



TO: Mayor Laurie A. Jadwin
Director of Finance
Members of City Council
City Attorney
Clerk of Council

FROM: Miranda Vollmer, Director of Human Resources

DATE: February 10, 2020

SUBJECT: Report to Council

ACTION ITEMS FROM THE DIRECTOR OF HUMAN RESOURCES

ACTION ITEM #1 – Ordinance – USW Contract 2020-2022

The City of Gahanna and the United Steelworkers Union (USW) have come to a tentative agreement on the 2020-2022 contract. The bargaining unit has voted in favor of adopting the successor agreement. We respectfully request authorization for the Mayor to sign the contract. In order for the new contract to be effect, we request 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 2, 2020. This request will allow USW members to receive back wages in a timely manner. Below is a summary of changes:

- Current contract language: 1, 3-9, 11, 14, 15, 19, 21-29, 32, 34, 35
- Article 2 RECOGNITION: updated for *Janus* decision and fair share fees
- Article 12 WAGES: 2020 – 3%; 2021 – 3%; 2022 – 3%
- Article 13 CLASSIFICATIONS AND PAY PLAN ADMINISTRATION: Added Facilities Maintenance Foreman and removed Parks Maintenance Crew Leader
- ARTICLE 16 HOURS OF WORK AND OVERTIME: 16.02- notice for temporary schedule change increased to one month; 16.05 – added definition of paid status; 16.07 – water chlorine testing is minimum of 1 hour call-in pay; 16.09 – Fleet Technician and Fleet Foreman can put stand-by pay in comp bank

- ARTICLE 17 UNIFORMS AND EQUIPMENT: 17.01 - Removed boot reimbursement and added \$600 uniform allowance per year for boots and pants. City will provide equipment to launder uniforms; 17.04 – increased personal property replacement by \$50; 17.05- increased prescription safety glasses by \$50.
- ARTICLE 18 VACATION AND PERSONAL LEAVE: 18.04 – added 240 hour vacation bank. All accruals over 240 will be forfeited on December 31.
- ARTICLE 20 INSURANCE : article language concerning medical coverage and wellness program updated, new sections added and clarified; 20.02 –added health coaching if employee fills in moderate or high risk health category; 20.04 – increased Rx combined cap to \$1000 per family, all details for Rx plan are contained in summary plan description.
- ARTICLE 30 MISCELLANEOUS: 30.04 – increased allowed union members to attend Union conventions by 1; increased hours of paid leave for union training
- ARTICLE 31 DEFINITIONS: 31.08 - added guardian to immediate family definition
- ARTICLE 33 WORK RULES AND INFORMATION ORDERS: 33.01 - Updated title

Requested Legislation and Funding

- Legislation Needed: Ordinance
- Emergency/Waiver: Both
- Name & Address: International USW, AFL-CIO
5 Gateway Center
Pittsburgh, Pennsylvania 15222
- Already Appropriated (Amounts & Accounts Names/Titles): Various Accounts in 2020

ACTION ITEM # 2 – Amend Ordinance 0120-2019 Salary for Personnel of the City of Gahanna

This ordinance includes salaries for the Personnel of the City of Gahanna.

Recommended modifications include:

- Additions of:
 - Manager – Information Technology at C20
 - Manager – Projects at C20
 - Manager – Public Service at C20
 - Supervisor – Public Service at C18
- Pay Grade updates:
 - Parks Superintendent from C20 to C18

- Removal Of:
 - Deputy Director of Finance
 - Deputy Director of Parks & Recreation
 - Deputy Director of Planning & Development
 - Deputy Director of Public Service & Engineering

Requested Legislation and Funding

- Legislation Needed: Ordinance
- Emergency/Waiver: Both
- Already Appropriated (Amounts & Accounts): No
- Supplemental/Transfer (Amounts & Accounts): both in various accounts per Director of Finance request

UPDATES

None.