



TO: Council
Mayor Stinchcomb

FROM: Sue Wadley, Director of Human Resources

DATE: October 8, 2015

SUBJECT: Human Resources Council Report for October 13, 2015

Action Item 1 – Authorizing the Mayor to into an agreement with Think HR Corporation to provide training webinar solutions to the City of Gahanna.

The intent of this agreement is to provide webinar based training options to City employees in the area of Safety, Wellness and other compliance areas. The monthly expense of this service will be \$259.00.

Without adequate training, we become vulnerable in many ways. Federal law requires training in many health, safety and compliance areas to include discrimination and sexual harassment. This resource will also be utilized to provide wellness related webinars to our employees to support our “Gateway to Health” program and in an effort to contain healthcare cost to the City.

Many of our employees work during non-normal business hours, outside of 8 to 5, or in offsite locations. This tool will allow management to more efficiently schedule trainings to meet their departmental needs.

In the recent “Lean Gahanna” training which was held in September, the concept of allowing our customers (employees) to pull resources to them rather than pushing it out was presented. This tool will support that concept and allow individuals to participate in necessary trainings sessions as their schedules and workload allow.

I am respectfully requesting legislation authorizing the Mayor to enter into this agreement. Due to the need to have a resource for our 24/7 operation employees and the ability to fulfill their wellness education requirements this year, a waiver and an emergency is requested (Agreement and RCA attached)

Should you have any further questions, please do not hesitate in contacting me.

Thank you!

Sue