



Legislation Details (With Text)

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Title: To authorize and direct the Human Resources Director to enter into a contract with the consulting firm of Watson Wyatt for the purchase of compensation consulting services to assist in developing design strategies in preparation for AFSCME negotiations; to authorize the expenditure of \$40,000.00; to waive the competitive bid requirements of the Columbus City Codes; and to declare an emergency (\$40,000.00).

Sponsors:

Indexes:

Code sections:

Attachments: 1. Watson Wyatt Proposal Letter.pdf, 2. BidWaiverForm Legislation 2026-2007.pdf

Date	Ver.	Action By	Action	Result
12/13/2007	1	ACTING CITY CLERK	Attest	
12/12/2007	1	MAYOR	Signed	
12/10/2007	1	Columbus City Council	Approved	Pass
12/10/2007	1	COUNCIL PRESIDENT	Signed	
11/28/2007	1	Auditor Reviewer	Reviewed and Approved	
11/28/2007	1	CITY AUDITOR	Reviewed and Approved	
11/28/2007	1	HR Drafter	Sent for Approval	
11/28/2007	1	CITY ATTORNEY	Reviewed and Approved	
11/28/2007	1	HR Drafter	Sent to Clerk's Office for Council	
11/27/2007	1	Finance - Purchasing Reviewer	Reviewed and Approved	
11/27/2007	1	FINANCE DIRECTOR	Reviewed and Approved	
11/27/2007	1	HR Drafter	Sent for Approval	
11/26/2007	1	HR Drafter	Sent for Approval	
11/26/2007	1	HR DIRECTOR	Reviewed and Approved	
11/26/2007	1	HR Drafter	Sent for Approval	
11/26/2007	1	Finance Reviewer	Reviewed and Approved	
11/26/2007	1	Finance Reviewer	Reviewed and Approved	

This ordinance authorizes the Human Resources Director to enter into an agreement for the purchase of compensation consulting service to assist in the development of pay plan design strategies for AFSCME negotiations. The purpose of this initiative is to improve the City's ability to recruit and retain the key talent in a fiscally responsible manner to ensure consistent, high-quality services to the constituents of the City of Columbus.

Contract Compliance # 530181291 for Watson Wyatt.

Emergency Designation: Emergency legislation is requested in order to assist in developing design strategies prior to the beginning of 2008 AFSCME negotiations.

Fiscal Impact: Sideletter #7 of the current AFSCME 1632 and 2191 contracts state that the City will conduct market analyses on both pay plans during the course of the current contract. As a result, \$40,000 of the Human Resources' 2007 general fund budget has been identified to cover the cost of this expense.

To authorize and direct the Human Resources Director to enter into a contract with the consulting firm of Watson Wyatt for the purchase of compensation consulting services to assist in developing design strategies in preparation for AFSCME negotiations; to authorize the expenditure of \$40,000.00; to waive the competitive bid requirements of the Columbus City Codes; and to declare an emergency (\$40,000.00).

WHEREAS, in order to effectively recruit and retain a quality workforce in a fiscally responsible manner, it is imperative that the City review its pay plan to ensure market competitiveness; and

WHEREAS, the AFSCME pay plans have not been reviewed in over a decade in their entirety; and

WHEREAS, Human Resources needs to purchase compensation consulting services in the amount not to exceed \$40,000.00 in order to develop design strategies for AFSCME negotiations; and

WHEREAS, an emergency exists in the usual operation of the Human Resources Department in that it is critical to have this analysis completed prior to the beginning of 2008 AFSCME negotiations, now therefore,

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF COLUMBUS:

Section 1. That the Human Resources Director be and is hereby authorized and directed to enter into contract with Watson Wyatt and issue a purchase order in the amount of \$40,000.00 for the purchase of compensation consulting services to assist in the development of design strategies for AFSCME 1632 and 2191 pay plans.

Section 2. That the expenditure of \$40,000.00 or so much thereof as may be needed and the same is hereby authorized as follows:

Fund: General Fund 10 | Department: Human Resources 46-01 | OBL 3: 3336 | OCA: 460011

Section 3. That in accordance with Section 329.27 of the Columbus City Code, this Council finds the best interest of the City is served by waiving, and does hereby waive Section 329.06 (Formal Competitive Bidding) of the Columbus City Code.

Section 4. That for the reason stated in the preamble hereto, which is hereby made a part hereof, this ordinance is hereby declared to be an emergency measure and shall take effect and be in force from and after its passage and approval by the Mayor, or ten days after passage if the Mayor neither approves nor vetoes the same.