



TO: Council Members
Mayor Stinchcomb

FROM: Sue Wadley, Director of Human Resources

DATE: December 10, 2015

SUBJECT: Human Resources Council Report for December 14, 2015

Action Item #1 - Contract Extension for the FOP

Our Police officers, Sergeants and Lieutenants are covered under the Fraternal Order of Police (FOP) Bargaining Unit. Our current Collective Bargaining Agreement (CBA) with FOP expires on 12/31/15. We are currently negotiating with the FOP regarding the terms of the new contract. It is our intent to complete negotiations by 12/31/15, at which time ratification by both the union members and council will be required. Therefore, I am requesting legislation authorizing the Mayor to sign an agreement with the FOP to continue the terms of the current contract on a month by month basis until the new contract is ratified.

An emergency and waiver is requested due to the pending 12/31/15 contract expiration dates.

I have attached a copy of the extension for your review.

Update:

Update # 1 – OPBA Dispatchers Collective Bargaining Agreement:

The Dispatchers are currently covered under the Ohio Patrolmen's Benevolent Association (OPBA). Their current contract will expire on 12/31/15. The Dispatchers have notified Administration that an election will take place to determine which Union will represent them after 12/31/15. We received notification from the State Employees Relations Board (SERB) that the election will be held from 1/19/16 to 2/2/16. The Ballots will be tallied on 2/8/16 and results will require certification by SERB. We

anticipate that the negotiations process for the Dispatchers will begin toward the end of February 2016.

I will follow up with council accordingly once more information become available.

Update # 2 – Medical Premiums listed in the Supervisory, Unclassified, and Command Salary Ordinances:

The 2016 Salary Ordinances outline the 2016 health care premiums and the portion that the employees would pay if they elect coverage under the City Health plan. The amount listed in the salary ordinances presented to Council for legislation approval on 11/23/15 reflected that they were per pay premiums when they are actually the monthly premium amounts. This is a typo and should reflect that the premiums listed in the salary ordinances are monthly amounts. I have already provided revised copies to the Clerk of Council.

Please let me know if you have any questions.

Thank you,
Sue