



**AGENDA**  
**CUYAHOGA COUNTY HUMAN RESOURCES, APPOINTMENTS & EQUITY**  
**COMMITTEE MEETING**  
**TUESDAY, JULY 13, 2021**  
**CUYAHOGA COUNTY ADMINISTRATIVE HEADQUARTERS**  
**C. ELLEN CONNALLY COUNCIL CHAMBERS – 4<sup>TH</sup> FLOOR**  
**10:00 AM**

- 1. CALL TO ORDER**
- 2. ROLL CALL**
- 3. PUBLIC COMMENT**
- 4. APPROVAL OF MINUTES FROM THE JUNE 29, 2021 MEETING**
- 5. MATTERS REFERRED TO COMMITTEE**
  - a) R2021-0162: A Resolution confirming the County Executive's reappointment of Reverend Cory Jenkins to serve on the Cuyahoga Community College Board of Trustees for the term 6/23/2021 – 6/22/2026; and declaring the necessity that this Resolution become immediately effective.
  - b) O2021-0011: An Ordinance amending Section 206.13 of the County Code providing for appointment and staggered terms of the members of the Commission on Human Rights; and declaring the necessity that this Ordinance 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. Please see the Clerk to obtain a complimentary parking pass.*

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



## **MINUTES**

**CUYAHOGA COUNTY HUMAN RESOURCES, APPOINTMENTS & EQUITY  
COMMITTEE MEETING  
TUESDAY, JUNE 29, 2021  
CUYAHOGA COUNTY ADMINISTRATIVE HEADQUARTERS  
C. ELLEN CONNALLY COUNCIL CHAMBERS – 4<sup>TH</sup> FLOOR  
10:00 AM**

**1. CALL TO ORDER**

**Chairwoman Brown called the meeting to order at 10:03 a.m.**

**2. ROLL CALL**

**Ms. Brown asked Assistant Deputy Clerk Johnson to call the roll. Committee members Brown, Gallagher, Miller, Sweeney and Conwell were in attendance and a quorum was determined.**

**3. PUBLIC COMMENT**

**There were no public comments given.**

**4. APPROVAL OF MINUTES FROM THE JUNE 15, 2021 MEETING**

**A motion was made by Mr. Miller, seconded by Mr. Sweeney, and approved by unanimous vote to approve the minutes from the June 15, 2021 meeting.**

**5. MATTERS REFERRED TO COMMITTEE**

- a) R2021-0152: A Resolution adopting various changes to the Cuyahoga County Non-bargaining Classification Plan; and declaring the necessity that this Resolution become immediately effective.

**Mr. Albert Bouchahine, Manager of Classification and Compensation for the Personnel Review Commission, addressed the Committee regarding Resolution No. R2021-0152. Discussion ensued.**

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

**On a motion by Mr. Sweeney with a second by Ms. Brown, Resolution No. R2021-0152 was considered and approved by unanimous vote to be referred to the full Council agenda for second reading.**

#### **6. MISCELLANEOUS BUSINESS**

**Committee members requested an update from Mr. Jesse Drucker, Director of Human Resources, regarding furlough pay for Cuyahoga County retirees. Mr. Drucker advised the Committee that he will provide an update to the Council.**

#### **7. ADJOURNMENT**

**With no further business to discuss, Chairwoman Brown adjourned the meeting at 10:08 a.m., without objection.**

# County Council of Cuyahoga County, Ohio

## Resolution No. R2021-0162

Sponsored by: <b>County Executive Budish</b>	<b>A Resolution</b> confirming the County Executive’s reappointment of Reverend Cory Jenkins to serve on the Cuyahoga Community College Board of Trustees for the term 6/23/2021 – 6/22/2026; and declaring the necessity that this Resolution become immediately effective.
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WHEREAS, pursuant to Ohio Revised Code Chapter 3354.05, the former Cuyahoga County Board of Commissioners created a board of trustees of a community college district; and

WHEREAS, the Cuyahoga Community College Board of Trustees in collaboration with the College President are charged with fulfilling the goals set forth in the College Mission Statement; and

WHEREAS, members of the Cuyahoga Community College Board of Trustees shall be appointed to serve a five (5) 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;” and

WHEREAS, County Executive Budish has nominated Reverend Cory Jenkins to serve on the Cuyahoga Community College Board of Trustees for the term 6/23/2021 – 6/22/2026:

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

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

**SECTION 1.** That the Cuyahoga County Council hereby confirms the County Executive’s reappointment of Reverend Cory Jenkins to serve on the Cuyahoga Community College Board of Trustees for the term 6/23/2021- 6/22/2026:

**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. Provided that this Resolution receives the affirmative vote of at least eight members of Council, this Resolution shall become immediately effective.

**SECTION 3.** It is found and determined that all formal actions of this Council concerning and relating to the 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 6, 2021

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

Journal \_\_\_\_\_  
\_\_\_\_\_, 20\_\_



June 24, 2021  
Pernel Jones, Jr., President  
Cuyahoga County Council  
Cuyahoga County Administration Building  
2079 E.9th, 8th Floor  
Cleveland, OH 44115

Re: Cuyahoga Community College (Tri-C) Board of Trustees

Dear President Jones:

Pursuant to Section 3354.05(A) of the Ohio Revised Code, I am pleased to submit the following appointment to the Cuyahoga Community College ("Tri-C") Board of Trustees:

Re-appointment

- **Cory Jenkins**, 5-year term, 06/23/2021-6/22/2026

The Tri-C Board is comprised of nine members – six appointed by the County Executive, and three appointed by the Governor of the State of Ohio [ORC 3354.05(A)]. Board members must be residents of the community college district. Ohio Revised Code stipulates that members shall serve a five-year term and permits members to continue serving beyond the expiration of term until a successor takes office, or for a period of sixty days – whichever occurs first. This board is uncompensated.

I have attached a copy of the nominee's resume for your review.

There are no known conflicts of interest for which an advisory opinion has been requested. There are no other candidates on file that applied 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 Michele Pomerantz in my office at 216-263-4605.

Sincerely,

Armond Budish  
Cuyahoga County Executive

Rev. Cory Jenkins, a native of Brooklyn, New York, earned his Bachelor of Arts degree in Business Administration from Morehouse College with Phi Beta Kappa distinction. Rev. Jenkins earned his Masters of Divinity degree from Princeton Theological Seminary with a concentration in Practical Theology.

Rev. Jenkins has faithfully served the Greater Cleveland area in the following capacities; Senior Pastor of Shiloh Baptist Church, Board of Directors for Northern Ohio Blood Services of the American Red Cross, and the Board of Trustees for Cuyahoga Community College. Most recently, Rev. Jenkins was elected Vice-Chair of the Board of Trustees at Cuyahoga Community College.

In April 2018, Rev. Cory and his wife Rev. Courtney were inducted in the College of Pastoral Leadership at Morehouse College. The induction was held in conjunction with the 50<sup>th</sup> Anniversary of the assassination of the Rev. Dr. Martin Luther King, Jr.

Rev. Cory was recognized by Kaleidoscope Magazine's "Top 40 Under 40." in greater Cleveland. Additionally, Rev. Jenkins has served as a contributing writer for the National Baptist Voice, the official publication for the National Baptist Convention USA, Inc.

Rev. Cory Jenkins is married to his seminary sweetheart Reverend Courtney Clayton Jenkins, Senior Pastor & Teacher of South Euclid United Church of Christ and a graduate of Spelman College. Rev. Cory and Rev. Courtney were selected as one of the "Most Interesting Couples" by Cleveland Magazine. Their selection was due, in part, to the unique fact at that time they both served two of the oldest congregations in the city at such young ages. Rev. Cory and Rev. Courtney were also featured by Black Enterprise Magazine as a new paradigm for careers in faith.

Together, Rev. Cory and Rev. Courtney travel the country facilitating workshops and seminars stressing family stabilization. They are excited about sharing a life of love and ministry together. He is now blessed to serve alongside Rev. Courtney as the Minister of Worship & Special Projects at South Euclid UCC.

On March 18, 2014, Rev. Cory and Rev. Courtney rejoiced in the arrival of their son, Caleb Cory Clifford. He is their "gift from God!" They are excited to begin this new chapter in their lives with God's guidance.

With all the life lessons the Lord has blessed Rev. Jenkins to learn, he knows that only the awesome and healing power of God has sustained him to reach this place on his faith journey. It is this knowledge that continuously serves as the foundation for his personal ministry as he seeks to serve this present age as an ambassador for Christ.



# County Council of Cuyahoga County, Ohio

## Ordinance No. O2021-0011

Sponsored by: <b>County Executive Budish</b>	<b>An Ordinance</b> amending Section 206.13 of the County Code providing for appointment and staggered terms of the members of the Commission on Human Rights; and declaring the necessity that this Ordinance become immediately effective.
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WHEREAS, by Ordinance O2018-0009, dated September 25, 2018, this Council created the Cuyahoga County Commission on Human Rights (the “Commission”) to promote principles of diversity, inclusion, and harmony in the County through education, community events, the provision of advice to this Council and the County Executive, and through receiving and resolving complaints filed with the Commission; and

WHEREAS, in order to maintain continuity of operation of the Commission, the County desires to provide for staggered terms of the members of the Commission; and

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

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

**SECTION 1.** Section 206.13 of the Cuyahoga County Code is hereby amended to read as follows (deletions are stricken, additions are bold and underlined):

**Section 206.13: Commission on Human Rights**

- A. **Establishment of a Commission on Human Rights.** A County Commission on Human Rights is hereby established (“Commission”). The purpose of the Commission shall be to promote principles of diversity, inclusion, and harmony in the County of Cuyahoga through education, community events, the provision of advice to the Cuyahoga County Council (“Council”) and Cuyahoga County Executive (“Executive”), and through receiving and resolving Complaints filed under this Title.
- B. **Composition.** The Commission shall consist of three (3) members appointed by the Executive subject to confirmation by the Council. As a quasi-judicial body, the members of the Commission shall be composed of attorneys licensed to

practice in the State of Ohio. Members of the Commission shall serve without compensation but may be reimbursed for their reasonable expenses incurred in the performance of their duties.

- C. **Term.** Beginning in January 2021, one of the three ~~P~~persons appointed to the Commission shall serve for a term of 12 months or until a successor is appointed, one of the three persons appointed to the Commission shall serve for 24 months or until a successor is appointed, and one of the three persons appointed to the Commission shall serve for 36 months or until a successor is appointed. Thereafter persons appointed to the Commission shall serve as members for 24 months. No person shall serve as a member of the Commission for more than two consecutive 24-month terms.

The Commission shall elect a chairperson. The chairperson shall serve for a term of 24 months. The Commission may designate the same member to serve as the chairperson of the Human Rights Commission for a second term of 24 months or until a successor is appointed.

- D. **Meetings of Commission; Quorum.** The Commission shall meet quarterly and at such other times as the chairperson directs. A simple majority of the members of the Commission shall constitute a quorum for the transaction of business.

E. **Vacancy; Removal.**

1. A member of the Commission may be removed by an affirmative vote of the other members if he or she has unexcused absence at two or more regular meetings of the Commission during any calendar year.
2. In the event of such vacancy, death, resignation, or removal of any person either as member or chairperson, the successor shall be appointed by the Executive to serve the unexpired term for which such person had been so appointed. A person appointed to an unexpired term pursuant to this section may, in addition, serve two consecutive terms.

- F. **Governance.** The Commission shall formulate its own rules and procedures in accordance with the rules and procedures as set forth in Title 15. The Commission may create volunteer Task Forces, Advisory Councils, or Sub-Committees as it deems appropriate.

- G. **Budget.** There shall be a line item in the County's Budget to cover the operating expenses of the Commission, including staff salaries.

- H. **Functions and Responsibilities.** The functions and responsibilities of the Commission shall include the following:

1. Receive and investigate complaints under Title 15.
2. Provide all required notices under Title 15;
3. Attempt to conciliate or mediate complaints alleging violations under Title 15;

4. Recruit, appoint, train, and supervise the professional and clerical staff for the administration and operation of this Chapter and Title 15;
5. Promote principles of diversity, inclusion, and harmony in the County of Cuyahoga through education and community events to:
  - a. Foster mutual understanding and respect among all persons in the County of Cuyahoga and encourage equality of treatment for, and prevent discrimination against any group or its members;
  - b. Educate all persons residing and working in the County of Cuyahoga and, in particular, employers, landlords, educators, and business owners, about the importance of non-discrimination toward each member of the community;
  - c. Conduct investigations and studies related to the problems and effects of prejudice, intolerance, bigotry, and discrimination, and ways to prevent and eliminate them and any other studies that will aid in effectuating the general purposes and provisions of this Title. Issue publications and reports of investigations and research related to said studies;
  - d. Establish advisory-commissions from the community and/or utilize existing county boards and commissions to assist the Executive in the execution of his/her duties and functions related to outreach and education efforts. The advisory-commissions may furnish advice, gather information, and make recommendations related to community relations/discrimination prevention;
  - e. Work with federal, state and city agencies in developing educational programs, public forums, and strategies for achieving harmonious inter-group relations within the County of Cuyahoga, and to engage in other anti-discrimination activities for the promotion of equal rights and opportunities for all persons; and
  - f. Enlist the cooperation of various groups and organizations in mediation efforts, programs and campaigns devoted to preventing and eliminating prejudice, intolerance, bigotry and discrimination.
6. Submit an annual report of activities by March 1st of each Calendar Year to the Executive and the Council, which shall be published on the County's website. Such annual report shall include information for the calendar year regarding:
  - a. *Inquiries received from the public.* The information regarding inquiries received by and from the public shall include, but not be limited to:
    - i. total number of inquiries;
    - ii. number of inquiries made by limited-English proficient persons disaggregated by language;

- iii. subject matter of inquiries disaggregated by the alleged category of unlawful discriminatory practice as set forth in this Title and the protected class of person, and
      - iv. number of inquiries resolved by pre-hearing intervention.
    - b. Complaints filed under Title 15. The information regarding Complaints filed shall include, but not be limited to, the number of Complaints filed and shall be aggregated by:
      - i. category of alleged discriminatory practice(s), as set forth under Title 15, alleged;
      - ii. basis of the alleged discriminatory practice based on the protected class of the Complainant;
      - iii. whether the Complaint was resolved by mediation, conciliation, or referral as set forth under Title 15; a finding of no discrimination, as set forth in Title 15; or hearing, as set forth under Title 15;
      - iv. number of days the Complaint was outstanding at the time such resolution occurred; and
      - v. whether a civil penalty was imposed and, if so, the dollar amount of such penalty.
- I. **Powers and Duties.** The Commission shall enforce the provisions of this Chapter and Title 15 of this Code and any rules or regulations promulgated thereunder. The powers and duties of the Commission shall include the following:
1. Shall and have jurisdiction to review, hear, decide, and enforce final decisions rendered under Title 15 as set forth in Section 1502.05;
  2. Issue subpoenas to compel the attendance of witnesses and require the production of any evidence relating to any matter under investigation and consideration under Title 15, and to take proof with respect thereto;
  3. Command the production of any names of persons necessary for the investigation of any person, institution, workplace, club, or other place or provider of public accommodation under Title 15;
  4. Require any person or persons who are the subject of an investigation under Title 15 to preserve such records as are in the possession of such person or persons and to continue to make and keep the type of records that have been made and kept by such person or persons in the ordinary course of business within the previous two years, which records are relevant to the determination whether such person or persons have committed unlawful discriminatory practices as defined by Title 15 with respect to activities in the County of Cuyahoga;
  5. Upon a finding of discriminatory practice in violation of Title 15, issuing cease and desist order(s), assessing a civil administrative penalty against any Respondent, and taking any such further action authorized under Title 15;

6. Recommend to the Executive and to the Council, legislation to aid in carrying out the purposes of Title 15 and for the promotion of equal rights and opportunities for all persons;
7. Adopt, promulgate, amend and rescind rules and procedures necessary to carry out the purposes and provisions of Title 15;
8. Taking all necessary action in the appropriate court to secure the production of all records, documents, or other evidence necessary in carrying out the provisions of Title 15;
9. Enter into contracts for goods or services as may be reasonably necessary to fulfill the Commission's duties in accordance with the County's contracts and purchasing procedures;
10. Exercising all powers reasonable and necessary to fulfill the purpose of this Chapter and Title 15.

**J. Professional and Clerical Staffs of the Commission.** The Commission may appoint such professional, clerical, and other positions as may be necessary to properly carry out its duties in accordance with the budget approved by Council.

**K. Executive Director; Duties.**

1. The County Executive shall appoint an Executive Director to oversee the day to day activities of the Commission and to execute the policies and other actions approved by the Commission.
2. The Executive Director shall be responsible for the recruitment, selection, training, and supervision of the professional and clerical staff and shall oversee the administration and operation of the Commission.
3. The Executive Director shall attempt to conciliate or mediate complaints through the recruitment of volunteer attorneys or other persons with training in civil rights law whenever practical

**SECTION 2.** It is necessary that this Ordinance become immediately effective for the usual daily operation of the County; the preservation of public peace, health, or safety in the County; and any additional reasons set forth in the preamble. Provided that this Ordinance receives the affirmative vote of at least eight members of Council, it shall take effect and be in force immediately upon the earliest occurrence of any of the following: (1) its approval by the County Executive through signature, (2) the expiration of the time during which it may be disapproved by the County Executive under Section 3.10(6) of the Cuyahoga County Charter, or (3) its passage by at least eight members of Council after disapproval pursuant to Section 3.10(7) of the Cuyahoga County Charter. Otherwise, it shall take effect and be in force from and after the earliest period allowed by law.

**SECTION 3.** It is found and determined that all formal actions of this Council relating to the adoption of this Ordinance were adopted in an open meeting of the Council, and that all deliberations of this Council and of any of its committees that

