



TO: Members of Gahanna City Council
Clerk of Council

FROM: Miranda Vollmer, Director of Administrative Services
Mayor Laurie A. Jadwin

Cc: Raymond J. Mularski, City Attorney
Joann Bury, Director of Finance

DATE: April 6, 2022, revised April 18, 2022

SUBJECT: Request for Council Action, April 11, 2022 Committee of the Whole

ACTION ITEMS

ACTION ITEM # 1: Supplemental Appropriation, MORPC intern

MORPC hosts an internship program each year and the City regularly participates in this program. In 2022, the Department of Information Technology is requesting to participate in the internship program by hosting a Data/GIS intern. This intern will assist with the implementation of the Asset Management System and overall GIS program. The cost of hosting an intern at \$14/hour for 24 hours is \$5,504. MORPC provides a \$1500 subsidy to the City for participating in the program. The subsidy would be added to general fund revenue once received.

The Department of Information Technology respectfully requests an ordinance authorizing a supplemental appropriation from unencumbered unappropriated General Fund balance 1010 in the amount of \$5,504 to the Department of Information Technology part-time wages and benefits.

Requested Legislation and Funding

- Legislation Needed: Ordinance
- Emergency/Waiver: None
- Supplemental:
 - 101.07.000.5110 – IT PT Wages - \$4,704
 - 101.07.000.5130 – IT Retirement - \$660
 - 101.07.000.5140 – IT Workers Comp - \$71
 - 101.07.000.5145 – IT Medicare - \$69

ACTION ITEM # 2 – Ordinance, FOP- OLC contract 2022-2024

The City of Gahanna and the Fraternal Order of Police – Ohio Labor Council (FOP-OLC) have come to a tentative agreement on the 2022-2024 contract. The bargaining unit has voted in favor of adopting the successor agreement. The Department of Administrative Service and Division of Police respectfully request authorization for the Mayor to sign the FOP- OLC contract. In order for the new contract to be effect and to meet SERB filing deadlines, it is requested this legislation be passed as an emergency and waiver. The request for emergency and waiver will allow contract terms to begin immediately upon passage. In addition, this contract is retroactive to January 1, 2022. This request will allow members to receive back wages in a timely manner. A supplemental appropriation is respectfully requested from the unencumbered unappropriated fund balance of the General Fund 1010 in the amount of \$18,262.00 to implement the new contract.

Below is a summary of changes:

Article	Change
ARTICLE 1-AGREEMENT	Clean up language
ARTICLE 2-RECOGNITION	Change job title to Communications Technician I and II
ARTICLE 3-FOP/OLC SECURITY	Clean up language for payment of dues
ARTICLE 4- NONDISCRIMINATION	Updated to be consistent with employee handbook
ARTICLE 5-GRIEVANCE PROCEDURE	Clean up language. Group grievances may advance directly to Step 2. Updated timelines for grievance responses in Step 2 and 3
ARTICLE 6-ARBITRATION	Clean up language
ARTICLE 7-FOP/OLC RELEASE TIME	Clean up language
ARTICLE 8-NO STRIKE NO LOCKOUT	CCL
ARTICLE 9-MANAGEMENT RIGHTS	CCL
ARTICLE 10-INTERNAL INVESTIGATIONS	Clean up language. 90 days to file complaints (from 45 days). Added language to clarify no time limits on complaints from city employees
ARTICLE 11-CORRECTIVE ACTION AND RECORDS	Clean up language. Suspensions are in files for 5 years (change from 4 years)
ARTICLE 12-WORK RULES AND INFORMATION ORDERS	CCL
ARTICLE 13-LABOR RELATIONS MEETINGS	Clean up language
ARTICLE 14-LAYOFFS	CCL
ARTICLE 15-SENIORITY	Probationary period continues for 1 year following training

ARTICLE 16-PART-TIME DISPATCHERS	CCL
ARTICLE 17-HOURS OF WORK AND OVERTIME	MOU – assigning overtime. Double time if recalled from vacation
ARTICLE 18-SHIFT BIDDING	CCL
ARTICLE 19-TRADING OF TIME	CCL
ARTICLE 20-COMPENSATION	2022 – Step 1 increase to: \$50,000 Step 2 increase to: \$54,000 Step 3 & 4: 3.25% 2023/2024: 3.25% Service credit – increase \$50 Can be added to HSA Shift diff increase by \$0.10 to \$1.35 Training pay increase to \$3.00/hour
ARTICLE 21-RATES FOR EMPLOYEES FOLLOWING CERTAIN PERSONNEL ACTIONS	CCL
ARTICLE 22-INSURANCE	HDHP in 2023 HSA contribution for 2023/2024 - \$2000 single, \$4000 other tiers Years after ½ deductible or whatever is given to other city employees Standardized insurance language to unclassified ordinance
ARTICLE 23-HOLIDAYS	Established holiday bank Exchanged Easter for Juneteenth
ARTICLE 24-VACATION AND PERSONAL LEAVE	Established personal leave bank, separate from holiday bank Personal leave must be used during calendar year, no carryover Cash out of 80 hours of vacation leave Max vacation carryover moved to 450
ARTICLE 25-UNIFORMS, EQUIPMENT AND ALLOWANCES	Added sweater/fleece
ARTICLE 26-PERSONAL EXPENSES	CCL
ARTICLE 27-EDUCATIONAL INCENTIVES	CCL
ARTICLE 28-MISCELLANEOUS ECONOMIC	Moved 2 sections to other articles
ARTICLE 29-SICK LEAVE	Clean up language and leave donation program (same as FOP)
ARTICLE 30-FAMILY AND MEDICAL LEAVE	CCL

ARTICLE 31-SPECIAL LEAVES	CCL
ARTICLE 32-SUBSTANCE ABUSE & DRUG TESTING	CCL
ARTICLE 33 - DURATION OF CONTRACT	CCL
ADDENDUM A-PHYSICAL FITNESS INCENTIVE STANDARDS	CCL
Signing bonus stipend	2023 - \$500 2024 - \$500 At the member's option, the bonus may be added into the member's HSA during open enrollment

*CCL = current contract language

Requested Legislation and Funding

- Legislation Needed: Ordinance
- Emergency/Waiver: Both
- Supplemental:

Org	Object	Description	Supplemental
10110130	5105	Dispatch Full-Time Wages	14,650.00
10110130	5115	Dispatch Overtime	1,000.00
10110130	5130	Dispatch Retirement	2,276.00
10110130	5140	Dispatch Workers Comp	171.00
10110130	5145	Dispatch Medicare	165.00