



TO: Mayor Thomas R. Kneeland
Dottie Franey, City Administrator
Joann Bury, Director of Finance
Members of City Council
Shane Ewald, City Attorney

FROM: Dottie Franey, Acting Director of Human Resources

DATE: November 9, 2018

SUBJECT: Report to Council, November 13, 2018

ACTION ITEMS FROM THE HUMAN RESOURCES DEPARTMENT

Action Item #1 – Ordinance – FOP-OLC Contract Extension

The City of Gahanna and the Fraternal Order of Police, Ohio Labor Council, Inc. (FOP-OLC) have been meeting to negotiate the next contract. We believe that we are close to agreement, but are concerned that it might not be completed within 2018.

We are respectfully requesting authorization for the Mayor to sign an extension to the current FOP-OLC contract. In order for the extension to be in effect on January 1, 2019, we request that this legislation be passed as an emergency to eliminate the 30 day waiting period before the Mayor is authorized to sign the agreement.

Requested Legislation and Funding

- Legislation Needed: Ordinance Emergency/Waiver: Ordinance/Waiver
- Already Appropriated (Amounts & Accounts): None
- Supplemental/Transfer (Amounts & Accounts): None

Action Item #2 – Ordinance – FOP Contract Extension

The City of Gahanna and the Fraternal Order of Police (FOP) will begin meeting on November 19 to negotiate the next contract. We believe that negotiations will not be completed within 2018.

We are respectfully requesting authorization for the Mayor to sign an extension to the current FOP contract. In order for the extension to be in effect on January 1, 2019, we request that this legislation be passed as an emergency to eliminate the 30 day waiting period before the Mayor is authorized to sign the agreement.

Requested Legislation and Funding

- Legislation Needed: Ordinance Emergency/Waiver: Ordinance/Waiver
- Already Appropriated (Amounts & Accounts): None
- Supplemental/Transfer (Amounts & Accounts): None

Action Item #3 – Ordinance - Salary Ordinance for the Personnel of the City of Gahanna

This ordinance includes salaries for the Personnel of the City of Gahanna.

Modifications to this ordinance include:

- General text cleanup
- Proposed a 2.5% increase
- Removal of part of Article 2, Section 3 b. that only related to the 2018 payroll

The following positions are proposed to be added to the ordinance for 2019:

- Electrician
- Senior Engineer
- Part-time Police Officer
- Part-time Police Radio Dispatcher

The following position has been reviewed for reclassification:

- C22 has been recalibrated – there is no employee in this position

Requested Legislation and Funding

- Legislation Needed: Ordinance Emergency/Waiver: Ordinance/Waiver
- Already Appropriated (Amounts & Accounts): Various Accounts in 2019 Budget
- Supplemental/Transfer (Amounts & Accounts): None

Action Item #4 – Ordinance - Benefits Ordinance for the Personnel of the City of Gahanna

This ordinance includes benefits provided to the non-union personnel of the City of Gahanna. The following are proposed updates:

- General text cleanup
- Removed definitions of some words not used in the document
- Added a definition of "Pay Period"
- Increase to employee longevity pay amounts by \$50
- 16 hours of Personal Time eliminated for new hires and grandfathered for those hired prior to January 1, 2019

Requested Legislation and Funding

- Legislation Needed: Ordinance Emergency/Waiver: Ordinance/Waiver
- Already Appropriated (Amounts & Accounts): Various Accounts in 2019 Budget
- Supplemental/Transfer (Amounts & Accounts): None

Action Item #5 – Ordinance - Pay Plan Administration Policy

We are requesting legislation to allow the Mayor to sign the Pay Plan Administration Policy. This policy provides for the consistent and fair administration of our pay plan and ensures transparency of our practices by taking it through the legislative process for approval.

Modifications to this ordinance include:

- General text cleanup
- Removal of the requirement for the department head to initiate the employee's increases getting them to midpoint within 5 years
- Addition of a statement that the employee obtains an increase after completion of probation period based upon employee's compensation plan with the goal of getting to midpoint in 5 years
- Addition of the ability to increase and employee's salary higher than 25% in cases of promotions where two positions are merged and one position abolished

Requested Legislation and Funding

- Legislation Needed: Ordinance Emergency/Waiver: Ordinance/Waiver
- Already Appropriated (Amounts & Accounts): None
- Supplemental/Transfer (Amounts & Accounts): None

Action Item #6 – 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: 2019 - \$13,798; 2020 - \$13,754; 2021 - 13,715. 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.

Requested Legislation and Funding

- Legislation Needed: Ordinance Emergency/Waiver: Ordinance/Waiver
- Already Appropriated (Amounts & Accounts): 900125.5282 WORKERS' COMPENSATION SELF-INSURANCE
- Supplemental/Transfer (Amounts & Accounts): None