



TO: Council Members
Mayor Stinchcomb

FROM: Sue Wadley, Director of Human Resources

DATE: February 4, 2015

SUBJECT: Human Resources Report to Council for February 9, 2015

Action Item #1 - Steelworkers Health and Welfare Agreement

Our Steelworker employees are covered under a separate medical, dental and vision insurance provider per their current bargaining unit agreement. The remainder of our employees are covered under the Central Ohio Healthcare Consortium.

Per Article 20 of the current bargaining unit agreement between the City of Gahanna and the United Steelworkers, employees will pay 15% of their premiums. They are eligible to receive a premium reduction based upon their participation in the wellness program as outline in their agreement.

Also, their bargaining unit agreement contains a provision that in the event the net cost of the premiums for the Steelworkers Health and Welfare plan is greater than the net cost of the COHCC plan, the members will have the option to move to the COHCC plan or remain on the Steelworker's plan and pay the cost difference.

An annual cost comparison was conducted between the Steelworkers Health and Welfare plan and the Consortium plan and the net cost was determined to be more than \$10,000 that of the COHCC plan for 2015. After review and discussion, the Steelworkers have determined that they will remain on the Steelworkers plan and pay the cost difference. Their 2015 premiums have been adjusted accordingly.

Therefore, I respectfully request Council to approve legislation to authorize the Mayor to sign the Steelworkers Participation Agreement effective 1/1/15. A copy of the new agreement is attached.

Due to the necessity of this matter and the urgency of the dates, an emergency is requested.

Action Item #2 –Revision to the 2015 Unclassified Salary Ordinance

The administration request the following revisions to the 2015 unclassified salary ordinance:

1. Removal of two positions in the classification plan on page 6. These positions which are currently vacant have duties that have be moved to another position or out-sourced to an outside vendor for efficiency purposes:
 - a. Accounting Technician
 - b. Tax Administrator
2. Revision to the language in Section 3 on page 10 – *Positions held concurrently*. The revision includes the addition of language to authorize the adjustment in compensation of the employee assigned to complete at least 50% of the essential job functions of another position or be assigned to special duties for a designated period of time and the position/duties are in the same or lower classification while still performing their regular job functions. The employee would be compensated an additional wage not to exceed 105% of their current rate of compensation. Such temporary assignments shall not normally exceed six (6) months but can be extended based upon the City's operational needs not to exceed 18 months in total to include the original six (6) months.

Updates:

Update Item #1: Workers Compensation Self-Insured Plan

In March of 2011, the City of Gahanna changed from a fully insured program to a self-insured workers compensation program. The savings was projected to be \$1,071,197 over a four year period for the City of Gahanna. Our current plan year does not end until March 31, 2015; however, to date we have a net savings of \$1,385,656. At this time, we are exceeding expectations in cost savings primarily due to the effective management of claims and city's focus on safety.

Each year the Bureau of Workers Compensation (BWC) requires employers to reapply under the self-Insurance program. The application is reviewed and evaluated based upon the employers administration of claims, ability to pay/credit rating and claims history. I am happy to share that the BWC has approved our self-insured status for the fifth consecutive year. Our next plan year will run from March 1, 2015 to February 28, 2016.

Update Item #2: Employee Assistance Program (EAP) 2014 Utilization Report

In December 2014, Council authorized the Mayor to enter into an agreement with HelpNet to continue to provide EAP services to our employees. At that time, Council requested follow up on the utilization of this benefit. A copy of the 2014 year end utilization report is included for your review.

As always, if you should have any questions, please do not hesitate to speak directly with me.

Thank you.

Sue