



CUYAHOGA COUNTY COUNCIL

HUMAN RESOURCES, APPOINTMENTS & EQUITY COMMITTEE

CUYAHOGA COUNTY ADMINISTRATIVE HEADQUARTERS
4th FLOOR

MEETING AGENDA

TUESDAY, JULY 28, 2026—10:00 A.M.

Committee Members

Martin J. Sweeney, Chair | Dist. 3
Michael J. Gallagher, Vice Chair | Dist. 5
Yvonne M. Conwell | Dist. 7
Michael J. Houser, Sr. | Dist. 10
Meredith M. Turner | Dist. 9

1. CALL TO ORDER

2. ROLL CALL

3. PUBLIC COMMENT

4. APPROVAL OF MINUTES FROM THE JULY 14, 2026 MEETING

5. MATTERS REFERRED TO COMMITTEE

- a) R2026-0213: A Resolution confirming the County Executive's appointment of Mary R. Cierebiej to serve on the Cuyahoga County Community Improvement Corporation Board of Trustees for an unexpired term ending 1/1/2; declaring the necessity that this Resolution become immediately effective.
- b) R2026-0214: A Resolution confirming the County Executive's appointment of Emily Monteleone to serve on The Cleveland/Cuyahoga County Workforce Development Board for the term 7/1/2026 – 6/30/2029; declaring the necessity that this Resolution become immediately effective.
- c) R2026-0215: A Resolution confirming the County Executive's appointment of Patricia Newell to serve on the Western Reserve Area Agency on Aging Board of Trustees for an unexpired term ending 12/31/2026; declaring the necessity that this Resolution become immediately effective.
- d) R2026-0216: A Resolution confirming the County Executive's appointment of Wayne D. Hudson to serve on the Alcohol, Drug Addiction and Mental Health Services Board of Cuyahoga County for a four-year term ending 6/30/2029; declaring the necessity that this Resolution become immediately effective.
- e) R2026-0219: A Resolution authorizing a contract with Medical Mutual of Ohio in the amount not-to-exceed \$2,919,182.00 for stop loss insurance services for Cuyahoga County and Cuyahoga County Benefits Regionalization Program participants for the period 1/1/2026 – 12/31/2026; authorizing the County Executive to execute Contract No. 6312 and all other documents consistent with said award and this Resolution; declaring the necessity that this Resolution become immediately effective.

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. Download the Metropolis smartphone app and create an account to have parking validated at meetings. Please scan the QR code posted in Council Chambers to input your license plate information for parking to be validated by Metropolis, a non-County entity. You will be responsible for the cost of parking if you are unable to utilize this online parking service.*

***Council Chambers is equipped with a hearing assistance system. If needed, please see the Clerk to obtain a receiver.*



CUYAHOGA COUNTY COUNCIL

HUMAN RESOURCES, APPOINTMENTS & EQUITY COMMITTEE

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4th FLOOR

MEETING MINUTES

TUESDAY, JULY 14, 2026—10:00 A.M.

Committee Members

Martin J. Sweeney, Chair | Dist. 3
Michael J. Gallagher, Vice Chair | Dist. 5
Yvonne M. Conwell | Dist. 7
Michael J. Houser, Sr. | Dist. 10
Meredith M. Turner | Dist. 9

1. CALL TO ORDER

Vice Chairman Gallagher called the meeting to order at 10:04 a.m.

2. ROLL CALL

Mr. Gallagher asked Clerk Richardson to call the roll. Committee members Gallagher, Conwell and Houser were in attendance, and a quorum was determined. Committee Chairman Sweeney was absent. Committee member Turner arrived after the roll call was taken. Council President Miller was also in attendance.

3. PUBLIC COMMENT

There were no public comments given.

4. APPROVAL OF MINUTES FROM THE JUNE 16, 2026 MEETING

A motion was made by Ms. Conwell, seconded by Mr. Houser and approved by unanimous vote to approve the minutes from the June 16, 2026 meeting.

5. MATTERS REFERRED TO COMMITTEE

- a) R2026-0183: A Resolution adopting various changes to the Cuyahoga County Non-Bargaining Classification Plan; declaring the necessity that this Resolution become immediately effective.

Ms. Verona Blonde, Classification and Compensation Specialist, for the Personnel Review Commission, addressed the Committee regarding Resolution No. R2026-0183. Discussion ensued.

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

On a motion by Ms. Conwell with a second by Mr. Houser, Resolution No. R2026-0183 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.

- b) R2026-0204: A Resolution authorizing an amendment to Agreement No. 1175 (fka Contract No. AG1800067) with The MetroHealth System for the MetroHealth Select Network health benefit

plan for County employees and their eligible dependents for the period 1/1/2016 – 6/30/2026 to extend the time period to 6/30/2027, to update the terms in Exhibit B-1 and Exhibit C, and for additional funds in the amount not-to-exceed \$1,800,000.00, effective 1/1/2026; authorizing the County Executive to execute the amendment and all other documents consistent with this Resolution; and declaring the necessity that this Resolution become immediately effective.

Ms. Gloria Langford, Director of Employee Benefits, Department of Human Resources, addressed the Committee regarding Resolution No. R2026-0204. Discussion ensued.

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

On a motion by Ms. Turner with a second by Ms. Conwell, Resolution No. R2026-0204 was considered and approved by unanimous vote to be referred to the full Council agenda with a recommendation for passage under second reading suspension of the rules. Ms. Turner requested to have her name added as a co-sponsor to the legislation.

6. MISCELLANEOUS BUSINESS

There was no miscellaneous business.

7. ADJOURNMENT

Vice Chairman Gallagher adjourned the meeting at 10:18 a.m., without objection.

County Council of Cuyahoga County, Ohio

Resolution No. R2026-0213

Sponsored by: County Executive Ronayne	A Resolution confirming the County Executive’s appointment of Mary R. Cierebiej to serve on the Cuyahoga County Community Improvement Corporation Board of Trustees for an unexpired term ending 1/1/2027; 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 ORC 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 of industrial revenue bond financing; 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-year terms; 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 Mary R. Cierebiej to serve as a County Class Trustee on the CCCIC’s Board of Trustees for an unexpired term ending 1/1/2027.

**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 Mary R. Cierebiej to serve as a County Class Trustee on the CCCIC's Board of Trustees for an unexpired term ending 1/1/2027.

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: July 21, 2026
Committee(s) Assigned: Human Resources, Appointments & Equity

Journal _____

_____, 20__



July 8, 2026

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

Re: *Cuyahoga County Community Improvement Corporation Board of Trustees*

Dear President Miller,

I am pleased to nominate the following individual for appointment to the Cuyahoga County Community Improvement Corporation Board of Trustees:

- **Mary R Cierebiej, 3-year term, 1/2/2024 - 1/1/2027**
 - To fill the remainder of Susan Infeld's 3-year term
 - Resides in Lakewood, Cuyahoga
 - County Class Appointment
 - Currently serves on the following government, private, or non-profit board or commissions:
 - Northeast Ohio Areawide Coordinating Agency (NOACA), American Planning Association Planners Advocacy Network, Aerozone Alliance

The Cuyahoga County Community Improvement Corporation Board of Trustees is authorized by O.R.C. Chapter 1724. The Cuyahoga County Community Improvement Corporation ("CCCIC") was incorporated in 1982, for the sole purpose of advancing, encouraging, and promoting, the industrial, economic, commercial, and civic development of Cuyahoga County. The Corporation serves as Cuyahoga County's review agent for industrial revenue bond financing and economic development lending activity. Members of the Board shall serve a three-year term.

There are no known conflicts of interest for which an advisory opinion has been requested. This board is uncompensated. The nominee's resume and/or bio are attached for your review. There are 8 candidates on file for this position.

Thank you for your consideration of these appointments. Should you or any of your colleagues have any questions, please feel free to contact Christopher Alvarado in my office at 216-348-4239.

Sincerely,

A handwritten signature in black ink, appearing to read "Chris Ronayne", with a stylized flourish at the end.

Chris Ronayne
County Executive



Current Position: Executive Director, Cuyahoga County Planning Commission

2021 – Present

Strategic and mission-oriented **Executive Director** with extensive experience building strategic coalitions and relationships with the purpose of creating and expanding sustainable development opportunities for communities.

- Manages a budget of approximately \$3M and a team of twenty professionals in the fields of planning, zoning, GIS, trails/greenspace, grant administration, fiscal and operations management.
- Reports to a Board consisting of eight Cuyahoga County Mayors, two County Council members, and a representative for the County Executive.
- Serves the fifty-nine communities of Cuyahoga County and County Departments through an offering of various Professional Planning Services.

CORE COMPETENCIES

Urban Planning ~ Impactful Leadership ~ Relationship Building ~ Economic Development ~ Program Management ~ Community Engagement and Development ~ Technical Proficiencies ~ Training & Development ~ Business Development ~ Sales & Marketing ~ Public Service ~ Customer Service ~ Stakeholder Relationships ~ Strategic Presentations ~ Public Policy ~ Transportation Planning ~ Non-Profit Expertise ~

PROFESSIONAL EXPERIENCE

Team NEO, Cleveland, Ohio

Senior Director—Site Selection

2016 – 2020

Elevated to lead all Site Selection and Site Strategy efforts while managing and sustaining relationships with Site Location Consultants. Leads economic development initiatives at both the county and regional level to quickly establish and maintain long-standing, meaningful relationships with local organizations, businesses, the government, and more. Performs due diligence in site selection efforts by compiling and analyzing geographical location and specific information including permitting and land use data, utility access and cost, network connectivity, hazard and risk data, and legal and financial insight.

- Serves as the primary point of contact for the SiteOhio program in Northeast Ohio to increase the state's portfolio of available industrial, manufacturing, and commercial locations.
- Champions sales leadership activities including prospecting, in-person calls, proposal management, and lead generation; nurtures opportunities through organizational advocacy and communicating business cases alongside competitive value of the region.
- Attends varied industry conferences nationwide and coordinates with consultants and site selection professionals representing prospective businesses.
- Featured on a panel at an NAIOP Cleveland Event entitled, "2020 Real Estate Trends in Northeast Ohio."

Director—Business Attraction

2012 – 2016

Promoted into an expanded role to lead as the organization's economic development champion and engage in extensive travel. Managed the business attraction pipeline including project submissions, compilation of state and local incentive packages, and site visits. Met with and assessed existing businesses across the region and evaluated retention risks. Located, qualified, documented, and marketed available regional sites and generated infrastructure data and local incentives for each site.

- Attended regional, state, and other events and enthusiastically conveyed the region's opportunities.
- Built site selector relationships and created new marketing strategies to appeal to prospects.

Manager—Business Attraction

2011 – 2012

Charged with managing business development and outreach endeavors to site selectors, real estate consultants, and targeted global companies. Sought to increase awareness of Northeast Ohio's business assets and generate new business opportunities on a regional level.

- Oversaw varied business development and project coordination activities spanning 18 counties.
- Managed submitted leads while conducting site visits and maintaining contact with prospective businesses that were considering relocating to the area.

Team Lorain County, Elyria, Ohio**Manager—Attraction & Expansion****2008 – 2011**

Responsible for leading the retention, expansion and attraction efforts for a private/public partnership organization centered on increasing awareness amongst national and international audiences of the business opportunities associated with Lorain County. Engaged in proactive and efficient customer service and business development initiatives to attract and secure new and diverse employers to the area.

- Drove aggressive marketing initiatives while building local, regional, and state-level partnerships with key community stakeholders and influencers.
- Collaborated and communicated with partners in the Site Selection and Corporate Real Estate industries; created and utilized best-in-class marketing materials and messaging.
- Partnered with Team NEO on a local level and ODOD regionally to promote Ohio domestically and internationally.

ADDITIONAL PROFESSIONAL EXPERIENCE

HNTB Corporation, Cleveland, Ohio**Transportation Planner/Project Manager****2003 – 2008****Parsons Brinckerhoff, Cleveland, Ohio****Assistant Planner****1999 – 2003**

EDUCATION & CERTIFICATIONS

Certified Planner

American Institute of Certified Planners, Washington, DC

Master of Science in Urban Studies & Economic Development

Cleveland State University, Cleveland, Ohio

Bachelor of Arts in Sociology/Political Science

University of Dayton, Dayton, Ohio

PROFESSIONAL AFFILIATIONS

Board Member, 2021 – Present

Northeast Ohio Areawide Coordinating Agency (NOACA), Cleveland, Ohio

Policy; Planning & Programming Committee, 2021 – Present

Northeast Ohio Areawide Coordinating Agency (NOACA), Cleveland, Ohio

Board Member, 2022-Present

Aerozone Alliance, Cleveland, Ohio

Planners Advocacy Network, 2023 – Present

American Planning Association, National Chapter, Chicago, IL

Content Delivery Committee Co-Chair, 2019 – 2021

Industrial Asset Management Council, Peachtree Corners, Georgia

Board of Directors, 2014 – 2021

MidAmerica Economic Development Council, Worthington, Ohio

APA CLE Executive Committee, 2011 – 2016

American Planning Commission, Cleveland, Ohio

Chair—Planning Commission, 2008 – 2014

City of Lakewood, Lakewood, Ohio

HONORS

Nominee—40 Under 40, 2009

Woman of Influence, 2025

Crain's Cleveland Business, Cleveland, Ohio



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VOTER SEARCH RESULTS

CLICK ON YOUR NAME BELOW TO SEE COMPLETE DETAILS INCLUDING INFORMATION ABOUT YOUR VOTER REGISTRATION STATUS.

Name

Address

[MARY B CIEREBIEJ](#)



If you are unable to locate your voter registration information, but believe you are registered to vote, it is recommended that you search again making sure all information provided is accurate. Contact your county board of elections regarding any questions pertaining to your voter registration. [Follow this link for a full listing of Boards of Elections.](#)

[Follow this link to search again.](#)

If you are unable to locate your voter registration information but think you are registered to vote and you have not moved outside of your county of prior registration, you may be eligible to cast a provisional ballot during in-person absentee voting period at an appropriate early voting location or the county board of elections, or on Election Day at the correct polling place for your current address that may be counted.



Chapter 114: Appointment and Confirmation

Section 114.01: Submission of Appointments to County Council

1. The submission of any candidate to the Council for confirmation shall be accompanied by the following:

- 1.1 A letter from the candidate requesting the appointment, if such a letter was submitted to the appointing authority;

N/A

- 1.2 A copy of the candidate's current résumé or equivalent summary of academic, professional, and experiential qualifications;

Please see attached

- 1.3 A copy of any and all professional licenses or other credentials held by the candidate that are required to be held by the appointee;

N/A

2. A letter from the appointing authority providing the following information:

- 2.1 The title of the board, agency, commission, or authority to which the candidate is being appointed;

Cuyahoga County Community Improvement Corporation Board of Trustees

- 2.2 Any statutory or other qualifications required to hold the appointed position, plus a statement that the candidate meets such qualifications;

Article 3, Section 1 of the Cuyahoga County Community Improvement Corporation By-Laws calls for 5 "County Class" members composed of appointed or elected officers of Cuyahoga County nominated by the Cuyahoga County Executive and approved by Cuyahoga County Council.

- 2.3 The specific term of office during which the candidate would serve;

1/2/2024 - 1/1/2027

- 2.4** An indication of whether the candidate is being considered for a new appointment or for reappointment;

Appointment- filling the remainder of an existing term

- 2.5** For a new appointment: the name of the individual who the candidate would replace;

Susan Infeld

- 2.6** For a reappointment: the past attendance record of the candidate, if maintained by the board, agency, commission or authority to which the candidate is being appointed;

N/A

- 2.7** A cumulative list of individuals who applied for the position;

Mary B Cierebiej, Jennifer Cooper, Iain Crouch, Cameron Keith Racut, Max Didion, Diana Burke, Nadav Marcus

- 2.8** The candidate's city and county of residence;

Lakewood, Cuyahoga

- 2.9** An indication of whether the candidate currently serves on any government, private, or non-profit board or commission;

Northeast Ohio Areawide Coordinating Agency (NOACA), American Planning Association Planners Advocacy Network, Aerozone Alliance

- 2.10** An indication of whether any opinion was requested or issued from the Inspector General, the Ohio Ethics Commission, or other authority regarding potential conflicts of interest related to the candidate's appointment.

No ethics opinion was requested or issued.

- 2.11** If the candidate is being appointed to a compensated position, the starting annual compensation of the position.

There is no compensation for this position.

- 2.12** In the event that any of the information identified in this Section is not provided to the Council with the submission of an appointment, such omission shall be deemed sufficient grounds for rejection of a candidate's appointment by the Council.

Section 114.02: Notice of Interim Appointments

- 1.** In the event an interim appointment is made pursuant to Section 2.03 (2) of the charter, the county executive or designee shall notify the president of council within five days of making the appointment, including the date the appointment was made, and shall file the interim appointee's oath of office with the clerk of council pursuant to chapter 107 of this code.

County Council of Cuyahoga County, Ohio

Resolution No. R2026-0214

Sponsored by: County Executive Ronayne	A Resolution confirming the County Executive's appointment of Emily Monteleone to serve on The Cleveland/Cuyahoga County Workforce Development Board for the term 7/1/2026 – 6/30/2029; and declaring the necessity that this Resolution become immediately effective.
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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 Cleveland/Cuyahoga County Workforce Development Board, formerly known as Workforce Investment Board, was established to fulfill the functions outlines in the Federal Workforce Investment Act of 1998 and was created pursuant to the provisions of Ohio Revise Code Chapter 6301; and

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

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

WHEREAS, the County Executive has nominated Emily Monteleone (replacing Kim Shelnick) to serve on The Cleveland/Cuyahoga County Workforce Development Board for the term 7/1/2026 – 6/30/2029.

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 Emily Monteleone (replacing Kim Shelnick) to serve on The Cleveland/ Cuyahoga County Workforce Development Board for the term 7/1/2026 – 6/30/2029.

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: July 21, 2026

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

Journal _____

_____, 20__



July 8, 2026

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

Re: *Cleveland-Cuyahoga County Workforce Development Board*

Dear President Miller,

I am pleased to nominate the following individual for appointment to the Cleveland-Cuyahoga County Workforce Development Board:

- **Emily Monteleone , 3-year term, 7/1/2026 - 6/30/2029**
 - Replacing Kim Shelnick
 - Resides in Rocky River, Cuyahoga
 - Currently serves the following government, private, or non-profit board or commissions:
 - GiGi's Playhouse Cleveland

The Greater Cleveland Works is authorized by O.R.C. Chapter 6301. The Cleveland-Cuyahoga County Workforce Development Board (authorized by O.R.C. Chapter 6301) fulfills the functions outlined in the Workforce Innovation and Opportunity Act of 2014. This joint operation between the City of Cleveland and Cuyahoga County provides public policy guidance and exercises oversight of local programs and workforce activities.

There are no known conflicts of interest for which an advisory opinion has been requested. This board is uncompensated. The nominee's resume and/or bio are attached for your review. There are 13 candidates on file for this position.

Thank you for your consideration of these appointments. Should you or any of your colleagues have any questions, please feel free to contact Christopher Alvarado in my office at 216-348-4239.

Sincerely,

A handwritten signature in black ink, appearing to read "Chris Ronayne", is written over a light blue horizontal line.

Chris Ronayne
County Executive

Emily E. Monteleone

Education:

Cleveland State University, Monte Ahuja College of Business
MBA-HCA, AACSB International Accredited

Cleveland, OH
December 2014

John Carroll University
BS in Biology, Concentration in Italian Studies

University Heights, OH
May 2008

Professional Accomplishments:

- Presenter, HR Healthcare Conference October 2025
- Certified, Mental Health First Aider August 2025 - Present
- Young Alumni Award Winner, John Carroll University 2025
- Coach, Cleveland Clinic's Global Leadership and Learning Institute Coach Program August 2024 - Present
- Presenter, Workforce Planning Institute, SWP Conference June 2024
- Presenter, NAPBC Best Practices Webinar Series, Innovations in Patient Care February 2021
- Cleveland Leadership Center's Cleveland Bridge Builders, Class of 2019 2018 – 2019
- Cleveland Clinic Group of Aspiring Leaders (GOAL) Executive Board Member 2013 – 2017
- Connectors Choice Awards Business Networking Rising Star of the Year, Nominee 2016
- Cleveland Clinic Emerging Leaders Program, Graduate 2012

Experience:

Cleveland Clinic Foundation
Caregiver Office

9500 Euclid Avenue – AC2-4
Cleveland, Ohio 44195
(216) 645-1540 (Cell)
June 2022 – Present

Workforce Strategies Administration

Director of Strategic Workforce Planning

- Manage day-to-day operations of Strategic Workforce Planning team of senior-level planners and analysts
- Drives the development of strategic objectives and tactical planning for the team translating strategy into tactical plans and determining how data can support these efforts
- Collaborates with stakeholders across Finance, Strategy, Talent Acquisition, and other functions to ensure workforce planning efforts are integrated with broader organizational initiatives
- Partners with executive leaders to influence the global strategy for workforce technology implementation, ensuring tools and systems support long-term workforce planning goals

Strategic Workforce Planner III

September 2021 – June 2022

- Actively developed several strategic workforce plans for key nursing roles, including a redesign of the Medical Assistant role to solve the talent shortage for this critical job
- Partnered closely with Cleveland Clinic hospitals, institutes, and departments to become a subject matter expert on their strategies, challenges, and workforces
- Leveraged strong analytical skills to digest large amounts of data and extract key insights to inform work (including scenario modeling and data visualization to support storytelling)
- Conceptualized, created, and delivered presentations on research findings and planning recommendations to diverse audiences, weaving the work from across the team into cohesive and digestible products
- Drove planning engagements forward with strong project management skills to stay on schedule

Taussig Cancer Institute

Palliative and Supportive Care Department

Department Manager

December 2020 – September 2021

- Led front end operations for the Palliative and Supportive Care Department which includes care delivered by 56 providers in outpatient, inpatient and home-based care settings
- Managed 17 direct report caregivers on our Administrative Support team and Cancer Patient Services team, along with providing indirect management support for eight (8) additional caregivers whose work was aligned to those two teams
- Monitored and adjusted provider staffing for Palliative Medicine physicians' and APPs' inpatient services (6 hospitals), outpatient clinics and home care schedules to ensure appropriate allocation of our providers across our Ohio market
- Evaluated and improved the department's operational workflows and performance management, including template management, scheduling, patient-facing customer service and QGenda on-call management
- Resolved inter-departmental issues to ensure consistency in quality, procedures and policy applications
- Assessed Cancer Patient Support services and staffing models to allow increased flexibility in roles and coverage availability to grow existing programs with fewer FTE additions

Cancer Center Administration

Program Manager for Cancer Programming

February 2015 – December 2020

- Directly oversaw disease specific Cancer Program administration for our Comprehensive Breast Cancer Program and Comprehensive Colorectal Cancer Program
- Facilitated and organized Cancer Program meetings and communication across specialties and Enterprise locations – including Main Campus, NE Ohio regional locations, Florida and Abu Dhabi
- Worked across clinical Institutes and regional locations with stakeholders to analyze data, troubleshoot challenges and remove barriers to efficient, timely multidisciplinary patient care
- Helped develop, maintain and improve program metrics and key initiatives, including time to treatment, quality metrics, Care Paths, tumor boards, multidisciplinary clinics, and service lines

- Led efforts to build cross-Institute volumes reports based on billing data to reflect cancer patient volumes by diagnosis, enabling our 13 Cancer Programs to evaluate opportunities for improvement and to drive growth
- Supported implementation of Cleveland Clinic Improvement Model huddles for the Breast Cancer Program, focused on improving time to treatment for each surgeon's practice resulting in a reduction in time to treatment of 29%
- Provided Cancer Program input and oversight for collaborative external communications, including website, marketing, CME events, Philanthropy and affiliate support
- Successfully secured initial accreditation by American College of Surgeons National Accreditation Program for Rectal Cancer (NAPRC), making Cleveland Clinic one of the first four sites in the nation to be accredited; and successfully led the breast cancer team through their NAPBC reaccreditation cycle, securing a three-year reaccreditation
- Planned and executed patient education events, Cancer Program strategic retreats and CME conferences, including an international, first of its kind event focused on lobular breast cancer with 80 in person attendees and over 450 international attendees joining virtually

Hematology Oncology Department

Research Supervisor, Solid Tumor Oncology

June 2012 – January 2015

- Oversaw the management of over 150 active clinical research trials for 31 staff oncologists yielding the accrual of over 450 patients
- Supervised 20 research staff that coordinated the regulatory and data functions of research projects for Solid Tumor Oncology
- Reduced employee turnovers, improved Gallup employee engagement scores for the department by 27% and developed a research employee onboarding program yielding faster new hire engagement and clinical research acumen
- Assisted in a project that yielded a reduction to the time it takes to open a study from an average of 327 days to 167 days
- Supported the Case Comprehensive Cancer Center in ranking top 8 of 67 NCI Designated Cancer Centers in the 2012 grant renewal

Clinical Research Coordinator II, Solid Tumor Oncology

August 2011 – June 2012

Clinical Research Coordinator I, Solid Tumor Oncology

February 2010 – August 2011

Clinical Research Assistant, Solid Tumor Oncology

August 2008 – February 2010

Philanthropic Involvement:

- | | |
|---|----------------|
| ▪ GiGi's Playhouse Down Syndrome Achievement Center, Cleveland – Board President Emeritus | 2024 – Present |
| ▪ GiGi's Playhouse, Cleveland – Board President | 2021 – 2024 |
| ▪ GiGi's Playhouse, Cleveland – Board Member and Events Committee Chair | 2017 – 2020 |
| ▪ GiGi's Playhouse, Cleveland – Board Member and HR Leader | 2015 – 2017 |
| ▪ Engage! Cleveland – YP Week Planning Committee and Engagers Committee | 2014 – 2016 |
| ▪ Cleveland Clinic Doc-A-Palooza Employee Hardship Fund Benefit Concert – Planning Committee Member | 2011 – 2015 |
| ▪ Wigs For Kids, Non-profit Organization – Annual Zoo Walk and 5K Run Leadership Team | 2011 – 2015 |

Publications:

Reducing time to treatment and patient costs with breast cancer: the impact of patient visits. Sarah M.C. Sittenfeld, Zachary Greenberg, Zahraa Al-Hilli, Jame Abraham, Halle C.F. Moore, Stephen R. Grobmyer, **Emily Monteleone**, Katherine Tullio, Chirag Shah. *The Breast Journal*. 2021; <https://doi.org/10.1111/tbj.14174>

The power of one: Evaluating the impact of a single multi-disciplinary treatment visit on time to treatment. Sarah M.C. Sittenfeld, Halle C.F. Moore, Zachary Greenberg, Zahraa Al-Hilli, Jame Abraham, Stephen R. Grobmyer, **Emily Monteleone**, Katherine Tullio, Chirag Shah. *The Breast Journal*. 2020; 00: 1– 3. <https://doi.org/10.1111/tbj.13875>

Reducing time to treatment and patient costs with breast cancer: the impact of patient visits. Sarah M.C. Sittenfeld, Zachary Greenberg, Zahraa Al-Hilli, Jame Abraham, Halle C.F. Moore, Stephen R. Grobmyer, **Emily Elizabeth Monteleone**, Katherine Tullio, Chirag Shah. *Journal of Clinical Oncology* 2020 38:15_suppl, e19407-e19407

Developing a strategy for delivering educational information to patients with cancer. **Emily Elizabeth Monteleone**, Meredith Racheck, Alison Ibsen, Cheryl M. Carrino, Edwin Wortham, Andre Hook, Scott Steele. *Journal of Clinical Oncology* 37, 2019 (suppl 27; abstr 190)

Time to initial cancer treatment in the United States and association with survival over time: An observational study. Alok A. Khorana, Katherine Tullio, Paul Elson, Nathan A. Pennell, Stephen R. Grobmyer, Matthew F. Kalady, Daniel Raymond, Jame Abraham, Eric A. Klein, R. Matthew Walsh, **Emily E. Monteleone**, Wei Wei, Brian Hobbs, Brian J. Bolwell. *Plos One*. 2019;14(3). doi:10.1371/journal.pone.0213209.

Decreasing time to treat using visual management tools. Andrew Rothacker, Chad W. Cummings, Katherine Tullio, Alison Ibsen, **Emily Elizabeth Monteleone**, Rebecca Bottles. *Journal of Clinical Oncology* 2018 36:30_suppl 277-277.

Increase in time to initiating cancer therapy and association with worsened survival in curative settings: A U.S. analysis of common solid tumors. Alok A. Khorana, Katherine Tullio, Paul Elson, Nathan A. Pennell, Matthew F. Kalady, Daniel Raymond, Eric A. Klein, Jame Abraham, Stephen R. Grobmyer, **Emily Elizabeth Monteleone**, Brian James Bolwell. *Journal of Clinical Oncology* 2017 35:15_suppl, 6557-6557

Applying value stream mapping to improve patient flow and satisfaction. Chad W Cummings, Rob Kenney, Katherine Glass, **Emily Elizabeth Monteleone**, Brian James Bolwell. *Journal of Clinical Oncology* 2016 34:7_suppl, 244-244

Contributions:

Reducing time-to-treatment for newly diagnosed cancer patients. Alok A Khorana, Brian J Bolwell. *NEJM Catalyst* February 14, 2019. <https://catalyst.nejm.org/doi/full/10.1056/CAT.19.0010>

Multidisciplinary clinics for colorectal cancer care reduces treatment time. Vanessa N Kozak, Alok A Khorana, Sudha Amarnath, Katherine E Glass, Matthew F Kalady. *Clinical Colorectal Cancer* 2017;16(4):366-371. doi:10.1016/j.clcc.2017.03.020



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VOTER SEARCH RESULTS

CLICK ON YOUR NAME BELOW TO SEE COMPLETE DETAILS INCLUDING INFORMATION ABOUT YOUR VOTER REGISTRATION STATUS.

Name

Address

[EMILY MONTELEONE](#)

If you are unable to locate your voter registration information, but believe you are registered to vote, it is recommended that you search again making sure all information provided is accurate. Contact your county board of elections regarding any questions pertaining to your voter registration. [Follow this link for a full listing of Boards of Elections.](#)

[Follow this link to search again.](#)

If you are unable to locate your voter registration information but think you are registered to vote and you have not moved outside of your county of prior registration, you may be eligible to cast a provisional ballot during in-person absentee voting period at an appropriate early voting location or the county board of elections, or on Election Day at the correct polling place for your current address that may be counted.



Chapter 114: Appointment and Confirmation

Section 114.01: Submission of Appointments to County Council

1. The submission of any candidate to the Council for confirmation shall be accompanied by the following:

- 1.1 A letter from the candidate requesting the appointment, if such a letter was submitted to the appointing authority;

N/A

- 1.2 A copy of the candidate's current résumé or equivalent summary of academic, professional, and experiential qualifications;

Please see attached

- 1.3 A copy of any and all professional licenses or other credentials held by the candidate that are required to be held by the appointee;

N/A

2. A letter from the appointing authority providing the following information:

- 2.1 The title of the board, agency, commission, or authority to which the candidate is being appointed;

Cleveland-Cuyahoga County Workforce Development Board

- 2.2 Any statutory or other qualifications required to hold the appointed position, plus a statement that the candidate meets such qualifications;

Pursuant to Section 4.4 of the Local Governance Agreement By and Among City of Cleveland, Ohio and Cuyahoga County, Ohio and Cleveland-Cuyahoga County Workforce Development Board, "A majority of the Directors shall be representatives (business representatives) as described in Section 4.3 (a)(i) and at least two must represent small business as defined by the U.S. Small

Business Administration. Ms. Monteleone is Director of Strategic Workforce Planning at Cleveland Clinic.

- 2.3 The specific term of office during which the candidate would serve;

7/1/2026 - 6/30/2029

- 2.4 An indication of whether the candidate is being considered for a new appointment or for reappointment;

Appointment

- 2.5 For a new appointment: the name of the individual who the candidate would replace;

Kim Shelnick

- 2.6 For a reappointment: the past attendance record of the candidate, if maintained by the board, agency, commission or authority to which the candidate is being appointed;

N/A

- 2.7 A cumulative list of individuals who applied for the position;

Nadav Marcus, Cameron Racut, Max Didion, Melissa Williams, Damaris Ayala, Jennifer Cooper, Adrian Maldonado, David William Ogden, Shana Marbury White, William Seelbach, Michael Schoop, Patrick Miller Bloom, Emily Monteleone

- 2.8 The candidate's city and county of residence;

Rocky River, Cuyahoga County

- 2.9 An indication of whether the candidate currently serves on any government, private, or non-profit board or commission;

GiGi's Playhouse Cleveland

- 2.10** An indication of whether any opinion was requested or issued from the Inspector General, the Ohio Ethics Commission, or other authority regarding potential conflicts of interest related to the candidate's appointment.

No ethics opinion was requested or issued.

- 2.11** If the candidate is being appointed to a compensated position, the starting annual compensation of the position.

There is no compensation for this position.

- 2.12** In the event that any of the information identified in this Section is not provided to the Council with the submission of an appointment, such omission shall be deemed sufficient grounds for rejection of a candidate's appointment by the Council.

Section 114.02: Notice of Interim Appointments

- 1.** In the event an interim appointment is made pursuant to Section 2.03 (2) of the charter, the county executive or designee shall notify the president of council within five days of making the appointment, including the date the appointment was made, and shall file the interim appointee's oath of office with the clerk of council pursuant to chapter 107 of this code.

County Council of Cuyahoga County, Ohio

Resolution No. R2026-0215

Sponsored by: County Executive Ronayne Co-sponsored by: Councilmember Turner	A Resolution confirming the County Executive's appointment of Patricia Newell to serve on the Western Reserve Area Agency on Aging Board of Trustees for an unexpired term ending 12/31/2026; and declaring the necessity that this Resolution become immediately effective.
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WHEREAS, Ohio Revised Code Chapter 173.011 provides for the designation of a private nonprofit entity as an "area agency on aging" to administer programs granted under the Older Americans Act of 1965; and

WHEREAS, the Western Reserve Area Agency on Aging ("WRAAA") is a private nonprofit corporation organized and designated by the State of Ohio to be the planning, coordinating, administrative agency for federal and state aging programs in Cuyahoga, Geauga, Lake, Lorain, and Medina Counties and is one of twelve (12) Area Agencies on Aging that the State organized together with local service provider organizations and the Ohio Department of Aging to form the State's public aging network; and

WHEREAS, the Western Reserve Area on Aging Board of Trustees is composed of twenty-one (21) members who serve three (3) year terms; 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 Patricia Newell to serve on the Western Reserve Area Agency on Aging Board of Trustees for an unexpired term ending 12/31/2026.

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 Patricia Newell to serve on the Western Reserve Area Agency on Aging Board of Trustees for an unexpired term ending 12/31/2026.

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: July 21, 2026
Committee(s) Assigned: Human Resources, Appointments & Equity

Additional Sponsorship Requested on the Floor: July 21, 2026

Journal _____
_____, 20__



July 8, 2026

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

Re: *Western Reserve Area Agency on Aging Five County Advisory Council*

Dear President Miller,

I am pleased to nominate the following individual for appointment to the Western Reserve Area Agency on Aging Five County Advisory Council:

- **Patricia K Newell , 3-year term, 1/1/2024 - 12/31/2026**
 - o Would fill the remainder of Darlene Wade's 3-year term
 - o Resides in Shaker Heights, Cuyahoga
 - o Currently serves on the following government, private, or non-profit board or commissions:
 - Fairhill Partners, Inc.

The Western Reserve Area Agency on Aging Five County Advisory Council is authorized by O.R.C. Chapter 173. The Council shall be the official advisory body to the Western Reserve Area Agency on Aging.

There are no known conflicts of interest for which an advisory opinion has been requested. This board is uncompensated. The nominee's resume and/or bio are attached for your review. There are 4 candidates on file for this position.

Thank you for your consideration of these appointments. Should you or any of your colleagues have any questions, please feel free to contact Christopher Alvarado in my office at 216-348-4239.

Sincerely,

A handwritten signature in black ink, appearing to read "Chris Ronayne", with a stylized flourish at the end.

Chris Ronayne
County Executive

County Council of Cuyahoga County, Ohio

Resolution No. R2026-0216

Sponsored by: County Executive Ronayne	A Resolution confirming the County Executive's appointment of Wayne D. Hudson to serve on the Alcohol, Drug Addiction and Mental Health Services Board of Cuyahoga County for a four-year term ending 6/30/2029; and declaring the necessity that this Resolution become immediately effective.
Co-sponsored by: Councilmember Turner	

WHEREAS, Ohio Revised Code Chapter 340 establishes the Alcohol, Drug Addiction and Mental Health Services Board of Cuyahoga County; and

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

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

WHEREAS, members of the Alcohol, Drug Addiction and Mental Health Services Board of Cuyahoga County shall be appointed to serve a four-year term; and

WHEREAS, 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;"

WHEREAS, the County Executive has nominated Wayne D. Hudson to serve on the Alcohol, Drug Addiction and Mental Health Services Board of Cuyahoga County to complete the four-year term of Omar Kurdi ending 6/30/2029.

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 Wayne D. Huson to serve on the Alcohol, Drug Addiction and Mental Health Services Board to complete the four-year term of Omar Kurdi ending 6/30/2029.

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: July 21, 2026

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

Additional Sponsorship Requested on the Floor: July 21, 2026

Journal _____

_____, 20__



July 8, 2026

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

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

Dear President Miller,

I am pleased to nominate the following individual for appointment to the Alcohol, Drug Addiction and Mental Health Services Board of Cuyahoga County:

- **Wayne D Hudson , 4-year term, 7/1/2025 - 6/30/2029**
 - o To fill the term currently held by Omar Kurdi
 - o Resides in Cleveland, Cuyahoga
 - o Currently serves on the following government, private, or non-profit board or commissions:
 - Board of the Cuyahoga County Police Chiefs Association

The Alcohol, Drug Addiction and Mental Health Services Board of Cuyahoga County is authorized by O.R.C Chapter 340. The Alcohol, Drug Addiction, and Mental Health Services Board of Cuyahoga County is authorized by O.R.C. Chapter 340. The Board consists of 18 members, 12 of whom are appointed by the Executive, subject to Council confirmation, and 6 of whom are appointed by the Ohio Department of Alcohol & Drug Addiction Services. The ADAMHS Board's mission is to promote and enhance the quality of life of Cuyahoga County residents through a commitment to excellence in mental health, alcohol, drug, and other addiction services.

There are no known conflicts of interest for which an advisory opinion has been requested. This board is uncompensated. The nominee's resume and/or bio are attached for your review. There are 5 candidates on file for this position.

Thank you for your consideration of these appointments. Should you or any of your colleagues have any questions, please feel free to contact Christopher Alvarado in my office at 216-348-4239.

Sincerely,

A handwritten signature in black ink, appearing to read "Chris Ronayne", is written over a white background.

Chris Ronayne
County Executive

WAYNE D. HUDSON MPA

Redacted

SUMMARY

Progressive Law Enforcement Professional with significant law enforcement leadership experience. Responsible for leading a highly trained, professional, and award winning law enforcement agency.

AREAS OF EXPERIENCE		
Organizational Leadership	Public Budgeting	Community Engagement
Emergency Management	Operations Management	Police & Media Relations
Personnel Management	21 st Century Policing Model	Officer/Staff Training
Intervention Programs	Reporting & Documentation	Special Program Development

ACADEMIC ACHIEVEMENTS & ADVANCED TRAINING

Master of Public Administration (MPA), Local Government

University of Nebraska at Omaha (UNO)

Omaha, NE

Bachelor of Science Criminal Justice, Law Enforcement

Wayne State College

Wayne, NE

NOBLE Chief Executive Officer Mentoring Program

Cedarville College

2016-2018

Cedarville, OH

Federal Bureau of Investigation National Academy

Session #234

Quantico, VA

Federal Bureau of Investigation LEEDS

Session #82

Quantico, VA

PROFESSIONAL EXPERIENCE

Chief of Police, Shaker Heights Police Department: OH

The Shaker Heights Police Department (SHPD) is a full-service law-enforcement agency located in Northeast Ohio. Shaker Heights Police Department (SHPD) is a CALEA accredited agency with a 2025 budget of \$13.8m and an authorized force of 68 sworn officers, and 40 support and part-time personnel. SHPD partners with the community to promote safety and security through crime prevention, traffic safety, and criminal investigation, while creating a work environment that recruits, trains, and develops outstanding employees. The mission of the SHPD is to work "in partnership with our community" to make Shaker the safest, most inclusive community in the country. The SHPD consists of three bureaus, Uniform Patrol, Criminal Investigations, and Administrative Services.

Shaker Heights is an inner-ring suburb of Cleveland with light rail access to downtown Cleveland's office buildings, restaurants, theatre district, museums and professional sports stadiums. Established in 1909 and incorporated as a village in 1912, Shaker Heights is the best place to live in Greater Cleveland, according to a Niche.com, which considered factors including schools, housing, diversity, and activities. Northeast Ohio Parent magazine recently rated Shaker Heights the "Best Town to Raise a Family."

Douglas County Sheriff's Office: NE

The Douglas County Sheriff's Office (DCSO) is a full-service law-enforcement agency responsible for the safety and wellbeing of the approximately 570,000 people living in the service area of 331 square miles. The service area borders the Missouri River to the east, the Platte River to the west, Harrison Street to the south, and Dutch Hall Road to the north. DCSO is the largest Sheriff's Office in Nebraska, with nearly 148 sworn deputies and 75 civilian personnel. The annual budget of the DCSO is \$20 million. The Douglas County Sheriff's Office is an accredited agency (initial accreditation in 2006, last re-accreditation was March 2022-Accredited with Excellence) through the Commission on Accreditation for Law Enforcement Agencies (CALEA). The DCSO consists of six bureaus, Support Services, Uniform Services, Court Services, Criminal Investigation, Forensic Sciences, and Administrative Services. I have been the bureau commander for Support Services, Uniform Services, Court Services, Criminal Investigations, and the lieutenant for Administrative Services.

Chief Deputy Sheriff**January 2021-January 2023**

Responsible for the day-to-day operation of the Douglas County Sheriff's Office. The Chief Deputy is an appointed position that reports directly to the Sheriff. Coordinates the activities and law enforcement services rendered by the agency, oversees the agency budgetary process, and is responsible for the direct management of the DCSO Bureau Captains, Forensic Services Bureau Director, Office of Professional Standards, Administrative Coordinator, and Accreditation Unit.

Captain: Criminal Investigation Bureau**January 2020-June 2020**

Responsible for investigating criminal activity, enforcing state statutes/laws and providing viable cases to the prosecuting authority. I managed the duties and personnel assigned to the Criminal Investigation Division, K9/Commercial Interdiction Division, Property and Evidence Division, Polygraph Unit, Intelligence Unit, Threat Management Unit, Cyber Crimes Unit, Emergency Services Unit, Hostage Negotiation Unit, Sniper Unit, Vice/Organized Crime/Narcotic Division. Responsible for recognizing exemplary and substandard performances and activities by personnel and documenting recognition and/or discipline.

Captain: Uniform Services Bureau**2017-2021**

Responsible for the enforcement of all state statutes/laws to create a safe environment for the residents of Douglas County. I managed the duties and personnel assigned to the A Shift Patrol, School Resource Officer Unit, Nautical Services Unit, B Shift Patrol, Rapid Deployment Unit, Traffic Enforcement Unit, C Shift Patrol, Traffic Collision Investigation Unit, and Hostage Negotiation Unit. Responsible for recognizing exemplary and substandard performances and activities by sworn personnel and for properly documenting recognition and/or discipline.

- Managed a 3.6 million dollar budget.
- Developed a proactive community policing model. This has increased positive contacts and fostered positive working relationships between the DCSO and the citizens of Douglas County.
- Implemented a new records management system. This has increased the accuracy of reports and reduced report writing and processing times.
- Implemented a new crime analysis software system giving patrol deputies and criminal investigators access to real-time crime data. This has increased the deputy's awareness of criminal activity and contributed to proactive policing of known crime hotspots.
- Developed a new strategy for the DCSO School Resource Officer Program. The new focus is based on constructive contacts and programs that emphasize prevention and intervention over apprehension. This initiative has reduced the number of arrests in schools and increased the number of positive contacts.
- Increased the overall presence of the DCSO on social media, increasing community engagement.
- Served as a departmental representative for negotiating sworn and civilian collective bargaining contracts.
- Responsible for ensuring the DCSO remains CALEA compliant. This has led the DCSO to receive CALEA's top accreditation (Gold Standard with Distinction).

- Partnered with several local law enforcement agencies to provide sporting equipment to needed areas within the community. This initiative increased positive contacts between local law enforcement agencies and members of the community.
- Appointed to the executive board for the Women's Center for Advancement.
- Appointed to the executive board for the Men against Domestic Violence Action Coalition.
- Appointed to the City of Omaha Mayor's Charter Review Committee.

Captain: Court Services Bureau**2013-2017**

Responsible for the management of duties and personnel assigned to the Records Division, Fugitive Warrants Division, Civil Process Division, Civil Proceeds Division, Building Security Division, Entrance Screening Division, County Court Security Division, and the District Court Security Division.

- Managed an 8.6 million dollar budget.
- Managed the detail security for the most populated courthouse in the State of Nebraska.
- Managed budget, payroll, grants, training, purchase orders, and equipment issue.
- Developed and implemented a new inmate transportation system which saves Douglas County taxpayers approximately \$325,000 each year.
- Developed and implemented a fee-based civil process system that saves Douglas County approximately \$19,000 each year.
- Assisted with the design and \$16 million remodel of the Douglas County Courthouse.
- Incident Commander for high-risk/profile trials.
- Incident Commander for death penalty trials.
- Incident Commander for protests and rallies.
- Incident Commander for high-risk warrants and immediate custody orders.
- Designed and coordinated the implementation of a new civil process tracking system. With the new system, the DCSO eliminated (through attrition) one full-time and one part-time position.
- Coordinated state, federal, and local authorities for special events.
- Ensured compliance with all applicable CALEA standards.
- Developed a high risk/profile court hearing plan. This led to a dramatic decrease in disturbances occurring in and around high profile court hearings.

Lieutenant: Court Services Bureau, Administrative Services Bureau**2005-2013**

Responsible for the management of duties and personnel assigned to the Research and Development Division, Employee Development Division, Front Desk Division, Title Inspection Division, School Resource Officers, Property and Evidence Division, District Court Division, County Court Division, and Entrance Screening Division.

- Managed budget, payroll, grants, training, purchase orders, and equipment.
- Responsible for overseeing all training for both sworn and civilian employees.
- Implemented a new property and evidence purging system which led to a dramatic reduction of stored property.
- Oversaw the remodel and expansion of the property and evidence room. This allowed for better storage and accountability of stored property.
- Developed a minority and female recruiting strategy, which led to several minorities and females being hired.
- Ensured compliance with all applicable CALEA standards.
- Oversaw high-profile/risk trials.
- Ensured the safety and security of all employees and visitors to the Douglas County Courthouse.

Sergeant: Uniform Patrol Division, Front Desk Division, CALEA Division**1999-2005**

Responsible for the protection of life and property, the prevention, detection, and investigation of crimes, and for maintaining law and order. I ensured all personnel followed State of Nebraska Criminal Statutes and all rules and regulations of the Douglas County Sheriff's Office.

- DCSO Reserve Deputy Unit Commander.
- Commission on Accreditation for Law Enforcement Agencies (CALEA) Coordinator.
- Responsible for ensuring compliance with all CALEA standards.

United States Air Force: Security Specialist**1986-1992**

Responsible for the protection of critical assets and maintaining peace and order on the base.

- Honorable Discharge.
- Several service related awards and commendations.

ACTIVITIES/MEMBERSHIPS

- Proud Member of Alpha Phi Alpha Fraternity Inc.
- Ohio Police Chief's Association
- Cuyahoga County Chiefs of Police Association (Board Member)
- NAACP Freedom Fighter Award recipient (2022)
- BLOC 50 Over 50 Community Service Award recipient (2022)
- Northwest High School Hall of Fame for Community Service (2021)
- UNO CPAC Distinguished Alumni Award Recipient (2021)
- Urban League of NE African American Leadership Award in Government (2018)
- Dr. Martin Luther King Jr. Diversity and Inclusivity Award (2017)
- Northwest High School freshman Academy Advisory Board
- International Association Chiefs of Police (IACP)
- Police Executive Research Forum (PERF)
- Metropolitan Chiefs Association (President 2018)
- Federal Bureau of Investigation National Academy Alumni Association (session #234)
- National Sheriff's Association (NSA)
- Women Center for Advancement (Board Member)
- Coalition RX (Board Member)
- National Organization of Black Law Enforcement Executives (Board Member)
- Black Police Officer Association (Board Member)
- African American Correctional Officer Association (Board Member)
- 100 Black Men of Omaha
- Leadership Omaha Class 27 (Past President)



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- Records
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VOTER SEARCH RESULTS

CLICK ON YOUR NAME BELOW TO SEE COMPLETE DETAILS INCLUDING INFORMATION ABOUT YOUR VOTER REGISTRATION STATUS.

Name	Address
WAYNE DEXTER HUDSON	Redacted

If you are unable to locate your voter registration information, but believe you are registered to vote, it is recommended that you search again making sure all information provided is accurate. Contact your county board of elections regarding any questions pertaining to your voter registration. [Follow this link for a full listing of Boards of Elections.](#)

[Follow this link to search again.](#)

If you are unable to locate your voter registration information but think you are registered to vote and you have not moved outside of your county of prior registration, you may be eligible to cast a provisional ballot during in-person absentee voting period at an appropriate early voting location or the county board of elections, or on Election Day at the correct polling place for your current address that may be counted.



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1. The submission of any candidate to the Council for confirmation shall be accompanied by the following:

- 1.1 A letter from the candidate requesting the appointment, if such a letter was submitted to the appointing authority;

N/A

- 1.2 A copy of the candidate's current résumé or equivalent summary of academic, professional, and experiential qualifications;

Please see attached

- 1.3 A copy of any and all professional licenses or other credentials held by the candidate that are required to be held by the appointee;

2. A letter from the appointing authority providing the following information:

- 2.1 The title of the board, agency, commission, or authority to which the candidate is being appointed;

Alcohol, Drug Addiction and Mental Health Services Board of Cuyahoga County

- 2.2 Any statutory or other qualifications required to hold the appointed position, plus a statement that the candidate meets such qualifications;

The Board of Directors shall be composed of eighteen (18) members, twelve (12) appointed by the Cuyahoga County Executive and six (6) appointed by the state appointing authority. The County Executive and State appointing authority shall make their appointments consisting of nine members interested in mental health programs and facilities and nine other members interested in alcohol, drug or gambling addiction services. The membership of the Board of Directors shall, as nearly as possible, reflect the composition of the population of the service district as to race and

sex and, the membership composition is subject to the provisions of ORC §340.02. Directors shall be residents of the service district. The candidate meets all qualifications.

- 2.3** The specific term of office during which the candidate would serve;

7/1/2025 - 6/30/2029

- 2.4** An indication of whether the candidate is being considered for a new appointment or for reappointment;

Appointment

- 2.5** For a new appointment: the name of the individual who the candidate would replace;

Omar Kurdi

- 2.6** For a reappointment: the past attendance record of the candidate, if maintained by the board, agency, commission or authority to which the candidate is being appointed;

N/A

- 2.7** A cumulative list of individuals who applied for the position;

Linda Dawson, Greg Kestin, Nancy Kelley, Melissa Williams, Wayne Hudson

- 2.8** The candidate's city and county of residence;

Cleveland, Cuyahoga

- 2.9** An indication of whether the candidate currently serves on any government, private, or non-profit board or commission;

Board of the Cuyahoga County Police Chiefs Association

- 2.10** An indication of whether any opinion was requested or issued from the Inspector General, the Ohio Ethics Commission, or other authority regarding potential conflicts of interest related to the candidate's appointment.

No ethics opinion was requested or issued.

2.11 If the candidate is being appointed to a compensated position, the starting annual compensation of the position.

There is no compensation for this position.

2.12 In the event that any of the information identified in this Section is not provided to the Council with the submission of an appointment, such omission shall be deemed sufficient grounds for rejection of a candidate's appointment by the Council.

Section 114.02: Notice of Interim Appointments

- 1.** In the event an interim appointment is made pursuant to Section 2.03 (2) of the charter, the county executive or designee shall notify the president of council within five days of making the appointment, including the date the appointment was made, and shall file the interim appointee's oath of office with the clerk of council pursuant to chapter 107 of this code.

County Council of Cuyahoga County, Ohio

Resolution No. R2026-0219

Sponsored by: County Executive Ronayne/Department of Human Resources	A Resolution authorizing a contract with Medical Mutual of Ohio in the amount not-to-exceed \$2,919,182.00 for stop loss insurance services for Cuyahoga County and Cuyahoga County Benefits Regionalization Program participants for the period 1/1/2026 – 12/31/2026; authorizing the County Executive to execute the Contract No. 6312 and all other documents consistent with said award and this Resolution; and declaring the necessity that this Resolution become immediately effective.
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WHEREAS, the County Executive/Department of Human Resources recommends entering into a contract with Medical Mutual of Ohio in the amount not-to-exceed \$2,919,182.00 for stop loss insurance services for Cuyahoga County and Cuyahoga County Benefits Regionalization Program participants for the period 1/1/2026 – 12/31/2026; and

WHEREAS, the primary goal is to reduce the County's risk as a self-insured healthcare provider; and

WHEREAS, this project is funded 100% 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 hereby authorizes a contract with Medical Mutual of Ohio in the amount not-to-exceed \$2,919,182.00 for stop loss insurance services for Cuyahoga County and Cuyahoga County Benefits Regionalization Program participants for the period 1/1/2026 – 12/31/2026.

SECTION 2. That the County Executive is authorized to execute Contract No. 6312 and all other documents consistent with said award and this Resolution. To the extent that any exemptions are necessary under the County Code and contracting procedures, they shall be deemed approved by the adoption of 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 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: July 21, 2026

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

Journal _____
_____, 20____

PURCHASE-RELATED TRANSACTIONS

Title	Human Resources; 2026 Contract with Medical Mutual of Ohio for Stop Loss Coverage on the County's Healthcare Benefits for the period January 1, 2026 to December 31, 2026 in the amount not to exceed \$2,919,182.00.
Department or Agency Name	Human Resources
Requested Action	☒ Contract ☐ Agreement ☐ Lease ☐ Amendment ☐ Revenue Generating ☐ Purchase Order ☐ Other (please specify):

Original (O)/ Amendment (A-#)	Contract No. (If PO, list PO#)	Vendor Name	Time Period	Amount	Date BOC/Council Approved	Approval No.
O	6312	Medical Mutual of Ohio	1/1/2026-12/31/2026	\$2,919,182.00		PENDING

Service/Item Description (include quantity if applicable). When submitting an amendment, address any changes to the time period of the agreement, reduction or addition of funds, changes to the existing scope of services, changes to service rates/costs, and retroactive applicability of the changes, if any.

The County provides employees with medical insurance coverage as part of the employee benefits package. Due to the number of employees, the County is a self-insured employer and thus requires the services of a medical benefits administrator. Medical Mutual Services, LLC (Medical Mutual) was the highest ranked provider resulting from an RFP conducted in 2024, providing the greatest value and flexibility to the County and its employees. As the medical benefits administrator, Medical Mutual is the only vendor that could feasibly provide stop loss coverage for claims. Due to the nature of claims, stop loss rates and terms are re-evaluated and negotiated on a yearly basis resulting in an annual renewal and contract.

As a self-insured employer, all medical claims are paid by the County to the providers through the administrator (Medical Mutual). The stop loss coverage limits the County's risk by capping individual claims at a set limit of \$750,000 for the County and \$300,000 for the Board of DD.

Indicate whether: ☐ New service/purchase ☒ Existing service/purchase ☐ Replacement for an existing service/purchase (provide details in Service/Item Description section above)

For purchases of furniture, computers, vehicles: ☐ Additional ☐ Replacement
Age of items being replaced: **How will replaced items be disposed of**

Project Goals, Outcomes or Purpose (list 3):

The goal of this contract is to limit the County's financial risk for medical benefit claims.

In the boxes below, list Vendor/Contractor, etc. Name, Street Address, City, State and Zip Code. Beside each vendor/contractor, etc. provide owner, executive director, other (specify). If there are multiple vendors copy this table and complete for each vendor.

Vendor Name and address:	Owner, executive director, other (specify):
Medical Mutual Services, LLC	Tony Helton, CEO

100 American Road Cleveland, OH 44114	
Vendor Council District:	Project Council District:
03	County-wide
If applicable provide the full address or list the municipality(ies) impacted by the project.	

COMPETITIVE PROCUREMENT	NON-COMPETITIVE PROCUREMENT
RQ# _____ ☐ RFB ☐ RFP ☐ RFQ ☐ Informal ☐ Formal Closing Date:	Provide a short summary for not using competitive bid process. As the healthcare benefits administrator, Medical Mutual is the only feasible vendor to provide stop loss coverage. This contract continues the services provided on the expired agreement. Medical Mutual was originally selected through a 2024 RFP process. *See Justification for additional information.
The total value of the solicitation:	☒ Exemption
Number of Solicitations (sent/received) /	☐ State Contract, list STS number and expiration date ☐ Government Coop (Joint Purchasing Program/GSA), list number and expiration date
Participation/Goals (%): () DBE () SBE () MBE () WBE. Were goals met by awarded vendor per DEI tab sheet review? ☐ Yes ☐ No, please explain. If no, has this gone to the Administrative Reconsideration Panel? If so, what was the outcome?	☐ Sole Source ☐ Public Notice posted by Department of Purchasing. Enter # of additional responses received from posting ().
Recommended Vendor was low bidder: ☐ Yes ☐ No, please explain:	☐ Government Purchase ☐ Alternative Procurement Process
How did pricing compare among bids received?	☐ Contract Amendment - (list original procurement) ☐ Other Procurement Method, please describe:

Is Purchase/Services technology related ☒ No ☐ Yes If yes, list date of TAC approval and answer the questions below.	
List date of TAC approval	Date:
☐ Check if item on IT Standard List of approved purchase and provide date of TAC approval.	

☐ Check if item is ERP related? ☐ No ☐ Yes.

Are the purchases compatible with the new ERP system? ☐ Yes ☐ No, please explain.

FUNDING SOURCE: Please provide the complete, proper name of each funding source (No acronyms). Include % for each funding source listed.

100% Self-Insurance Fund

Is funding for this included in the approved budget? ☒ Yes ☐ No (if "no" please explain):

List all Accounting Unit(s) upon which funds will be drawn and amounts if more than one accounting unit.

HR765100: \$2,107,280.68

HR765115: \$811,901.32

Payment Schedule: ☐ Invoiced ☒ Monthly ☐ Quarterly ☐ One-time ☐ Other (please explain):

Provide status of project.

Due to the complexity of the contract, this coverage is currently in place for the active 2026 plan year.

Is contract/purchase late ☐ No ☒ Yes, In the fields below provide reason for late and timeline of late submission

Reason:

Stop loss rates are not set until the new year as the vendor wants as much previous year data as possible. In this instance, MMO required a new contract for 2026 within which there were numerous contract redlines that required multiple reviews by the County and MMO which contributed to further delays.

Timeline

Project/Procurement Start Date (date your team started working on this item): 3/16/2026

Date documents were requested from vendor: 5/20/2026

Date of insurance approval from risk manager: 7/6/2026

Date Department of Law approved Contract: 7/1/2026

Detail any issues that arose during processing in Infor, such as the item being disapproved and requiring correction:

If late, have services begun? ☐ No ☒ Yes (if yes, please explain)

Coverage is already in place pending approval of the agreement.

Have payments been made? ☒ No ☐ Yes (if yes, please explain)

HISTORY (see instructions):

Previous Agreement

Prior Original (O) and subsequent Amendments (A-#)	Contract No. (If PO, list PO#)	Vendor Name	Time Period	Amount	Date BOC/Council Approved	Approval No.
O	5092	Medical Mutual	1/1/2025-12/31/2025	\$2,126,403.00	2/11/2025	R2025-0067

Detailed Timeline:

1/5/2026 – HR Fiscal requested update on 2026 Stop Loss proposal.
2/6/2026 – HR Fiscal follow up.
2/13/2026 – Benefits consultant confirms with MMO that coverage is in place with payments on hold until agreement is completed.
3/10/2026 – HR Fiscal follow up.
3/16/2026 – Draft proposal received from MMO. Clarifications requested.
3/20/2026 – Redlined draft received from MMO.
3/25/2026 – Draft requested from Law.
5/20/2026 – Draft agreement received from Law and sent to MMO.
6/9/2026 – Redlines received from MMO.
6/9/2026 – Redlines sent back to MMO from Risk and Law.
6/16/2026 – Clarification provided to MMO.
6/24/2026 – Redlines received back from MMO.
6/29/2026 – Redlines sent to Law.
7/1/2026 – Redlines received back from Law and sent to MMO.
7/6/2026 – Signed agreement received from MMO. COI approved by Risk.

Department of Purchasing – Required Documents Checklist

Upload as “word” document in OnBase Document Management

RQ# (if applicable)	N/A
PO Code	EXMT
CM Contract #	6312

Late Submittal Required:	Yes ☒	No ☐
Why is the contract being submitted late?	Stop loss rates are not set until the new year as the vendor wants as much previous year data as possible. In this instance, MMO required a new contract for 2026 within which there were numerous contract redlines that required multiple reviews by the County and MMO which contributed to further delays.	
What is being done to prevent this from reoccurring?	The County continues to push MMO to provide renewals in a timely manner, where possible.	

TAC Approval/Request Item?	Yes ☐	No ☒
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OTHER THAN FULL AND OPEN COMPETITION Exemptions (Contract) Reviewed by Purchasing				
			Department Initials	Purchasing
Briefing Memo			SW	Attached
Justification Form			SW	OK
IG#	23-0423 REG 22-0168 REG exp. 12/31/2026		SW	DCC
Annual Non-Competitive Bid Contract Statement (See Contracts Checklist Glossary on the intranet for form requirements).	Date:		N/A	N/A
Debarment/Suspension Verified	Date:	7/1/2026	SW	OK
Auditor's Findings	Date:	7/1/2026 7/7/2026	SW	OK (revised)
Vendor's Submission			SW	OK
Independent Contractor (I.C.) Form	Date:	5-11-2026	SW	OK
Cover - Master contracts only			N/A	
Contract Evaluation – if required provide most recent CM history on contract history table (see pg 2)			SW	OK
TAC/CTO Approval or TAC Request Communication (if required attach and identify relevant page # or meeting approval number)			N/A	N/A (per department comment)
Checklist Verification			SW	DCC

Other documentation may be required depending upon your specific item

Glossary of Terms at: <https://intranet.cuyahoga.cc/policies-procedures/procurement-information>

Reviewed by Law	
	Department Initials
Agreement/Contract and Exhibits	SW
Matrix Law Screen shot	SW
COI	SW
Workers' Compensation Insurance	SW

Department of Purchasing – Required Documents Checklist

CONTRACT SPENDING PLAN

Time Period	Accounting Unit	Budget Edit Group	Activity Code	Amount
01/01/2026-12/31/2026	HR765100	OTHER EXPENDITURES		\$2,107,280.68
01/01/2026-12/31/2026	HR765115	OTHER EXPENDITURES		\$811,901.32
			TOTAL	\$2,919,182.00

CONTRACT HISTORY (see Contract Evaluation, if applicable/ to be completed by Department)

CE/AG# (if applicable)		N/A			
RQ# (if applicable)		RQ14216			
CM Contract#		5092			
	Original Amount	Amendment Amount (if applicable)	Original Time Period/Amended End Date	BOC/ Resolution Approval Date	BOC/ Resolution Approval #
Original Amount	\$2,126,403.00		1/1/2025-12/31/2025	2/11/2025	R2025-0067
Prior Amendment Amounts (list separately) (A-#)					
		\$			
		\$			
Pending Amendment		\$			
Total Amendments		\$			
Total Contract Amount		\$			

PURCHASING USE ONLY

Prior Resolutions:	
Current CM#:	6312
Vendor Name: (if applicable include any fka, dba, or aka's)	Medical Mutual of Ohio
Time Period:	1/1/2026-12/31/2026
Amount:	\$2,919,182.00mm
History/Contract Evaluation:	OK
Electronic Language:	☐ Yes If No, ☒ select box to indicate "WET" signature required
Purchasing Notes:	7/7/2026: Attach IG written verification if the vendor under 23-0423 (MedMutual Life Insurance Company) is also actually for Medical Mutual of Ohio as well. Change contract tab expiration to 12/31/2026.
Purchasing Agents Initials and date of approval	DCC 7/8/2026

Department of Purchasing – Required Documents Checklist

The image displays four screenshots of software interfaces used in the procurement process:

- Top Left:** A screenshot of a software interface showing a list of items or contracts with columns for item number, description, quantity, and price.
- Top Right:** A screenshot of a software interface showing a detailed view of a contract or purchase order. It includes fields for "Original Amount", "Amendment Amount", "Original Time Period", and "BDC Resolution".
- Bottom Left:** A screenshot of a software interface showing a list of items or contracts, similar to the top left, but with a different layout and filters.
- Bottom Right:** A screenshot of a software interface showing a detailed view of a contract or purchase order, similar to the top right, but with a different layout and filters.



JUSTIFICATION FOR USE OF NON-COMPETITIVE PROCESS

The County requires submitting departments to provide a business case which includes specific details supporting the contract/purchase being made.

As a consequence, departments need to provide detailed information justifying any purchases to be made non-competitively. The County has developed a justification packet for completion. If submitting a request for a non-competitive purchase, the department must complete this form, and attach it (along with supporting documentation) in the procurement software system.

A review of the contract/purchase request will not be completed without a signed completed justification packet uploaded as an attachment when submitting the contract/purchase request in the procurement software system. It is critically important, and incumbent upon the department to fully and accurately complete the form in order to avoid any lengthy and unnecessary delays in processing the contract/purchase request.

Requestor	Stephen Witt Human Resources
Requestor Phone Number	216-698-2372
Date	7/6/2026
Requisition Number	CM6312

OPERATING DEPARTMENT & ACTIVITY: (Choose 1)

The Department of Human Resources plans to contract with Medical Mutual of Ohio, for Stop Loss Coverage the period January 1, 2026 – December 31, 2026 in the amount not-to-exceed \$2,919,182.00

Check the appropriate box:

Governmental Purchase - County Code 501.12 (B)(2)(vi)

State Contract Purchase – County Code 501.12(B)(2)(x)

Lower than State Contract Purchase - County Code 501.12(B)(2)(ix)

Cooperative Purchasing - County Code 501.12(B)(2)(ix)

Federal Contracts

Joint Purchasing Programs (includes GSA)

☐ **Contract Amendment**

Contract # _____ RQ# _____

X RFP Exemption – County Code 501.12(B)(2)(xi)

Community Rehabilitation Program (CRP) - O.R.C. 125.60 - O.R.C. 125.607

Public Utility (911 System) - O.R.C. 128.03(F)

Exemption from Aggregation of Contracts -County Code 501.05(C)(2)

Alternative Procurement Process – County Code 501.12(B)(2)(vii)

Federal, State, or Other Grant Application Program (County Code 501.12(B)(2)(viii)

Revised: 11/13/2025

Page 2 of 5

1. Description of Supplies or Services, amount of purchase; if a contract or an amendment list start date and end date, and/or scope change if an amendment.

The County provides employees with medical insurance coverage as part of the employee benefits package. Due to the number of employees, the County is a self-insured employer and thus requires the services of a medical benefits administrator. Medical Mutual Services, LLC (Medical Mutual) was the highest ranked provider resulting from an RFP conducted in 2024, providing the greatest value and flexibility to the County and its employees. As the medical benefits administrator, Medical Mutual is the only vendor that could feasibly provide stop loss coverage for claims. Due to the nature of claims, stop loss rates and terms are re-evaluated and negotiated on a yearly basis resulting in an annual renewal and contract.

As a self-insured employer, all medical claims are paid by the County to the providers through the administrator (Medical Mutual). The stop loss coverage limits the County's risk by capping individual claims at a set limit of \$750,000 for the County and \$300,000 for the Board of DD.

If contract or contract amendment term has begun, please respond to questions 1a. and 1b below:

1a. Why is the contract/amendment being submitted late?

The Stop Loss rates/proposal are not set until after the full closure of the previous benefits year. Once closed, Medical Mutual reviews and proposes rates and terms for the next agreement. These are then reviewed by the County's benefits consultant. This iteration required lengthy back and forth between Law and MMO, with significant delays in reviews. The MMO signed copy was not received until July.

1b. What is being done to prevent this from reoccurring?

HR Fiscal continues to push for this process to be started as early as possible. This year, updates were requested as early as January 5th.

2. Funding Source(s) including percentage breakdown and the actual fund name(s).

100 % Self-Insurance Fund

3. Was the specific project funding included in OBM-approved budget for the current year? If not, please explain.

Yes

4. Rationale Supporting the Use of the Selected Procurement Method (include state contract # or cooperative purchasing contract # and expiration date)

As the medical benefits administrator, Medical Mutual is the only vendor that can reasonably provide stop loss coverage.

5. What other available options and/or vendors were evaluated? If none, include the reasons why (*Attach supporting documentation such as other vendor quotes/pricing*).

N/A. HR has sought other quotes in the past but all were tied to the requirement that that vendor also be the medical benefits administrator.

6. What ultimately led you to this product or service? Why was the recommended vendor selected? How was it determined that the anticipated cost is fair and reasonable? (*Attach supporting documentation*).

Medical Mutual was selected as the medical benefits administrator via an RFP in 2024.

7. Provide an explanation of unacceptable delays in fulfilling the County's need that would be incurred if award was made through a competitive process. (*Attach supporting documentation*).

Due to the delays in finalizing this agreement, Medical Mutual requires signature in August otherwise they may void coverage which is already in place.

8. Describe what future plans, if any, your department can take to permit competition before any subsequent purchases of the required supplies or services. In none, please explain why.

HR continues to push for this process to begin as early as possible.

CERTIFICATION REQUIREMENTS

I certify that the information contained in and attached to this Justification is accurate and complete to support the recommendation.

I further certify that the attached narrative justification verifies Cuyahoga County's minimum need or schedule requirements and any rationale used to justify the non-competitive request.

Signature of Director:

Joshua A. Nemastil

Date: 7/6/26

CM6312

RQ# _____

Procurement software system title:

Human Resources; 2026 Contract with Medical Mutual of Ohio for Stop Loss Coverage on the County's Healthcare Benefits for the period January 1, 2026 to December 31, 2026 in the amount not to exceed \$2,919,182.00.

CONTRACT EVALUATION FORM

Contractor	Medical Mutual of Ohio				
Current Contract History: CE/AG# (if applicable) Infor/Lawson PO#:	CM5092				
RQ#	14216				
Time Period of Original Contract	1/1/2025-12/31/2025				
Background Statement	The County is a Self-Insured employer for healthcare costs. This leads to a need for Stop Loss Coverage to limit the County's potential loss on significant claims.				
Service Description	Medical Mutual Stop Loss Coverage to the County and BODD at limits of \$750,000 and \$300,000 respectively. Any individual claims over the set limits are covered by MMO rather than the County.				
Performance Indicators	Number of claims hitting limit. Vendor responsiveness. Cost.				
Actual Performance versus performance indicators (include statistics):	The County has several claims that near or exceed these limits annually, making this contract a good risk mitigator. Medical Mutual could be more responsive during the contracting process.				
Rating of Overall Performance of Contractor	Superior	Above Average	Average	Below Average	Poor
Select One (X)		X			
Justification of Rating	Medical Mutual covers the claims as required. Contracting responsiveness could be better.				
Department Contact	Stephen Witt				
User Department	Human Resources, Board of Developmental Disabilities				
Date	7/1/2026				