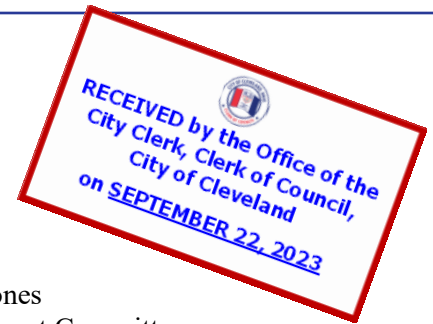




City of Cleveland

Justin M. Bibb, Mayor

Office of the Mayor
Cleveland City Hall
601 Lakeside Avenue, Room 202
Cleveland, Ohio 44114
216/664-3990 • Fax 216/420-8766
www.cleveland-oh.gov



September 22, 2023

The Honorable Blaine Griffin
President, Cleveland City Council
601 Lakeside Avenue
Cleveland, OH 44114

The Honorable Joseph Jones
Chair, Mayor's Appointment Committee
601 Lakeside Avenue
Cleveland, OH 4411

Dear Council President Griffin & Chair Jones:

I am sending this correspondence as official notification that I am recommending the individuals below to serve as my appointment to the City of Cleveland's Fair Wage Employment Board pending approval from Cleveland City Council. Included below is the name and term ending date of my nomination to be considered at an upcoming meeting of Cleveland City Council's Mayor's Appointments Committee.

- Melissa Khoury, owner of Saucisson Cleveland. Representative from the business community. Nominated for a two (2) year term.
- Richard Wilson, Chief of Human Resources & Operations Office, Destination Cleveland. Former Global Director, AT&T. Representative from the business community. Nominated for a one (1) year term.
- John Hodge, business representative, Plumbers Local 55. Representative from labor organization. Nominated for a two (2) year term.
- Camilo Villa, Field Representative, SEIU Local 1. Representative from labor organization. Nominated for a one (1) year term.
- Bishop Eugene Ward, Jr., Executive Pastor and CEO, Greater Love Baptist Church. Representative from community group. Nominated for a three (3) year term.
- Kate Warren, Special Assistant to the Chief of Integrated Development. Nominated for a three (3) year term.


Thank you for your consideration of this request. If you have any questions, please contact my Deputy Chief of Staff and Chief Government Affairs Officer, Ryan Puente, at (216) 664-3544 or via email at rpunte@clevelandohio.gov.

Sincerely,

Justin M. Bibb
Mayor | City of Cleveland

MELISSA KHOURY

IHEARTSWINE@
SAUCISSONCLEVELAND.COM


216-303-9067 SHOP

SKILLS

Hard working, organized,
outgoing, connecting with people.

HACCP certified.

Small Business Owner

EXPERIENCE

OWNER/OPERATOR- SAUCISSON

December 2013- Present

Hired and managed all staff throughout 7 years of retail location.

Bookkeeping, ordering, inventory management.

Offsite catering events.

Collaboration with small businesses

Retail and wholesale sales

Butchering, sausage making, charcuterie making.

Washington Place Bistro- Executive Chef

September 2011- September 2013

Marriott International – Sous Chef

December 2009- September 2011

EDUCATION

ASSOCIATE DEGREE 2003

Johnson & Wales University

Hospitality management & Culinary arts

VOLUNTEER EXPERIENCE OR LEADERSHIP

Pet Therapy Team- Luna (my pup) & I are a certified therapy team
through Alliance of Therapy Dogs- Working with Ed Keating Center-

A Sober living house

Richard (Rick) J. Wilson-Negron

Chief HR & Operations Officer

Employee, Customer & Community Engagement

PROFESSIONAL SUMMARY

An inclusive, focused and driven Chief HR and Operations Officer demonstrating leadership in a cross-functional and matrixed team environment.

Using professional skills and expertise with clear and succinct **communication** to facilitate desired outcomes is his standard mode of operation. **Engagement** with the ability to listen, spearhead solutions and implement appropriate pathways to success characterizes this self-motivated, team-centric member that enables growth throughout an organization.

Leadership and **ideation** come naturally having a formative relationship with HR and business best practices. A deep sense of accomplishment for client and organizational success enhances this hard-working style of servant leadership. Belief that a positive, inclusive work culture creates successful, happier and engaged employees who produce their best work is always the goal.

Mastered at leading teams onsite, hybrid and in fully remote work environments. Excellent Public Speaker. Ethical. Inclusive. Driven.

MASTER SPEAKER

National Res (Reservation Economic Summit) Conference 2016
Human Rights Campaign - Time to Thrive Youth Conference 2018
From Day One Conference 2019

Human Rights Campaign - EqualTalks, Campus to Career: Work Readiness Workshop 2020
Cleveland State University Alumni Association - Ready! Set! Pro! Conference - Understanding Total Rewards 2023

EDUCATION

Master of Labor Relations & Human Resources I Cleveland State University
BA | Communications | John Carroll University

CONTACT

Phone: [REDACTED]
Email: [REDACTED]
Address: Cleveland, Ohio
LinkedIn: LinkedIn.com/in/rickjwilson/

EXPERTISE

- Employee & Labor Relations
- Talent Management & Development | Acquisition
- Diversity, Equity & Inclusion
- Human Capital / Workforce Strategy
- HR Policy & Compliance
- EEO I Labor Employment Law
- Performance Management
- Total Rewards I Compensation
- Employee Management / Culture
- Process Development
- Project Management | Policy Design
- Change Management

SKILLS

- Leadership
- Active Listening
- Building Relationships | Employee Engagement
- Diplomacy
- Verbal & Written Communication
- Conflict Resolution
- Collaboration
- Consensus Building
- Detail Oriented
- Synthesizing Information
- Public Speaking
- Mentoring | Teaching
- Investigation

ACCOMPLISHMENTS | AWARDS

- Top Workplace Award from cleveland.com and The Plain Dealer 2022, 2023
- DiversityInc's Top 50 Companies for Diversity #1 spot 2019
- DiversityInc's Top 50 Companies for Diversity Hall of Fame 2020
- Member of the Year - LEAGUE at AT&T Employee Resource Group 2019
- Awarded: Presidents Volunteer Service Award | 2015 - 2018

TECHNICAL SKILLS

- Microsoft Office: Word, Excel, Outlook, PowerPoint, SharePoint
- Communication: Microsoft Teams, Slack, Google Chat, Yammer
- Social Media: Facebook, Instagram, LinkedIn, Twitter, TikTok
- PC & Mac: Comfortable & Proficient
- SHRM: Active on Executive Network

VOLUNTEERING

Cleveland State University Alumni Association Board of Directors 2021-Current
Disability: IN North Texas Affiliate: Founder and Chair of the Board 2017 - 2021
Resource Center Dallas - Board of Directors 2017 - 2021
LEAGUE at AT&T - DFW Chapter President 2015 - 2017

Destination Cleveland, Cleveland, Ohio**March 2021 – Current***Annual budget is \$20M.**Chief People & Operations Officer**January 2023 - Current**Vice President Human Resources**March 2021 - December 2022*

- Lead and manage division of the organization which includes human resources, finance, information technology and operations.
- Division headcount is 10 full-time employees and two interns.
- Report to the CEO | Execute all internal operations on CEO's behalf.
- Collaborate with CEO's direct-reports and others on the leadership team to advance the organizational mission.

Leading in the HR position

- Oversee organizational culture and people strategy | serve as executive HR business partner / advisor.
- Facilitate the annual performance management process, talent management and succession planning including for the CEO and C-suite.
- Orchestrate HR policy development and governance.
- Shepherd employee relations, internal investigations, workforce planning, talent acquisition strategy and process.
- Design and coordinate HR service delivery, total rewards strategy and design, diversity, equity and inclusion, health, and wellness programming.
- Serve as executive sponsor to employee resource group.
- Spearhead and deliver executive coaching to peers.
- Built a completely new HR and talent acquisition service delivery model, including diversity, equity, and inclusion approach | Designed strategy, built and executed program.
- Selected by CEO & executives due to this ability.
- Yielded two consecutive years of being named a Top Workplace by Cleveland.com and The Plain Dealer.
- Increased workforce diversity by 20% | people of color | headcount growth has increased by nearly 50%.
- Launched a voluntary self-ID for employees yielding 10% of staff identifying as LGBTQ+ and 17% as having a disability through an inclusive and informative rollout that invited folk to participate.
- Coordinated qualitative and quantitative results through ability to build HR strategies understanding data, qualitative feedback from listening sessions, creating psychological safety, gaining consensus from key stakeholders across the organization and then executing the plan with my team.

AT&T Cleveland, Ohio and Dallas, Texas**August 2010-March 2021***Global Director - AT&T University Leader Lab**January 2021 - March 2021*

- Led a global team of 12 learning and development professionals that designed, delivered, and curated leadership development curriculum for the global enterprise.
- Impacted both front line field managers, corporate leaders, and executives.
- Designed and delivered content as self-paced video across learning management system and in-person facilitated sessions.

Global Director - AT&T Diversity, Equity, and Inclusion*October 2015 - December 2020*

- Built a team of 3 employees to design and deliver diverse segment | e.g., Black, LGBTQIA+, Disability | strategies across HR and the global AT&T enterprise.
- Executed deep relationship building with HR peers/HR business partners, HR centers of excellence | Talent Acquisition, Talent Management, AT&T University |, C-Suite executives, business unit leaders, public affairs, corporate social responsibility and community constituents.
- Served as SME | Subject Matter Expert.
- Created the positions and the parameters for this job and position.
- Built a business case how and why needed incremental DEI positions were justified.
- Translated business into actionable and results-driven strategies and tactics across the enterprise.
- Conducted SWOT analyses on the diverse community segments | supported the global enterprise of 280k employees.
- Accomplishment of the team's work directly contributed to AT&T advancing tenure to the #1 position on DiversityInc.'s Top 50 ranking of companies.
- AT&T also was named a top company in talent acquisition for women of color because of this work.
- Coordinated with business executives, HR business partners, talent acquisition and workforce diversity/EEO teams to design, pilot and scale an enterprise data-driven approach that fundamentally changed workforce diversity hiring by 20% for women across the enterprise.

- Built and designed a comprehensive racial literacy library for the enterprise post-George Floyd murder and civil unrest.
- Allowed employees to consume and access resources to better understand diversity, equity, and inclusion topics with a heavy focus on racial equity.

Director - Talent AcquisitionDecember 2012 - October 2015

- Led a team of 25 recruiters supporting multiple business units, including sales, customer service and field/network operations.
- Fostered close partnership with business leaders, HR business partners, assessment teams and third parties to fill open vacancies ranging from non-management/union represented staff to business unit vice presidents.
- Hired and placed 7k+ employees annually in a high-volume recruiting environment.

Associate Director - Global HR PolicyAugust 2010 - December 2012

- Led a team of 5 that had responsibility for AT&T's global HR policy covering employee milestone anniversaries, non-payroll workers/contractors, paid time off, tuition reimbursement and more.
- Led a significant and refreshed award policy for milestone career anniversaries.
- Partnered with labor relations to bargain changes to attendance standards for union represented employees from CWA and IBEW Unions.
- Revised the corporate tuition reimbursement policy to include nanodegrees.
- Impacted over 200k global employees.

John Patrick Hodge

Professional Work Experience

Plumber's Union Local 55, Cleveland, Ohio:

Business Representative: (2022-present)

- Negotiate contracts between members and contractors
- Secure plumbing work for members
- Resolve on the job disputes
- Organize new members
- Represent the Plumber's Union through political and business relationships

Journeyman: (2003-2022)

- Union Steward- Seidman Cancer Center (2009-2011) 50 plumbers; Lakewood Hospital (2017-2018) 10 plumbers; Polaris (2018-2019) 20 plumbers
- Construction Foreman-Seidman Cancer Center (2011-2012) 6 plumbers; Rainbow Babies 8th floor (2012-2013) 10 plumbers; Several small to medium size jobs (2013-2022)
- Medical Gas Sub-Foreman- Metro Hospital (2017-2018) 3 plumbers
- Small Jobs Foreman- Smith and Oby service (2021-2022)

Plumber's Union Local 55 Cleveland, Ohio: Board Member Position

- AFL-CIO Delegate (2005-2010), AFL-CIO Convention Delegate (2007-2009)
- Health and Welfare Board Trustee (2010-2016)
- Pension Board Secretary Trustee (2016-2022)
- DCRP Trustee (2016-2022)
- IFEBP Educational Conferences (2010-2022)
- COPE Member (2020-present)
- U.A. Delegate (2021)
- 200 Club Member (2008-present)

- Apprenticeship (1998-2003)

Other Professional Work Experience

Banking/Sales Representative

Chemical Financial (1995-1996)

- Account Representative/Collections

Key Bank (1996-1997)

- Corporate Bookkeeper

Transworld Systems (1997-1998)

- Outside Sales Representative

Education

Cleveland State University, Cleveland, Ohio, 1994
Bachelor of Business Administration (BBA) (GPA 3.2)
Major: Finance

Other Work Experience

- Plain Dealer Paper Route (1978-1980)
- Landscaping with small family business (1978-present)
- UFCW Local #880-Stock/Grocery Clerk (1985-1987)
- 3 G's Supply Company-Clerk/Purchasing Agent (1987-1995)

Camilo Villa

Cleveland, Ohio 44102

Professional Experience

Northern Ohio Coordinator – Service Employees International Union Local 1

2019 to Present

- Develop and implement campaign strategy
- Supervise staff to organize members around social, economic, and political issues
- Supervise Staff representing and organizing members on workplace issues
- Serving as a representative of the union to other organizations and union affiliates
- Supervise staff to organizing non-union workers

Field Organizer – Service Employees International Union Local 1

2011 to 2019

- Organize members around social, economic, and political issues
- Prepare members for strike, and implement striking workplaces
- Representing and organizing members on workplace issues
- Serving as a representative of the union to other organizations and union affiliates

Latino Outreach Director/Field Organizer – Ohio Democratic Party

June-November 2010

- Managed outreach to Hispanic/Latino leadership around the state
- Translated documents into Spanish, including voter protection information
- Organized Party representation at festivals and events
- Recruited, organized, and trained volunteers

Project Coordinador – Hispanas Organizadas de Lake y Ashtabula (HOLA) June 2009-2010

- Coordinated community organizing, voter registration, community informational events, event logistics
- Assisted in campaign efforts as a partner organization in the Reform Immigration For America campaign
- Contributing Writer to the *Hola* Journal, managing online content

Education

Baldwin Wallace College (Now Baldwin Wallace University)

- Bachelor of Arts, summa cum laude, 2009
- Double Major: Political Science and International Studies Minor: Spanish
- Study abroad, Fall 2007: University of Guanajuato, Mexico; University of the Pacific, Peru; University of Belgrano, Argentina.
- 3.8 GPA

Lakeland Community College (Post Secondary Enrollment Option)

- 3.9 GPA

Skills: Fluent in English and Spanish, proficient in Microsoft Office products, Google Apps, Unionware.

Bio of Bishop Eugene W. Ward, Jr.

Cleveland, Ohio 44120

(216) 752-9658 Office

Eugene W. Ward, Jr. was born to the late Pastor Eugene W., Sr. and Jereline Ward on March 1, 1954. He has one sister, Jereleine Delaryce Ward and four children Alexia Gena Courtney, Eugene, III, Armand and Aric.

Eugene matriculated through the Cleveland Public Schools in his early years until his late mother moved him to Shaker Public Schools. He graduated from Shaker Heights High School in 1972 as President of his class. He was inducted into the 2002 Class of Alumni and is in the Shaker Heights High School Hall of Fame. He attended Morehouse College and majored in Religion and Economics until May of 1976 with a degree in Religion.

He entered the preaching ministry in March 1969 at the age of 15 and was ordained by his late father in November 1970 at the Temple Baptist Church. The influence of the late Congressman Louis Stokes was a great influence in his life after the death of his father. Both Carl and Louis Stokes were great positive role models in his maturing.

In March of 1975 he was called to Pastor the Friendship Baptist Church in Calhoun, Georgia which afforded him the opportunity to build a new edifice which stands today with his name in the cornerstone. While in Georgia he worked with the late Maynard H. Jackson and Dr. Cameron M. Alexander. His pastoral direction was given by Dr. Jasper Williams while governmental guidance was steered by Congressman John Lewis and the late Rev. J.A. Wilborn of the Union Baptist Church.

In July 1982 he returned to Cleveland to organize the Greater Love Missionary Baptist Church. The church has stood and endured for 41 years. It has grown to be a community centered church which caters to the needs of the citizens that it ministers to on a daily basis.

November 2000, Ward was consecrated into the Bishopric by Bishop Paul S. Morton, Presiding Prelate of the Full Gospel Baptist Church Fellowship, as the Bishop of Policy and Procedure. He revamped the Policy and Procedure manual for the Fellowship and was then elevated to Assistant Executive Secretary of the Fellowship.

In 2013 Ward requested leave from Full Gospel to aid in the organizational structure of a new Fellowship, Kingdom Connection Fellowship under the prelature of Bishop Jerome H. Ross. He was appointed 1st Assistant to the Bishop of the State of Ohio, Bishop William Morris, Jr. and then elevated to becoming Chairman of the Bishops Council. He presently serves in that capacity.

Bishop Ward is known for his community activism, service and obligation to his people and his community. He works for all people but stresses the need to be concerned with African Americans and the plight before them. He has worked with city government under the direction of former Mayor Michael R. White as a Special Assistant and the City Chaplain, served as Secretary to the Union Miles Development Corporation Board, has formally served on the Mt. Pleasant Alive Board and presently serves on the CAAA Board of Cleveland. He is also a graduate of Leadership Cleveland Class of 1994.

Ward's work experience has allowed him to work as a factory worker at Cleveland Electro Metals in 1973. While in Georgia he was employed at the American Cancer Society from 1977-1979. He worked as a Federal VISTA worker in the Office of Equal Opportunity at Cleveland City Hall from 1984-1988.

Ward is currently working on his Master's Degree at SUM Bible College and Theological Seminary in El Camino, California and will receive his degree in 2025. He will continue then to work on his Doctorate after receiving the Masters of Divinity.

He is an Executive Committee member of the Cuyahoga County Democratic party.

His enjoyment is in leading the people of Greater Love in this sensitive time. Preaching is his passion as he pushes people forward to think better of themselves so that they can be more for the Lord who has given them breath and life.

CLEVELAND, OH

KATE WARREN

Community leader with broad experience leading projects, building coalitions, engaging community members, analyzing and visualizing data, and developing and communicating complex policy ideas

PROFESSIONAL EXPERIENCE

The City of Cleveland, Office of the Mayor, Cleveland

Special Assistant to the Chief of Integrated Development - DECEMBER, 2023 - PRESENT

- Serve as **expert advisor and consultant to the Chief of Integrated Development**; provide **project leadership and management of strategic initiatives** on behalf of the Chief, representing them in meetings and with internal and external stakeholders.
- Support policy and operational initiatives to drive more integration across the integrated development cluster, helping to **improve processes, increase transparency, leverage data, and bring a higher level of customer service and efficiency**.
- Conduct research, coordinate the work of various stakeholders (internal and external to City Hall), and develop reports, presentations, memoranda, and other written communications.

The Center for Community Solutions, Cleveland

Director, Greater Cleveland American Rescue Plan Coalition - JANUARY 2022-DECEMBER 2023

- Established the **Greater Cleveland American Rescue Plan Coalition** to advocate on the local and state level for solutions that will ensure an **equitable recovery** from the pandemic in Greater Cleveland; **recruit and lead** a diverse and engaged **steering committee** to strategically drive our cross-sectoral work; track ARPA spending, best practices, and **produce policy analysis** for a broad audience; **organize community forums** to highlight ARPA initiatives and engage community as ARPA funds are being allocated
- Write grant proposals, project proposals for consulting work, and respond to RFPs (successfully **raised over \$225,000 in earned revenue** since 2018); design project plans and budgets for projects; manage timely completion of high quality project deliverables that are responsive to organization and community needs
- Supervise staff team of two; provide oversight, coaching, and support to guide team toward meeting project goals
- Represent CCS in the community through **presentations, public testimony**, and to the **media**; serve as a **thought leader** on local advisory councils

Research Fellow - JANUARY 2021 - DECEMBER 2021

Research Associate - JULY 2016 - DECEMBER 2020

Research Assistant - MAY 2014 - JUNE 2016

- Conduct applied research focused on health and social issues in Northeast Ohio in order to inform local advocates and decision makers; **analyze data** and **write reports** for publication including research on health and social conditions, [data fact sheets](#), [infographics](#), and blogs on pressing social issues
- Consulted with local nonprofits and agencies to help them make **data-driven and community-informed planning decisions**; projects include needs assessments, strategic planning, and program evaluation for health and human service nonprofits, hospital systems and government agencies in Greater Cleveland

The City Mission, Cleveland

Learning Center Supervisor - JULY 2013 - JANUARY 2014

- Worked with homeless and previously incarcerated clients to develop resumes, career goals, job search plans, and job readiness skills; taught workshops and mentored clients individually; supervised a diverse team of volunteers

Administrative Analyst - SEPTEMBER 2012 - JULY 2013

- Developed measurable outcome-based tracking systems for multiple programs to ensure efficiency and efficacy of programming; created and implemented effective administrative systems, procedures, and policies; trained and supervised a team of 18 interns

Safety & Security Personnel - SEPTEMBER 2011 - SEPTEMBER 2012

- Coordinated intake for women and children entering the shelter; worked with case managers and clients to develop short term plans for clients seeking shelter; maintained safety and security in the facility

Comfort Keepers, Elyria

Marketing Associate - FEBRUARY 2011 - AUGUST 2011

- Facilitated marketing efforts across Northeast Ohio for a provider of in-home care for seniors; developed networking and referral relationships with local care providers; planned and executed the STOP Senior Hunger Food Drive for 5 counties; managed web site editing and advertising; wrote a biweekly newsletter for seniors

EDUCATION

Cleveland State University, Levin College of Urban Affairs

Master of Public Administration, JANUARY 2014 - DECEMBER 2015

Capstone research: "Saving Land, Saving People: Can Land Banks be Agents for Social Change?"

Cleveland State University, College of Liberal Arts and Social Sciences

Bachelor of Arts, Communications and Religious Studies, AUGUST 2007 - MAY 2010

Graduated Summa Cum Laude

CIVIC ENGAGEMENT

Transition Committee for Mayor Justin M. Bibb, 2021, Operations Task Force Coordinator

Cleveland Bridge Builders, 2022-2023, Cleveland Leadership Center

City Council Candidate, Cleveland Ward 13, 2021

Board of Directors, 2020, 2022-present, Old Brooklyn Community Development Corporation

LEAD Ohio, 2021, LEADership Academy Graduate

City of Cleveland 2020 Census Complete Count Committee, 2019-2020, Member

Stokes Civic Leadership Institute Fellow, 2017-2018, Cleveland Leadership Center

Minority Health Advisory Board Member, 2018-2021, City of Cleveland Office of Minority Health

Cleveland Civic Tech Collaborative/Data Days CLE, Planning Committee and Presenter

Open Streets CLE, Volunteer Social Media Coordinator

Abolition Bakery, Special Events and Social Media Volunteer