



TO: Council Members  
Mayor Stinchcomb

FROM: Sue Wadley, Director of Human Resources

DATE: November 9, 2015

SUBJECT: GeoSearch Recruiting Agreement and Steelworker Health and Welfare Fund Annual Agreement

**Action Item 1 – Enter into an agreement with GeoSearch**

The Information Technology Department provides GIS services to the public and several departments within the City, to include the Police Department, Public Service and Planning and Development. Our GIS position has been vacant since January 2015, IT and HR have worked together in an attempt to recruit and fill this position with a qualified candidate. Unfortunately, we have not successfully filled this position. Several offers have been extended and candidates have declined or withdrawn for a multitude of reason. In the interim, many of the duties have been performed through a personal services agreement with a prior employee and by another employee within the City who possesses GIS knowledge and skills. However, there are GIS responsibilities and tasks that are not being completed and affect the daily operations of these departments and the services offered to our residence. In addition, many GIS projects have been placed on hold.

Since GIS skills are so specialized, we feel the need to utilize an outside recruiting firm to fill this position. GeoSearch is a recruiting company that specializes in GIS, GPS Photogrammetry and other related sciences. GeoSearch offers a 90 day probationary guarantee that if the individual does not work out for any reason, they will conduct another search for up to 12 months from the date the Agreement is executed for no additional cost to the City. The cost of their services is capped at \$13,000.00. The City would pay a monthly amount of \$3,250.00 for up to four (4) months while recruiting efforts are under way.

I respectfully request Council to approve legislation to authorize the Mayor to enter into an agreement with GeoSearch. Due to the City's need for GIS services, an emergency is

requested to get the recruiting process underway. A copy of the GeoSearch agreement is attached for your review.

### **Action Item 1 – Steelworkers Health and Welfare Agreement**

Our Steelworker employees are covered under a separate medical, dental and vision insurance provider per their current bargaining unit agreement. The remainder of our employees are covered under the Central Ohio Healthcare Consortium (COHCC).

Per Article 20 of the current bargaining unit agreement between the City of Gahanna and the United Steelworkers, employees will pay 15% of their premiums. They are eligible to receive a premium reduction based upon their level of participation in the wellness program as outline in their agreement.

Also, their bargaining unit agreement contains a provision that in the event the net cost of the premiums for the Steelworkers Health and Welfare plan is greater than the net cost of the COHCC plan, the members will have the option to move to the COHCC plan or remain on the Steelworker’s plan and pay the cost difference.

An annual cost comparison was conducted between the Steelworkers Health and Welfare plan and the Consortium plan and the net cost of the Steelworkers plan was determined to more than the cost of the COHCC plan for 2016. After review and discussion, the Steelworkers have determined that they will remain on the Steelworkers plan and the members will pay the cost difference. Their 2016 premiums have been adjusted accordingly.

Therefore, I respectfully request Council to approve legislation to authorize the Mayor to sign the Steelworkers Participation Agreement effective 1/1/16. A copy of the new agreement is attached.

### **Updates: Vision, Dental and Medical Insurance**

#### **Medical Coverage:**

Our Medical coverage is with Central Ohio Healthcare Consortium. Due to the cost savings measures the COHCC has implement to contain cost of the medical plan, the city of Gahanna will incur a 5% increase for 2016 plan year. This is a wonderful news considering that most employers are seeing double digit increases due to the impact of the Health Care Reform requirements. Industry trend is currently 7 to 9% with an additional 5 – 8% for ACA fees.

The COHCC is finalizing the Joint Trust Agreement. Once this document is complete, I will bring it forward to council requesting legislation for the Mayor’s signature.

Vision Coverage:

Our vision insurance is with VSP through the COHCC (Central Ohio Healthcare Consortium). In 2016, we will enter into the second year of a two year agreement with a rate guarantee with VSP. There will be no change in benefit levels in 2016.

Dental Coverage:

Our dental coverage is with Delta Dental through the COHCC. We are entering into the second year of a two year rate guarantee with Delta. Our dental benefits will remain the same in 2016 as they were in 2015.

As always, if you should have any questions regarding our employee benefits, please do not hesitate to speak directly with me.

Life Insurance

Our life insurance is provided to our employees through the Standard life Insurance Company. We will enter into the second year of a two year rate guarantee in 2016.

Thank you.  
Sue