



NOACA HR, Personnel, and Organizational Development Subcommittee

Meeting Minutes

April 8, 2025

NOACA Offices

Present: Please find the attached attendance record.

Mayor Matt Castelli, Chair of HR, Personnel, and Organizational Development Subcommittee, convened the meeting at 2:32 p.m.

Meeting Minutes

Mr. John Gall made a motion to approve the minutes of the March 11, 2025 meeting. Ms. India Birdsong Terry seconded the motion. The motion passed by voice vote.

Public Comments on Agenda Items

No public comments were made at this meeting.

Chair's / Executive Director's Report

No report was presented at this meeting.

Action Items

No action items were presented at this meeting.

Presentation/Discussion Items

Executive Session

Mr. Gall made a motion for the HR, Personnel, and Organizational Development Subcommittee to adjourn to an executive session, pursuant to ORC 121.22(G)(1), to consider the compensation of the Executive Director. Ms. Katie Taylor seconded the motion.

A roll call vote was conducted, and the motion passed unanimously. The Subcommittee adjourned to executive session at 2:35 p.m.

Ms. Terry made a motion to exit the executive session at 3:02 p.m. Mr. Gall seconded the motion. The motion passed by voice vote.

Mayor Castelli introduced the following action item:

- Executive Director's 2025 Goals, Competencies, and Metrics as Amended

Ms. Terry made a motion to adopt the Executive Director's 2025 Goals, Competencies, and Metrics as amended. Mr. Gall seconded the motion. The Subcommittee voted and the motion passed by voice vote.

Mayor Castelli requested that Director Gallucci forward her 2025 Goals, Competencies, and Metrics to the Executive Committee. Director Gallucci confirmed that she would.

Reports/Updates

HR Associate Director Position

Director Gallucci reported that the position has been posted, and NOACA has received over 100 resumes. NOACA is considering hiring a recruiter, and staff have been consulting with an HR professional to review resumes and manage the interview process. There is a legal concern regarding indemnification, which Mr. Ryan Gembala will review.

Mr. Gembala explained that standard indemnity provisions pose challenges for public entities like NOACA as they represent open-ended financial commitments that are difficult for boards to approve. A new county-level law taking effect on April 9 will render such indemnity clauses unenforceable. NOACA's negotiations with a consultant stalled because the consultant's insurer insisted on indemnity language. Mr. Gembala plans to revisit the issue in light of the new legislation, aiming to find alternative wording that satisfies both legal requirements and the consultant, as NOACA values the potential partnership.

Ms. Terry asked for clarification on the indemnification issue. She inquired whether the back-and-forth discussions were with the HR vendor and if the indemnification clause would be part of the contract with the HR consultant.

Director Gallucci said yes.

Ms. Terry expressed hope that the HR consultant's prior experience with public agencies would make them more flexible and willing to adjust the indemnification language, given the circumstances.

Mayor Castelli asked whether the staff had reviewed the submitted resumes.

Director Gallucci said no.

Mayor Castelli noted that the NOACA staff probably do not yet know whether any qualified candidates have applied for the position.

Director Gallucci confirmed that was correct. She explained that NOACA staff wanted to ensure the agency has an external consultant in place to handle that part of the hiring process.

Ms. Terry asked whether the 100 resumes were from both internal and external candidates or only external ones.

Director Gallucci responded that all the resumes were from external candidates.

Ms. Terry inquired whether the position had been posted internally, externally, or both.

Director Gallucci confirmed that the position was posted externally.

Mayor Castelli inquired whether current employees are eligible to apply for the position.

Director Gallucci said yes.

Ms. Terry asked whether the position was available to both internal and external applicants.

Director Gallucci explained that when the term “external” is used, it means the position was not first advertised internally. For lower-level positions, NOACA often posts them internally and only advertises externally if no qualified internal candidates are found. However, for higher-level positions, the posting goes external immediately, though internal staff can still apply.

Old Business

No old business was discussed at this meeting.

New Business

Mayor Castelli announced that the next regular meeting is scheduled for May 6, 2025, and requested members’ input on whether the Subcommittee should continue to meet monthly or switch to a quarterly schedule going forward.

Mr. Gall inquired about the date of the next Executive Committee meeting, and Mayor Castelli responded that it is scheduled for May 9, 2025.

Mr. Gall proposed that the Subcommittee meet a week after the Executive Committee meeting to better align with the Executive Committee’s direction and any changes to the Executive Director’s performance plan. Mayor Castelli expressed support for the suggestion.

Mayor Castelli suggested that the Subcommittee meet Tuesday, May 13, 2025.

The Subcommittee discussed and reached an agreement to change the meeting time from 2:30 p.m. to 3:00 p.m.

Adjournment

Mr. Gall made a motion to adjourn the meeting at 3:11 p.m. Ms. Terry seconded the motion. The motion passed by voice vote.

The HR, Personnel, and Organizational Development Subcommittee will hold its next meeting Tuesday, May 13, 2025, from 3:00-4:30 p.m.

Note: Additional information on this meeting can be found on [NOACA’s website](#) or on [NOACA’s YouTube channel](#).



**NOACA HR, Personnel and Organizational Development Subcommittee
2025 Attendance Record**

MEMBER	2/11/25	2/25/25	3/11/25	4/8/25	5/13/25
CASTELLI, Matt	X	X	X	X	
DREYFUSS-WELLS, Kyle	X	X	X		
GALL, John	X	X	X	X	
HARRISON, Aaron					
REGOVICH, Richard	X	X	X		
RONAYNE, Chris (Debbie Berry, Alternate)	X	A	X		
TAYLOR, Katie	X	X	X	X	
TERRY, India Birdsong		X	X	X	