

TO: Council
Mayor Kneeland

FROM: Abby Cochran
Human Resources Director

DATE: July 22, 2016

SUBJECT: Human Resources Council Report for July 25, 2016

Action Item #1 – Ordinance – Adoption of Civil Service Rules and Regulations

We are respectfully requesting authorization from Council to approve the Civil Service Rules and Regulations. The Civil Service Commission (CSC) met on Tuesday, June 21, 2016 and July 19, 2016, regarding the changes to the Civil Service Rules and Regulations. The CSC filed a motion to request City Council to adopt the Civil Service Rules and Regulations as proposed on July 19, 2016.

The proposed changes will allow the City to make modifications to the selection and hiring process for the currently vacant Deputy Chief of Police position.

I am not requesting a waiver or emergency which will authorize the Human Resources Department to begin the process of recruiting on approximately September 15, 2016.

Action Item #2 – Ordinance – Bargaining Unit Agreement with FOP-OLC

We are respectfully requesting authorization for the Mayor to sign the bargaining unit agreement for the Fraternal Order of Police, Ohio Labor Council, Inc. (FOP-OLC) unit which covers the City's ten Police Radio Dispatchers. The agreement is for January 1, 2016-December 31, 2018. This will be the first agreement with the Police Radio Dispatchers covered under FOP-OLC. Previously members of Ohio Patrolmen's Benevolent Association (OPBA), the members held an election and voted to organize under FOP-OLC instead. The Election results were certified by the State Employment Relations Board (SERB) on March 10, 2016 and negotiations began shortly thereafter.

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Update - Compensation Study for Unclassified, Supervisory, Command and Part-Time Employees

Several local professional services providers have provided responses to our RFQ to conduct a Compensation Study for positions covered under the salary ordinances for Unclassified, Supervisory, Command and Part-Time staff. We are in the process of reviewing the providers and will be making a selection soon. As part of the mid-year fund transfers, Finance will be transferring funds to Human Resources Contract Services for this project. No supplemental will be required.