

CHRISTOPHER C. MOSES

1644 Ramblewood Ave., Columbus OH 43235 – ccmoses56@yahoo.com – (614) 832-7179

PROFESSIONAL EXPERIENCE

Columbus Zoo Family of Parks, Powell, Ohio

Vice President, People & Culture; January 2026

- Responsible for the executive level planning and direction of human capital including human resources, safety, and diversity and inclusion for the Columbus Zoo Family of Parks.

City of Columbus, Department of Human Resources, Columbus, Ohio

Director; January 2024 – January 2026

- Serves in the Mayor's Cabinet as Chief Personnel Officer for the City (+10k employees);
- Responsible for executive level direction and management of the Department of Human Resources (+\$14m budget, approx. 50 employees), comprised of Training and Development, Compensation Management, Employee Benefits & Wellness, Employee Resources, Equal Employment Resources, Labor Relations, Occupational Safety and Health Program, Talent, ADA, and Veterans Services;
- Lead for the Mayor's Citywide Culture Priority focused on employee engagement, collaboration, development and leveraging talent and core values across the City;
- Leads citywide cross functional People Team meetings, provide legislative testimony to City Council, oversees various HR events, such as the Benefits & Wellness Fair, HR Conference.

Deputy Director; September 2022 – January 2024

- Directed the Labor Relations Section, Compensation Section and Equal Employment Resources Section of the Department of Human Resources;
- Responsible for setting labor strategy, advising and consulting with the Mayor's Office, and directing the City's labor contract negotiations efforts in conjunction with the Labor Relations Manager;
- Responsible for the oversight of the City's compensation plans, pay policies and philosophy, and the performance management program with the compensation team;
- Oversaw the Equal Employment Resources Manager to ensure the fair and equitable treatment of employees under City policies, and ensure that employee complaints are investigated and addressed;
- Project sponsor for the implementation of new technologies to automate labor costing and forecasting; and advisor for the establishment of a searchable legacy document management system;

Labor Relations Manager; October 2017 – September 2022

- Managed Labor Relations Section with three direct reports, who served as disciplinary and grievance hearing officers; advised the Coordinator of the Tuition Reimbursement Program and Drug and Alcohol Testing Program;
- Chaired the Labor Relations Advisory Committee, Best Practices Committee and; facilitated various Labor-Management Committees;
- Negotiated labor contracts (in lead and support capacity), mid-term bargaining issues, grievance and arbitration settlements, and MOUs; mediates disputes and facilitates conflict resolution;
- Coordinated the planning and implementation of labor contract negotiations; maintained records of CBAs, MOUs and letters of agreement, and drafted legislation for City Council passage;
- Executed special projects, such as Citywide COVID-19 Leave Policies and workplace response; drafting, negotiating and administering the terms of the \$20 million dollar Retirement Incentive Program for Police Officers, Sergeants, Lieutenants and Commanders, and \$4 million dollar Retirement Incentive Program for Police Deputy Chiefs for the Columbus Division of Police.

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Labor Relations Specialist; November 2015 – October 2017

- Served as a Hearing Officer to adjudicate disciplinary and contractual grievances; assists the disposition of discipline and fitness for duty hearings; makes recommendations and assists with labor arbitrations;
- Represented the City's interests in labor relations and collective bargaining matters;
- Negotiated labor contracts (two (2) as lead negotiator and two (2) in support capacity), grievance settlements and mediates disputes.

Black Letter Discovery, Columbus, Ohio

Attorney; August 2015 – October 2015

- Analyzed documents for relevance, confidentiality and privilege for the discovery in litigation.

Muskovitz & Lemmerbrock, LLC, Cleveland, Ohio

Associate Attorney; September 2014 – July 2015

- Researched and wrote legal memoranda on complex state and federal labor law and contract issues.
- Drafted and filed motions and briefs in various stages of litigation in courts of common pleas, courts of appeal, and before the Ohio State Employment Relations Board (SERB).
- Compiled evidence and exhibits and wrote briefs for client arbitration hearings.

Ohio Nurses Association, Columbus, Ohio

Labor Relations Specialist; January 2013 – August 2014

- Represented approximately 2,000 Registered Nurses in seven bargaining units throughout Ohio.
- Advised bargaining units on all aspects of their CBA, workplace policies and applicable laws.
- Compiled and analyzed information as the employee advocate in grievance hearings and arbitrations.
- Negotiated seven (7) collective bargaining agreements; four (4) negotiated as the lead negotiator.

Ohio Retirement Study Council, Columbus, Ohio

Research Attorney; October 2011 – January 2013

- Prepared reports, legal analysis and made presentations for stake holders, ORSC members and legislators on the impacts of retirement legislation and healthcare proposals concerning Ohio's pension systems.
- Maintained detailed pension, healthcare and actuarial funding profiles; prepared materials for committee meetings and legislative hearings; drafted pension reform bill analysis for the ORSC.

EDUCATION

The University of Toledo College of Law

Juris Doctor, May 2011

Honors: Highest Ranking in Alternative Dispute Resolution, Spring 2011; Dean's List Fall 2010

The Ohio State University

Bachelor of Arts, Political Science, June 2007

Honors: Phi Alpha Theta National History Honorary Society, Zeta Chapter; Dean's List

Harvard Business School

Executive Education, July 28-August 2, 2019

"Changing the Game: Negotiation and Competitive Decision Making"

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MEMBERSHIPS

National Public Employment Labor Relations Association (NPELRA)
Ohio Public Employment Labor Relations Association (OHPELRA)
Central Ohio Labor and Employment Relations Association (COLERA)
Society for Human Resource Management (SHRM)

Licensed to Practice Law in Ohio (Admitted on November 7, 2011 – Active & In Good Standing)

AWARDS

2023 GovInvest Trailblazer Award for Government Innovation: (City of Columbus) from GovInvest for leading the City's RFP, selection, and implementation of GovInvest's Labor Costing and Analysis Software.

2022 Pacesetter Award Recipient: (Self) from the National Public Employment Labor Relations Association (NPELRA) for service on the City's COVID-19 leave policies, for the creation and execution of the Police Retirement Incentive Programs, and for leading labor negotiations during the pandemic.

2018 Pacesetter Award Recipient: (City of Columbus, Labor Negotiations Teams) from the Ohio Public Employment Labor Relations Association (OHPELRA) for the City's Health Care reforms made during negotiations.