City of Cleveland
Justin M. Bibb, Mayor

July 21, 2025

Mr. Blaine A. Griffin, President
Cleveland City Council
601 Lakeside Ave.
Cleveland, Ohio 44114

Re: Request for Legislation – Pathfinder Solutions – August 13, 2025 Meeting

Dear President Griffin:

I am requesting legislation be introduced at the August 13, 2025 meeting:

Background & Purpose
The Department of Human Resources (DHR) is requesting legislation to enter into a contract with Pathfinder Solutions to assist the City DHR in providing comprehensive wellness and wellbeing programs for City employees enrolled in Medical Mutual and Anthem health insurance plans. Pathfinder Solutions is a Cleveland-based MBE (thepathfinderway.com).

Pathfinder Solutions currently assists the City with communicating and coordinating wellness initiatives and programs and events focusing on disease prevention and employee wellness. Examples of their services include, but are not limited to, medical provider coordination, standing desk initiative, annual family wellness event, wellness newsletter review, and wellness challenges.

This legislation will provide authorization for Pathfinder Solutions to be paid directly by Medical Mutual and Anthem.

Cost
There is no cost to the City of Cleveland or to the enrolled employees for services. Pathfinder Solutions' services are paid for directly by Medical Mutual and Anthem.

Current Ordinance
N/A

Term

The term is a period of one year, with two one-year options to renew, or as concurrent with the applicable healthcare insurance contracts, exercisable by the Director of Human Resources.

If you have any questions, please contact me at (216) 664-2458. Thank you for your consideration of this request.

Sincerely,

Matthew J. Cole
Director of Human Resources

Cc: Bradford Davy, Chief of Staff
Ryan Puente, Deputy Chief of Staff/Chief of Government Affairs
Mike Culp, Senior Advisor
Egdilio Morales, Assistant Director of Human Resources
Kelley Smith, DHR Wellness Manager
Trisha Simon Webster, DHR Benefits Manager
Tiffany Fischbach, Chief Assistant Director of Law
Nancy Lanzola, Project Director, Department of Law
Ursula O'Hannon, Project Specialist, Department of Law