

MINUTES
Cuyahoga County Human Resource Commission
Wednesday, May 15, 2013
Lakeside Place Building
323 W. Lakeside Avenue, Suite 400
5:00 p.m.

1) CALL TO ORDER

Chairwoman Palmer called the meeting to order at 5:05 p.m. Commissioner Wolff made a motion to approve the minutes from the May 1, 2013 meeting. Commissioner Simmons seconded the motion. All were in favor; no objections.

2) ATTENDANCE

Chairwoman Kathleen Palmer, Commissioner Robert Wolff, Commissioner Angela Simmons, HRC Administrator Rebecca Kopcienski, HRC Coordinator Jessica Vezina, Assistant Prosecutor Sara DeCaro, Assistant Prosecutor Nora Graham, Law Director Majeed Makhoulf, Assistant Law Director Amy Marquit-Renwald, Public Works Director Bonnie Teeuwen, HR Recruitment & Retention Manager Albert Bouchahine, HR Director Elise Hara, HR Analyst Jason Sobczyk, Attorney Kerin Kaminski, Attorney Melissa Laubenthal, Attorney James Budzik, Dan McNea, Janet Samerigo, Chris Costin, Suzanne Britt, Bryan Hitch, and Gary Green.

3) APPOINTMENT OF CHAIRMAN –

Commissioner Palmer was sworn in as the new Chairperson effective May 1, 2013.

4) PUBLIC COMMENT –

Mr. Chris Costin noted that he had submitted a letter to the HRC for the Commissioners to review. The Commission acknowledged receipt of Mr. Costin's letter. Mr. Costin asked that his letter be reviewed prior to the Commission reviewing his appeal.

5) UNFINISHED BUSINESS

a) Update to Classification Plan – Public Works

HR Manager Bouchahine and Director Teeuwen spoke with the Commission regarding the proposed updates to the classification plan in Public Works. Director Teeuwen stated that pay compression is an issue; however she feels that the proposed classifications are accurate representations of the work performed in her department. Mr. Hitch addressed the Commission about his concerns regarding the proposed changes. Discussion ensued. Chairwoman Palmer stated that the Commission will take the information under advisement. HR Manager Bouchahine noted that Mr. Hitch has a pending hearing with Hearing Officer Stevenson, and that they will be requesting a continuance of that hearing.

6) NEW BUSINESS

a) Appeals

i) Costin, C. – Report and Recommendation

Mr. Costin spoke with the Commission and explained the merits of his Objection to the Report & Recommendation. Discussion ensued. Commissioner Wolff explained that the Pay Equity Ordinance and HRC mandates trump the HR Policy and Procedures. Mr.

Costin asked that his appeal be continued until the Commission can review all materials he has submitted. Attorney Laubenthal, on behalf of the County, objected to a continuance.

Commissioner Wolff made a motion to affirm the Report & Recommendation submitted by Hearing Officer Zeiser; Commissioner Simmons seconded the motion. All were in favor; no objections. Chairwoman Palmer informed Mr. Costin the Commission would look into his concerns.

- ii) Samerigo, J. - Report and Recommendation
- iii) McNea, D. - Report and Recommendation

The County requested that both the Samerigo and the McNea appeals be heard together. The appellants' counsel has no objection.

Both the Appellee's and the Appellants' Counsel addressed the Commission. Discussion ensued.

At 6:25 p.m. Chairwoman Palmer closed the meeting to go into deliberations. At 6:40 p.m. the meeting was reopened and back on the record.

Commissioner Wolff made a motion to affirm the Samerigo Report & Recommendation submitted by Hearing Officer Zeiser and also to affirm the McNea Report & Recommendation submitted Hearing Officer Stevenson in full; Chairwoman Palmer seconded the motion. All were in favor; no objections.

- iv) Prusak, C. - Report and Recommendation

Commissioner Simmons made a motion to affirm the Report & Recommendation submitted by Hearing Officer Atsou; Commissioner Wolff seconded the motion. All were in favor; no objections.

7) PUBLIC COMMENT– Nothing Submitted

8) OTHER BUSINESS– Nothing Submitted

9) ADJOURNMENT

Chairwoman Palmer made a motion to adjourn the meeting at 6:50 p.m. Commissioner Wolff seconded the motion. All were in favor; no objections.

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