and declaring the necessity that this Resolution become immediately effective.
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WHEREAS, pursuant to Ohio Revised Code Section 5126.02, the County of Cuyahoga shall have its own county board of developmental disabilities; and,

WHEREAS, pursuant to the provisions in Ohio Revised Code Section 5126.021, the Cuyahoga County Board of Developmental Disabilities consists of seven members. Five members are appointed by the County and two members are appointed by the Probate Court; and,

WHEREAS, members appointed to fill a vacancy of the Cuyahoga County Board of Developmental Disabilities shall serve a term of four years; and,

WHEREAS, 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 Diane Fusco to be reappointed to serve on the Cuyahoga County Board of Developmental Disabilities for a term commencing February 1, 2014 and ending January 31, 2018; and,

WHEREAS, this Council by a vote of at least eight (8) members determines that it is necessary that this Resolution become immediately effective in order that Charter requirements can be complied with and critical services provided by Cuyahoga County can continue, and to provide for the usual, daily operation of a County Board.

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

SECTION 1. That the Cuyahoga County Council hereby confirms the reappointment of Diane Fusco to serve on the Cuyahoga County Board of Developmental Disabilities for a term commencing February 1, 2014 and ending January 31, 2018.

County Council of Cuyahoga County, Ohio

Resolution No. R2014-0011

Sponsored by: County Executive FitzGerald/Department of Human Resources	A Resolution authorizing an agreement with Cuyahoga County District Board of Health for participation in the Cuyahoga County Benefits Regionalization Program for the period 1/1/2014 - 12/31/2016; authorizing the County Executive to execute the agreement and all other documents consistent with this Resolution; and declaring the necessity that this Resolution become immediately effective.
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WHEREAS, the County Executive/Department of Human Resources has submitted an agreement with Cuyahoga County Board of Health for participation in the Cuyahoga County Benefits Regionalization Program for the period 1/1/2014-12/31/2016; and

WHEREAS, the County's Benefit Regionalization Program will allow smaller political entities to have access to the County's Benefits program; and

WHEREAS, the purpose of this project is to provide these entities rate stabilization, potential rate reductions and bargaining leverage for health benefits; and

WHEREAS, the funding for this project will come from the County's Self-Insurance Fund; and

WHEREAS, it is necessary that this Resolution become immediately effective in order that critical services provided by Cuyahoga County can continue.

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

SECTION 1. That the Cuyahoga County Council authorizes an agreement with the Cuyahoga County Board of Health for participation in the Cuyahoga County Benefits Regionalization Program for the period 1/1/2014 - 12/31/2016.

SECTION 2. That the County Executive is authorized to execute an agreement of cooperation with the Cuyahoga County Board of Health and all documents consistent with this Resolution.

SECTION 3. It is necessary that this Resolution become immediately effective for the usual daily operation of the County and the reasons set forth in the preamble. Provided that this Resolution receives the affirmative vote of at least eight members

County Council of Cuyahoga County, Ohio

Resolution No. R2014-0012

Sponsored by: County Executive FitzGerald/Department of Human Resources	A Resolution authorizing an agreement with City of Fairview Park for participation in the Cuyahoga County Benefits Regionalization Program for the period 1/1/2014 - 12/31/2016; authorizing the County Executive to execute the agreement and all other documents consistent with this Resolution; and declaring the necessity that this Resolution become immediately effective.
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WHEREAS, the County Executive/Department of Human Resources has submitted an agreement with the City of Fairview Park for participation in the Cuyahoga County Benefits Regionalization Program for the period 1/1/2014 - 12/31/2016; and

WHEREAS, the funding for this project will come from the County's Self-Insurance Funds; and

WHEREAS, it is necessary that this Resolution become immediately effective in order that critical services provided by Cuyahoga County can continue.

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

SECTION 1. That the Cuyahoga County Council authorizes an agreement with the City of Fairview Park for participation in the Cuyahoga County Benefits Regionalization Program for the period 1/1/2014 - 12/31/2016.

SECTION 2. That the County Executive is authorized to execute an agreement of cooperation with the City of Fairview Park and all documents consistent with this Resolution.

SECTION 3. It is necessary that this Resolution become immediately effective for the usual daily operation of the County and the 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 4. 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 foregoing Resolution was duly adopted.

Yeas:

Nays:

_____	_____
County Council President	Date
_____	_____
County Executive	Date
_____	_____
Clerk of Council	Date

First Reading/Referred to Committee: January 14, 2014

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

Journal CC013
_____, 2014

County Council of Cuyahoga County, Ohio

Resolution No. R2014-0013

Sponsored by: County Executive FitzGerald/Department of Human Resources	A Resolution authorizing an agreement with Village of Walton Hills for participation in the Cuyahoga County Benefits Regionalization Program for the period 1/1/2014 - 12/31/2016; authorizing the County Executive to execute the agreement and all other documents consistent with this Resolution; and declaring the necessity that this Resolution become immediately effective.
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WHEREAS, the County Executive/Department of Human Resources has submitted an agreement with the Village of Walton Hills for participation in the Cuyahoga County Benefits Regionalization Program for the period 1/1/2014 - 12/31/2016; and

WHEREAS, the funding for this project will come from the County's Self-Insurance Funds; and

WHEREAS, it is necessary that this Resolution become immediately effective in order that critical services provided by Cuyahoga County can continue.

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

SECTION 1. That the Cuyahoga County Council authorizes an agreement with the Village of Walton Hills for participation in the Cuyahoga County Benefits Regionalization Program for the period 1/1/2014 - 12/31/2016.

SECTION 2. That the County Executive is authorized to execute an agreement of cooperation with the Village of Walton Hills and all documents consistent with this Resolution.

SECTION 3. 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

County Council of Cuyahoga County, Ohio

Resolution No. R2014-0014

Sponsored by: County Executive FitzGerald/Department of Human Resources on behalf of Personnel Review Commission	A Resolution providing for adoption of various changes to the Cuyahoga County Non-Bargaining Classification Plan, and declaring the necessity that this Resolution become immediately effective.
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WHEREAS, this Resolution was originally submitted as Ordinance No. O2013-0008 which was subsequently withdrawn and resubmitted in the following Resolution; and,

WHEREAS, on December 20, 2013, County Charter amendments became effective which provided for the Human Resource Commission to be renamed the Personnel Review Commission.

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, Section 2.10 of the Cuyahoga County Personnel Policies and Procedures Manual (Ordinances No. O2011-0015 and O2011-0028) states that the employment of all classified County employees is subject to the provisions of the Ohio Revised Code, the Ohio Administrative Code, the Cuyahoga County Administrative Rules and the Policies and Procedures Manual; and,

WHEREAS, the Director of Human Resources submitted several proposed changes to the Cuyahoga County Non-Bargaining Classification Plan; and,

WHEREAS, the then known as Human Resource 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 23, 2013 and December 5, 2013, the then known as Human Resource Commission met and recommended the classification changes (attached hereto as Exhibits A through R), and recommend 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:

Deletion of the following Classifications: (See Attached Classification Specifications)

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|------------|--------------|---|
| Exhibit A: | Class Title: | <i>Building & Grounds Superintendent</i> |
| | Number: | 1042114 |
| | Pay Grade: | 9 |
| Exhibit B: | Class Title: | <i>Community & Economic Development Manager</i> |
| | Number: | 1055241 |
| | Pay Grade: | 15 |
| Exhibit C: | Class Title: | <i>Facility Services Manager</i> |
| | Number: | 1042161 |
| | Pay Grade: | 17 |
| Exhibit D: | Class Title: | <i>Hazardous Materials Supervisor</i> |
| | Number: | 1062421 |
| | Pay Grade: | 10 |
| Exhibit E: | Class Title: | <i>Juvenile Justice Center Building Project Manager</i> |
| | Number: | 1042181 |
| | Pay Grade: | 17 |
| Exhibit F: | Class Title: | <i>Personnel Administrator 1</i> |
| | Number: | 1053631 |
| | Pay Grade: | 12 |
| Exhibit G: | Class Title: | <i>Personnel Administrator 2</i> |
| | Number: | 1053632 |
| | Pay Grade: | 13 |
| Exhibit H: | Class Title: | <i>Personnel Administrator 3</i> |
| | Number: | 1053633 |
| | Pay Grade: | 14 |

Exhibit I:	Class Title:	<i>Personnel Manager</i>
	Number:	1053634
	Pay Grade:	15
Exhibit J:	Class Title:	<i>Personnel Officer</i>
	Number:	1053621
	Pay Grade:	6
Exhibit K:	Class Title:	<i>Personnel Technician</i>
	Number:	1053611
	Pay Grade:	4
Exhibit L:	Class Title:	<i>Program Officer Manager</i>
	Number:	1052416
	Pay Grade:	17
Exhibit M:	Class Title:	<i>Risk & Compliance Manager</i>
	Number:	1055363
	Pay Grade:	15
Exhibit N:	Class Title:	<i>Security Camera Coordinator</i>
	Number:	1024101
	Pay Grade:	2
Exhibit O:	Class Title:	<i>Senior Family Services Supervisor</i>
	Number:	1014212
	Pay Grade:	7
Exhibit P:	Class Title:	<i>Senior Personnel Officer</i>
	Number:	1053622
	Pay Grade:	8
Exhibit Q:	Class Title:	<i>Senior Risk Analyst</i>
	Number:	1055362
	Pay Grade:	9
Exhibit R:	Class Title:	<i>Training Assistant</i>
	Number:	1053641
	Pay Grade:	4

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 foregoing Resolution was duly adopted.

Yeas:

Nays:

County Council President

Date

County Executive

Date

Clerk of Council

Date

First Reading/Referred to Committee: January 14, 2014

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

Journal CC013

_____, 2014