

# **City of Gahanna**

*200 South Hamilton Road  
Gahanna, Ohio 43230*



## **Meeting Minutes**

**Monday, January 9, 2012**

**7:00 PM**

**Council Committee Rooms**

## **Committee of the Whole**

*Stephen A. Renner, Chair  
Beryl D. Anderson  
Karen J. Angelou  
Ryan P. Jolley  
Brian D. Larick  
David L. Samuel  
Brandon Wright*

**Members Present:** Stephen Renner, Brandon Wright, Beryl D. Anderson, Karen J. Angelou, Ryan P. Jolley, Brian D. Larick and David L. Samuel

---

### **Additional Attendees:**

Gen. Jim Williams, Brian Hoyt, Dottie Franey, Mike Andrako, Karl Wetherholt, Tony Collins, Troy Euton, Chief Murphy, Shane Ewald, Anthony Jones, Jennifer Teal, Mayor Stinchcomb, Brandi Braun, Sue Wadley, Tom Kneeland, Isobel Sherwood, Press.

### **PENDING LEGISLATION:**

#### **ORD-0006-2012**

TO ACCEPT THE ANNEXATION OF 0.29+- ACRES INCLUDING ROADWAY RIGHT OF WAY FROM JEFFERSON TOWNSHIP TO THE CITY OF GAHANNA, OHIO, LOCATED AT 4427 EAST JOHNSTOWN; REQUESTED BY THE CITY OF GAHANNA.

Renner called the meeting for Monday, January 9, 2012, to order; said like to welcome everyone to committee meetings; still have a relaxed atmosphere but we are trying something different by having Committee of the Whole first and later discussions in separate new committees; first agenda item is pending legislation on an annexation. Sherwood said you have before you the result of the Evangelista annexation; our procedure says we must hold this for 60 days, then place it on the agenda for acceptance; that is where we are with this annexation; would like a second reading for consent agenda. No comments or questions from Council.

**Recommended for Adoption, Consent**

### **ISSUES - From Director of Human Resources:**

#### **Wellness Agreement Renewal - Mt. Carmel Health**

Wadley said we are requesting the renewal of our Wellness agreement with Mount Carmel Occupational Health for our Healthy Merits program; this is the program where they come on site once a month for 6 hours and offer services such as personal exercise or diet coaching to help employees reach and maintain a healthy lifestyle; it is a renewal with no increase for 12 months and it is effective February 1.

Larick said do we have any general data on how much progress is being made with this program or is that proprietary information. Wadley said there is not a lot of detail but I can look at it and get back to you. Larick said I was interested in our program specifically; is it going the direction it is intended and what kind of results are we seeing. Wadley said we are scheduled this month for testing; overall reactions to the measurements have been positive; I may have their information and reports by the next committee meeting; we are looking at general health issues. Larick said from past reports, I know we are making good progress and the program has significantly impacted lives as reported by some individual employees.

Samuel said do we know the utilization rate. Wadley said we have about 7% not receiving the incentive; they are either non compliant or elected not to receive it and so they pay 15%. Samuel said next year can you compare this provision to other providers. Wadley said absolutely. Anderson said when would that comparison take place and the information come to us. Wadley said late summer to early fall.

Sherwood said this includes a request for waiver and emergency. Wadley said the agreement we received had to be revised; then I did not get it in time for December legislation.

Angelou said when was the last time we took a look at health care benefits; I know we are part of a consortium but have we ever looked outside the consortium. Wadley said it is a 3 year commitment; 2012 is the third year and once we make the commitment there would be a penalty for withdrawing. Angelou asked have we ever considered self funding. Wadley said we are not large enough for that to be cost effective; we believe the consortium pool is effective; they look at our claims and we pay 80 to 85% of that cost; they also do comparable quotes from other sources; when they do offer renewal we can look at different plan designs; we may make a decision for a different benefit level. Wright said I believe we should look at some different options next year. Wadley said we will definitely do our due diligence; I have learned to also be cautious of honeymoon rates which are initial rates at a bargain price with increases later. Angelou said our 22% increase is not a good rate. Mayor said up until this we have had very good rates. Wadley said historically every 7 years a bad year regardless who we are with.

Recommendation: 1st Reading, waiver of 2nd Reading, Consent Agenda, Emergency Language.

#### **Presentation - Staffing Study:**

Wadley provided a power point presentation; a copy is available in the Council office along with the compact disc (CD) for the City of Gahanna Compensation and Class Study 2005 and 2008.

##### Questions and Comments:

Larick asked who is covered under this planned increase. Wadley said all employees not bargained for.

Angelou asked what positions were significantly changed after the evaluation. Braun said the HR Coordinator, the office manager for the Police Department, my job as executive assistant to the Mayor; there are 8 positions involved and the details are on the CD.

Angelou asked when aligning salaries that were at or below market rate, did anyone receive both the market increases and merit increases. Wadley said no.

Anderson asked is the PERS (Public Employees Retirement System) pick up in the range that merit pay would be in. Wadley said that is an unknown. Anderson said so is Delaware doing pick up because they can't give a 2% raise. Wadley said I have a summary hand out on PERS pick up that is the best explanation.

Samuel said there are a couple of 0% under Health Insurance Premiums; so there are locations where employees do not pay anything. Wadley said yes.

Larick said what is the number for PERS payment. Wadley said the employers' portion is 14% and the employees' portion is 10%; our Police have a different fund.

Jolley clarified that Gahanna health insurance is 15% or 6% if you are compliant in the wellness program. Wadley replied yes.

Angelou asked are these other communities' positions at market rate; they have had increases so are they at the same market rate. Wadley said they are what we used to determine what the market rate should be; they may be adjusted but they are in the defined range.

Jolley said so for employees in the wellness program, does Gahanna pick up 9% of the

premium. Wadley said we do pick it up with the intent our future claims will be less with the healthier lifestyle; the consortium does not say you will pay less. Jolley said are we seeing any reduction. Wadley said I don't have this year's rates. Jolley said after we get that are we going to analyze the percentage to see if it is fair. Wadley said it definitely can be looked at.

Larick said what is the average of employee to resident comparison. Wadley said it is at 46%. Larick said yes but what does it mean. Wadley said it provides data like workload statistics; I can check into that and provide you more information.

Angelou said has any thought been given to going to OSU (Ohio State University) Fisher Business College and having them do the study. Wadley said she couldn't speak to the decision to use this organization for the study but now we have an established relationship with them; costs with someone else would likely be higher; they have our database of comparisons and know who we are. Angelou said we are encouraged to use local resources; see signs around Gahanna saying buy locally. Wadley said the next step then would be to do an RFP.

Angelou said this is 3% across the board; what about merit. Wadley said we are not asking for merit pay right now; do not think it is fair since no one was recognized for performance over the last 3 years; we are recommending a 3% across the board raise; then do the study; then do merit increases. Mayor said the appraisals have still been done and the employee still has to meet expectations to receive the raise. Anderson said what period of time does this cover; do they have to meet expectations every year for the last 3 years or is it based on how they did on their last one. Mayor said it is based on current performance; if they were not performing well for that long they are not here anymore. Wadley said we are looking at only last years' information to determine if they are working at a satisfactory level; if not, then they go on an improvement plan.

Samuel said how long has the performance appraisal process been in place. Wadley said it started in 2005 and has been done every year since then.

Samuel said when they compare positions, did they look at each title and responsibilities. Wadley said everyone uses titles differently; they look at education, supervisory skills, a lot of criteria to make the determination.

Mayor said I understand if Council wants more time to look at this, but our request is to put together legislation and have it on for first reading; Council can review the information and then it can come back to Committee in 2 weeks for additional discussion; Council agreed.

Recommendation: 1st Reading, return to Committee of the Whole on January 23, 2012.

### **ISSUES - From Clerk of Council:**

#### **Resolution for 1/17 for Linda Melzer**

Sherwood said Samuel has requested a resolution to honor Gahanna resident Linda Melzer who was recently inducted into the National USA Track & Field Hall of Fame; if we agree to this she will be present next week.

Recommendation: Resolution on Consent Agenda.

#### **OML Seminar - Newly Elected Council Members**

Sherwood said I have provided you information about the OML Seminar for Newly

Elected Officials; the one for this area is on March 3 from 9 AM to 3 PM; if you would like to attend, please let Sherwood know to complete registration. Samuel said it is very worthwhile.

Sherwood said I sent an email to everyone to think about House Bill 9 Records Training that needs to be done every term; there will be 2 classes in Columbus; one on March 21 and one on April 20; or you can designate someone in the office to take this for you; need for you to decide and let me know.

Sherwood said I would like to remind everyone that next week's meeting is on Tuesday, January 17, because of the holiday; I sent an email today about VP Biden's visit in Gahanna on Thursday; if you would like to attend and meet him I need your birthday and Social Security number to RSVP; they recommend being there as early as 10:30 AM but no later than 11:15 AM.

### **Rules of Procedure**

Sherwood said since Council rules and procedures were sent out in Friday's packet, one more change was requested; for 620 L5 for the agenda when we have reports, we will have COTA there; I did not receive any calls or emails about any changes; any questions; there were none.

Recommendation: Motion Resolution, Consent Agenda.

Meeting Adjourned

### **Della Brandenberger, Reporting**