

TO: Council
Mayor Kneeland

FROM: Abby Cochran
Interim Human Resources Director

DATE: January 22, 2016

SUBJECT: Human Resources Council Report for January 25, 2016

Action Item #1 - Amendments to Salary Ordinance for Part-Time Personnel

We are respectfully requesting the following amendments to the ordinance:

- The addition of a Part-Time Director of Marketing and Communication:
This part-time position will be responsible for leading strategic communication, marketing and messaging for the City to positively impact business development, job creation and revenue growth within the City. This position will reside at grade 50, with a market mid-point wage of \$38.51 per hour. The estimated cost of this position in 2016 will be \$36,400 plus associated fringe, which will be offset by transferring the funding budgeted previously for the Director of Emergency Management (see Action Item #2 below). The Emergency Management functions will be shared between the Mayor's Office and Department of Public Safety.
- The addition of a Part-Time Recreation Coordinator, Level II:
This position will allow the Parks and Recreation Department to have their lead position compensated at a more competitive rate. Specifically, the Herb Center currently has a part-time Recreation Coordinator responsible for the operation of the Center including the facility, programming, outreach and revenue recovery. The Herb Center offers a broad range of programming which brings more people into Gahanna on a regular basis. Any increase in salary costs will be offset in other areas and requires no changes to the department budget.

Action Item #2 – Motion Resolution – Transfer of Funds

We are respectfully requesting a motion resolution authorizing the transfer of a total of \$42,797 to fund the newly created Director of Marketing and Communication.

Amount (\$)	From	To
36,400	101.215.5101	101.124.5111
5,096	101.215.5131	101.124.5131
528	101.215.5138	101.124.5138
728	101.215.5132	101.124.5132
14	101.215.5134	101.124.5134
31	101.215.5142	101.124.5142

Action Item #3 – Ordinance - Addendum to Extend the Agreement for Additional Period - Sedgwick Claims Management Services, Inc.

Sedgwick Claims Management Services, Inc. is the third-party administrator (TPA) for our workers compensation claims. So that we can continue to utilize their services, we respectfully request legislation authorizing the Mayor to sign the Addendum to Extend the Agreement for an Additional Period. The annual fees quoted are as follows: 2016 - \$14,200; 2017 - \$14,023; 2018 - 13,971. The cost decreases annually because our need for claims management decreases for our older (pre-March 2011) state-funded workers compensation claims. The City has been self-funded since March 2011.

Update Item #1 - OPBA Dispatchers Collective Bargaining Agreement

The Police Radio Dispatchers contract with the Ohio Patrolmen’s Benevolent Association (OPBA) expired on December 31, 2015. They are currently in an election period, and are considering representation by a different union. Once results are certified, the bargaining for a replacement contract for 2016-2018 can begin. The election will end on February 8, 2016.

Update Item #2 – Safe Driving Decal Design Contest

We are currently holding a contest to design a safe driving decal to be placed on the back of our parks and service vehicles. For more information, please check out the following link on our website:

<http://www.gahanna.gov/NewsDetail.aspx?article=48463872>