



TO: Gahanna City Council
Clerk of Council

FROM: Miranda Vollmer, Sr. Director of Administrative Services
Ben Nolan, HR Manager
Mayor Laurie A. Jadwin

Cc: Priya Tamilarasan, Esq., City Attorney
Joann Bury, Director of Finance

DATE: December 9, 2024

SUBJECT: Request for Council Action (December 9, 2024 Committee of the Whole Meeting)

ACTION ITEMS

ACTION ITEM # 1: ORDINANCE AUTHORIZING THE CITY TO SIGN METLIFE EMPLOYEE BENEFITS PROPOSAL

The Administration hired a benefits consultant, NFP, in the summer of 2024. NFP was hired pursuant to the Procurement Policy after a Request for Quotes was issued and reviewed. NFP was tasked with reviewing employee health insurance and related benefits. After the initial review, it was determined to submit a request for proposals (RFP) for ancillary benefits lines to the market. NFP, on the City's behalf conducted the RFP and received quotes from various insurance providers. Ancillary benefit lines include Basic Life, Basic AD&D, Supplemental Term Life, Supplemental Term AD&D, Supplemental Dependent Life, Supplemental Dependent AD&D, Employer Sponsored Dental, Vision. After a review of the received proposals, the City selected Metlife as the preferred vendor to provide ancillary benefits for employees. The insurance proposal is estimated at \$357,000 annually. This has an estimated savings of \$55,409.00 over 2024 ancillary rates.

In addition to city provided benefits, NFP sought proposals to provide a city funded short term disability program to all city employees. The estimated cost of this program is \$55,000.00, annually.

The Administration respectfully request **Emergency and Waiver** on this ordinance. This will ensure there is no gap in employee provided ancillary benefit coverages for 1/1/25.

Requested Legislation and Funding

- Legislation Needed: **Waiver**
- Emergency/Waiver: **Emergency**
- Supplemental/Transfer: Funding in 2025 Proposed Budget

Attachments

- DAS ATT Final Proposal_City of Gahanna Metlife

ACTION ITEM # 2: ORDINANCE AUTHORIZING FOP CONTRACT 2025-2027

The City of Gahanna and the Fraternal Order of Police, Lodge #9 (FOP) have reached a tentative agreement on the 2025-2027 contract. The bargaining unit has voted in favor of adopting the successor agreement.

The Department of Administrative Services and the Division of Police respectfully request an Ordinance authorizing the Mayor to sign the FOP contract. In order for the new contract to be effective and to meet the SERB filing deadlines, it is requested that this legislation be passed as **Emergency and Waiver**. The request for Emergency and Waiver will allow contract terms to begin on January 1, 2025.

Below is a summary of changes:

ARTICLE 10 – INTERNAL INVESTIGATIONS

- Minor revisions in notifications after investigation is complete.

ARTICLE 14 – PROMOTIONS

- Minor revisions in civil service promotional process.

ARTICLE 16 – ASSIGNMENTS AND SENIORITY

- Added experience requirements so that those applying for specialty assignments must have five (5) years of patrol experience with the City and these are rotated every three (3) years.

ARTICLE 17 – WAGES

- Updated service credit payments for streamlined processing to be paid the first full pay following an employee's anniversary date.
- Determined wage increases for members to be a 4.5% increase in each year of the contract.

ARTICLE 19 – HOURS OF WORK AND OVERTIME

- Deletion of Seventh Day pay language.
- Updated deviation pay language.
- Updated on-call payment from \$2.00 per hour to \$50.00 per period assigned.

ARTICLE 20 – VACATION LEAVE

- Added vacation hours to first vacation tier and added an additional tier for members with 25 or more years

ARTICLE 21 – EQUIPMENT AND ALLOWANCE

- Minor revisions and clarifying language for clothing allowance and firearm purchase.
- City will no longer provide an allotment of ammunition after city owned range opens.

ARTICLE 22 – HOLIDAY PAY AND HOLIDAY LEAVE

- Removed Easter as a holiday and added Police Memorial Day

ARTICLE 23 – INSURANCE

- Minor revisions and clarifying language.

ARTICLE 24 – SICK AND INJURY LEAVE

- Updated sick leave to accrue to 120 hours per year, removing accrual tiers.
- Removed language to no longer pay sick leave out upon resignation.
- Removed major medical and replaced it with Short-Term Disability.
- Added language to allow 16 hours of Personal Emergency (PEL) to roll over into the following year.

ARTICLE 28 – MISCELLANEOUS

- Created the Resiliency Reboot Program, requiring members to attend two (2) mental health sessions per year and providing 16 hours of PEL.

NEW ARTICLE: 32 – PAID PARENTAL LEAVE

- Established Paid Parental Leave which will provide members with paid leave for up to six (6) weeks paid at 60% of their pay for the birth or adoption of a child.

The following articles remain current contract language (CCL) or minor changes in wording: 1, 2, 3, 4, 5, 6, 7, 8, 9, 11, 12, 13, 15, 18, 25, 26, 27, 29, 30,

Requested Legislation and Funding

- Legislation Needed: Waiver
- Emergency/Waiver: Emergency
- Supplemental/Transfer: N/A

Attachments

- DAS ATT FOP 2025-2027 REDLINE
- DAS ATT FOP 2025-2027