



Fair Employment Wage Board
May 29, 2026
9:00 AM – 1:45 PM
City Hall, Mayor's Dining Room

Meeting Notes

Present: Matt Ashton, Bishop Eugene Ward, John Hodge, Helen Qin, Camilo Villa, Tanmay Shah, Lucas Reeve, Lewis Smoot, Tyson Mitchell, Micheal Curry, Alfie Walter

Meeting called to order at 9:30am.

Welcome

Tyson Mitchell, Director of the Office of Equal Opportunity, provided a “welcome” and shared updates about the Office’s work. He concluded by thanking the Board for their work and service to the citizens of Cleveland.

Old Business

1. Program Manager Report

Alfie Walter, recently hired Program Manager (4/13/2026), gave a report on her onboarding and work that’s been launched since her hiring, including:

- Stakeholder Engagement
- Capacity Building
- Communication Plan
- Board Relations

2. Update on past complaints

Creating a form letter to be sent to covered employers who are out of compliance as well as letters to educate the broader universe of regional employers about the law.

3. Complaint Review

1. Select Specialty Hospital
2. CBIZ
3. Metro
4. Towards Employment/Ratliff & Taylor
5. Cleveland Clinic (2)
6. Townhall
7. United Way
8. Cleveland State
9. Greater Cleveland Aquarium



10. Animal Protective League

11. Saint Joseph's Academy

New Business

1. Ordinance Update

Board identified areas where the 669 Ordinance can be strengthened.

Meeting adjourned at 12:20 pm

Next meeting is Friday, June 26, 2026 @ 9am

*Lunch, and then the Board launched into a special session (retreat and planning).

Retreat Notes

Present: Matt Ashton, Bishop Eugene Ward, John Hodge, Helen Qin, Camilo Villa, Tanmay Shah, Lucas Reeve, Lewis Smoot, Alfie Walter, Andy Schumann, Ricardo Morales Vivero

1. SWOT Analysis

2. Projects for the remainder of 2026:

- Website and Form editing.
- Shoring up Legislation/Strengthening the Ordinance
- Benchmark against other cities.
- Examine exemptions, especially in Ordinance 189.
- Create infographics to describe to the public how the ordinance functions from complaint to resolution.
- Determine amounts for fines.
- Review the bylaws.
- Launch board social media

3. Lewis Smoot, City Hall Law Department announced his resignation.

Retreat adjourned at 1:45pm

Submitted by: Alfie Walter, Program Manager, 6/9/2026