

MINUTES
Cuyahoga County Human Resource Commission
Wednesday, November 6, 2013
Lakeside Place Building
323 W. Lakeside Avenue, Suite 400
5:00 p.m.

1) CALL TO ORDER

Chairwoman Kathleen Walsh called the meeting to order at 5:04 p.m. Commissioner Simmons made a motion to approve the minutes from the October 23, 2013 meeting. Commissioner Wolff seconded the motion. All were in favor; no objections.

2) ATTENDANCE

Chairwoman Kathleen Walsh, Commissioner Angela Simmons, Commissioner Robert Wolff, HRC Administrator Rebecca Kopcienski, HRC Coordinator Jessica Vezina, HRC Staff Attorney Sara DeCaro, Assistant Prosecutor Nora Graham, Assistant Law Director Amy Marquit-Renwald, HR Director Elise Hara and HR Trainer Kathy Jackson.

3) PUBLIC COMMENT– Nothing Submitted

4) UNFINISHED BUSINESS

a) Appeals

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

Assistant Law Director Marquit-Renwald updated the Commission on the status of these appeals. She noted that the proposed settlement of these appeals is under review by Public Works Director Teeuwen. Ms. Marquit-Renwald will update the Commission at the November 20, 2013 HRC meeting.

- ii) Margaret Keenan – Appeal recommended for dismissal.

Chairwoman Walsh made a motion to dismiss the appeal of Ms. Keenan due to lack of jurisdiction; Commissioner Wolff seconded the motion. All were in favor; no objections.

5) NEW BUSINESS

- a) HR Director Hara – HR Metrics update

Director Hara presented metrics on disciplinary actions and the Human Resources department's training efforts to date. She and Ms. Jackson spoke with the Commission regarding best practices and next steps regarding merit and fitness. Discussion ensued.

b) Appeals

i) Michael Salay – Report and Recommendation

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

ii) JoAnna Pugh-Fitzpatrick – Report and Recommendation

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

iii) Frank Rives – Report and Recommendation

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

iv) Lenay Stevers – Report and Recommendation

Chairwoman Walsh made a motion to hold Ms. Stevers' appeal in abeyance until the November 20, 2013 HRC meeting; Commissioner Wolff seconded the motion. All were in favor; no objections.

c) Administrator's Report – HRC Staff Training in Columbus

HRC Administrator Kopcienski briefed the Commission on the HRC staff training in Columbus on October 28 – October 30, 2013 which included a day with the Great Lakes Employment Assessment Network, a day observing operations of the Columbus Civil Service Commission and a day of EEOC training. Ms. Kopcienski advised the Commissioners she will continue to explore opportunities for staff training relevant to employment testing, and to seek expertise to assist the HRC in its development of a tactical plan to implement Civil Service testing operations for Cuyahoga County.

6) PUBLIC COMMENT– Nothing Submitted

7) OTHER BUSINESS– Nothing Submitted

8) ADJOURNMENT

Chairwoman Walsh made a motion to adjourn the meeting at 6:25 p.m. Commissioner Wolff seconded the motion. All were in favor; no objections.

Next Human Resource Commission meeting is scheduled for Wednesday, November 20, 2013 at 5:00 p.m. at Lakeside Place (323 W. Lakeside Avenue, Suite 400).