

**MINUTES OF THE COMMITTEE OF THE WHOLE
APRIL 13, 2020
MEETING HELD REMOTELY
DUE TO COVID-19**

Present: Councilmembers Bullock, Kepple, Litten, Neff, O'Malley, Rader, Shachner

Also Present: Claudia Dillinger, Human Resources Director (appointed); Peter Rancatore, Finance Director (appointed); Mayor George, Assistant Finance Director Schuster, Clerk Bach, Deputy Clerk Lascu, members of the public

Call to Order: 7:00 p.m.

RESOLUTION 2020-24 – A RESOLUTION to take effect immediately provided it receives the affirmative vote of at least two thirds of the members of Council or otherwise to take effect and be in force after the earliest period allowed by law approving the appointment of Claudia Dillinger to the position of Human Resources Director upon her taking the oath of office.

Ms. Dillinger made an opening statement detailing her education and qualifications for the position including various government roles in Human Resources and her personal connection to Lakewood. She discussed her previous role as the first director of HR for the City of Elyria in 2017. She developed and implemented policies and centralized records that had previously been spread throughout individual departments. She touched on other highlights of her role there.

In response to questions by Councilmember Litten, Ms. Dillinger spoke about overcoming the challenge of being judged by her young age and earning the respect of peers and subordinates in her previous roles. She stated that she has been at the labor negotiation table at almost all of her positions and expressed the importance of building relationships with the unions through meetings outside of negotiation period.

In response to a question by Councilmember Neff, Ms. Dillinger explained her rationale for outsourcing HR functions in some cases and bringing HR functions in-house in others.

In response to a question by Councilmember Shachner regarding parental leave, Ms. Dillinger spoke about her passion for paid parental leave and her efforts to implement such a policy in Elyria. She expressed excitement about implementing such a policy in Lakewood, stating that it is a benefit that more and more employers will be offering.

In response to questions by Councilmember Bullock, Ms. Dillinger remarked on her experience with dispute resolution. She also expressed her support for employee training and professional development.

In response to questions by Councilmember Rader, Ms. Dillinger discussed her ideas for increasing the ethnic diversity among City Hall staff. She suggested that the City post its open

positions on a greater variety of locations in order to increase diversity, which is currently around 2%.

In response to a question by Councilmember Kepple, Ms. Dillinger discussed her thoughts on the challenges and solutions of coming out of the COVID-19 crisis. She expressed a desire to be responsive to the stress of employees, to keep morale high and to be flexible.

Ms. Dillinger made concluding remarks, expressing excitement to be working with the City and optimism for the future of Lakewood. She encouraged councilmembers to reach out to her.

Motion by President O'Malley and seconded to recommend adoption of Resolution 2020-24.

A roll call vote was taken as follows:

Yeas: Bullock, Kepple, Litten, Neff, O'Malley, Rader, Shachner

Nays: none

Motion passed, Resolution 2020-24 recommended for adoption.

RESOLUTION 2020-25 – A RESOLUTION to take effect immediately provided it receives the affirmative vote of at least two thirds of the members of Council, or otherwise to take effect and be in force after the earliest period allowed by law, approving the appointment of Peter Rancatore to the position of Director of Finance upon his taking the oath of office.

Peter Rancatore made opening remarks discussing his career, background and qualifications to serve in this position including past positions in the State Auditor's office, the City of Toledo, and the Lucas County Auditor's office. He remarked on his experience working with elected officials and community stakeholders and goal to make a positive impact. He expressed enthusiasm for working for the residents, Council, and the Mayor.

In response to a question from Councilmember Kepple, Mr. Rancatore remarked on the challenges of the COVID crisis and potential solutions. He stated that he has apprised the Mayor of his suggestions.

In response to a question from Councilmember Bullock, Mr. Rancatore remarked on his philosophy of the position. He stated that his priorities are to safeguard the City's financial position, boost internal controls and help determine the best strategies moving forward. He had high praise for the current Finance Department, noting the awards and recognition it has received. He concluded that the City is well-positioned financially (notwithstanding the coronavirus pandemic).

In response to a question from Councilmember Litten, Mr. Rancatore explained his succession of jobs over the past few years. He explained that he left Toledo when the Mayor lost election. Another move was the result of family caregiving responsibilities.

Mayor George remarked on her positive experience working with Mr. Rancatore thus far and her excitement for having him on the team.

The Committee and Mayor George discussed the good work of Acting Director Schuster and the status of his role. Mayor George remarked that Mr. Schuster is currently planning for retirement but that the City hopes to keep him around for as long as possible.

Motion by President O'Malley and seconded to recommend adoption of Resolution 2020-25.

A roll call vote was taken as follows:

Yeas: Bullock, Kepple, Litten, Neff, O'Malley, Rader, Shachner
Nays: none

Motion passed, Resolution 2020-25 recommended for adoption.

Approval of the minutes of the March 2, 2020 Committee of the Whole.

Motion by President O'Malley and seconded to approve the minutes of the March 2, 2020 Committee of the Whole.

A roll call vote was taken as follows:

Yeas: Bullock, Kepple, Litten, Neff, O'Malley, Rader, Shachner
Nays: none

Motion passed, minutes approved.

Committee of the Whole adjourned at 6:57 p.m.