



Health, Education & Welfare Committee Agenda **July 24, 2025 at 4:00 PM**

Health, Education & Welfare Committee

Dara Wood, Chair
Keely Paul
Jay Shatz

Staff Liaison

Scot Lahrmer, Village
Manager

MINUTES

1. Approval of minutes: November 13, 2024

TOPICS OF DISCUSSION

1. Interview of Human Rights Commission candidate: Barbara Boles

ADJOURNMENT

Health, Education and Welfare Committee

In Attendance:

Committee Members: Dara Wood, Chair, Keely Paul, Jay Shatz

Scot Lahmer, Mayor Bob Rosen, Sgt Brian Baker, Officer Nick Mercer, Chris Fritsch, & Bruce Lazarus

Minutes from July 22, 2024, approved

Deer management Report:

Each year we review how the past year went with the deer management program. Sgt Baker, who heads the deer management program this year, there are 5 officers and 1 maintenance team member as part of the team. They use 6 different locations that are carefully chosen throughout the village. The team uses crossbows. The properties they are currently using are working well. This past year it was a little harder since the weather was warmer. They estimate that there are about 160-190 deer in the village. Typical numbers are about 11-15 per square mile, we are about 50 per square mile. The night shift will count as driving by to help acquire the estimates of the number of deer in the village.

Sgt. Baker reported that in the past year they culled 45 total deer. They processed 39 of them, the remaining were recovered the next day so they could not process them. There were 3 reported automobile strikes (not all will report them since insurance does not require that anymore), and they recovered 10 of the deer from auto accidents. They processed meat was donated to a variety of places, including food pantries.

We have submitted for culling 50 deer again this year from the ODR.

The committee discussed the drone official count and do not feel we need to do that again this year, they were comfortable with the numbers the officers are getting and do not feel we need to spend several thousand dollars to hire a company for it. The committee recommend that we continue our deer culling program.

Meeting adjourned at 4:30pm

Barbara A. Boles, M.Ed., PHR

(513) 284-5406 (cell)

bolesbarbara078@gmail.com

Executive Summary

Strategic and results-driven Human Resources Executive with over 20 years of leadership experience in both federal and private sectors. Adept at aligning HR initiatives with organizational goals to drive performance, enhance employee engagement, and cultivate inclusive workplace cultures. Expertise spans talent acquisition, employee and labor relations, performance management, Diversity, Equity, Inclusion, and Accountability (DEI&A) programs, training and development, and organizational change. Recognized for influencing executive leadership and mentoring HR teams through large-scale HR transformations.

Core Competencies

- HR Strategy & Leadership
 - Employee & Labor Relations
 - Diversity, Equity, Inclusion, and Accountability (DEI&A) Program Development
 - Organizational Development
 - Performance Management
 - Federal & Private Sector HR
 - Recruitment & Talent Management
 - Conflict Resolution & Investigations
 - HR Systems & Process Improvement
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Professional Experience

Office of Personnel Management (OPM), Washington, DC

Senior HR Consultant (Executive Resources/Performance Management)

June 2021 – December 2021

- Spearheaded implementation of the USA Electronic Performance Management System across multiple federal agencies.
- Created performance standards, templates, and award processes that improved compliance and efficiency.
- Developed and launched Diversity, Equity, Inclusion, and Accountability performance metrics for agency-wide adoption.
- Recognized for exceeding customer service standards and driving HR performance excellence.

Environmental Protection Agency (EPA), Cincinnati, OH

Employee & Labor Relations Specialist

August 2019 – June 2021

- Provided strategic guidance to leadership on complex labor issues, disciplinary actions, and performance-based cases.
- Advised managers on reasonable accommodations and conflict resolution under EEO laws.
- Represented HR in union interactions and led workplace investigations with actionable outcomes.
- Served as a DEI&A Council Member and Special Emphasis Program Manager.

Environmental Protection Agency (EPA – Cincinnati Shared Service Center, Cincinnati, OH

Recruitment & Classification Specialist

October 2018 – August 2019

- Led end-to-end recruitment strategy and execution across regions, including job analysis, postings, hiring, and onboarding.
- Developed and maintained standard operating procedures and internal policy guides.
- Enhanced candidate experience through streamlined onboarding and qualification assessments.
- Contributed to process improvement initiatives that increased hiring efficiency.

Veterans Affairs Medical Center, Cincinnati, OH

HR Specialist, Recruitment & Performance Management

September 2008 – October 2018

- Managed full-cycle recruitment for medical center and regional network, including workforce planning and outreach.
- Designed and facilitated training for managers on performance planning, legal compliance, and strategic alignment.
- Co-led union negotiations and grievance resolution involving both Title 5 and Title 38 employees.
- Initiated partnerships with academic institutions to build a pipeline of emerging talent.

Cincinnati Reds, LLC, Cincinnati, OH

Director of Human Resources & Diversity

October 2004 – August 2008

- Directed HR operations for seven business units; developed strategic HR plans aligned with organizational goals.
- Launched and managed Diversity Program; collaborated with community leaders for inclusive recruitment.
- Created and executed performance management programs; resolved complex employee relations cases.
- Advised executives on federal/state labor laws to minimize legal exposure.

Education

- **M.Ed., Curriculum and Instruction** – Concordia University, Portland, OR
 - **B.S., Human Services (Cum Laude)** – American International College, Springfield, MA
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Certifications

- Certified Coach, Organizational Leadership Coaching
 - Professional in Human Resources (PHR), HRCI
 - Advanced Certification in Strategic HR Management, Cornell University
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Technical Proficiencies

- HRIS Systems
 - e-Performance
 - USA Staffing
 - Microsoft Office Suite
 - SharePoint, Applicant Tracking Systems (ATS)
 - Onboarding Platforms
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Community Engagement

- Special Emphasis Program Manager, EPA
- Diversity Council Member, EPA
- DEI&A Program Developer, EPA and Cincinnati Reds

AMBERLEY VILLAGE, OHIO

HUMAN RIGHTS COMMISSION APPLICATION FORM

Amberley Village requires members of the Human Rights Commission to be residents of the Village.

Are you a resident of the Village? Yes ☒ No ☐

Name:	<u>Barbara A. Boles</u>
Address:	<u>9024 Ambercreed Drive</u>
	<u>Cincinnati, OH</u>
Phone:	<u>{513} 284-5406</u>
Email:	<u>bolesarbara078@gmail.com</u>

Initial terms will be staggered between 1-3 years, with all subsequent terms being 3 years. Are you able to serve between 1-3 years?

Yes ☒ No ☐

Experience and Interests

Please share any of your interests and/or experience which you would like us to consider:

Experience:

Over 20 years of Human Resource Management experience, which includes management of Diversity programs, training and development, and spearheading organizational change initiatives.

Interests:

Reading, Poetry, Music, Theatre, and Painting.

Please share your volunteer experience and/or special skills which you would like us to consider:

Volunteer experience:

I was a Board member in the Milford, OH community; Toastmasters in Milford; Alternate Board member for the Cincinnati Public School System; Board member for Dress for Success; Urban League of Cincinnati (resume training and recruitment support); and, Mentor to students who attended alternative schools in Massachusetts and Ohio.

Special skills:

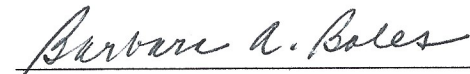
Certified coach; oral and written communication; organizational/team building; and, Project Management.

Why do you want to serve on the Human Rights Commission?

I am interested in utilizing my acquired knowledge, skills, and abilities to support and contribute to an organization that is committed to valuing all individuals and fostering inclusive environments.

If you would like to provide other information that you would like to be considered, please attach additional documentation to this application.

Additional Information


Applicant's Signature

5/28/2025

Date

To Apply:

Please direct completed form and any questions to Village Manager Scot Lahrmer at slahrmer@amberleyvillage.org or 513-531-8675.