



## Legislation Text

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**File #: 2948-2016, Version: 1**

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This ordinance amends current authorized strength, as set forth in ordinance 1473-2016, by establishing authorized strength levels for city departments in alignment with the 2016 operating budget.

The strength levels for most general fund agencies are set to be equal to the 2016 budget as amended by City Council (including the Departments of Health and Recreation and Parks). Authorized strength levels of smaller non-general fund agencies are set to be equal to the adopted 2016 budget as amended, while the strength levels of certain larger non-general fund agencies may have their strength set slightly higher to allow for flexibility in hiring.

This ordinance increases the authorized strength figure by one full-time grant funded position for the Municipal Court Judges. The Department of Health requests several additional allowances in their grant funded authorized strength levels to accommodate the following: 2 additional full-time positions for the CelebrateOne program, 1 full-time position for the Healthier Buckeye Initiative, and 4 full-time positions for the Alcohol and Drug Abuse program. Additionally, one part-time Community Development Block Grant position will transition into a full-time position within the Health Department. The Department of Public Service requests ten full-time grant funded positions in the Administration Division in order to begin implementation of the Smart Cities Initiative, and one additional non-general fund full-time position. The Division of Design and Construction will reduce part-time strength by ten positions. One additional non-general fund full-time position will be added to the Traffic Management Division. Within the Department of Finance and Management, one full-time position is proposed in the Director's Office to facilitate flexibility in staffing.

The Department of Development is modifying strength levels, primarily as a function of divisional reorganization, contingent upon passage of 2880-2016. The newly created Division of Land Redevelopment, per 2880-2016, will receive eleven full-time positions from the Development Administration Division, from all funding sources, and will add two additional part-time, non-general fund positions. The Housing Division will add one full-time grant funded position, and the Development Administration Division will add one non general fund part-time position. A mid-year redistribution of the funding of a full time, split funded position in the Economic Development Division is now fully funded on an other fund, thus a decrease of one general fund full time position is proposed in that division.

In addition, the City Attorney's Office requests four additional full-time positions in order to facilitate the implementation of the Body Worn Camera Initiative. Three full-time grant funded positions will be added to the Administration Division within the Public Utilities Department. The Department of Public Safety requests four additional full-time positions, one in the Support Services Division which will be reimburseable from the E-911 Fund, and three civilian positions in Police to begin implementation of the Body Worn Camera Initiative. The Civil Service Commission requests one additional full-time position to facilitate a service contract with Columbus City Schools, and four additional part-time positions to allow flexibility in staffing.

Finally, contingent upon passage of 3025-2016, the authorized strength levels granted to the Equal Business Opportunity Commission Office have been been redesignated to the Office of Diversity and Inclusion in this piece.

**Fiscal Impact:** Funds for these strength levels are budgeted and/or the positions will not be filled until revenues have been clearly identified and appropriated. In all cases, the ability to hire will be monitored by the Division of Finance and Management. As such, there is no negative fiscal impact associated with passage of this ordinance.

**Emergency Justification:** Emergency action is requested to allow for the filling of budgeted vacant positions in certain departments in order to maintain and preserve public health, safety, and welfare.

To establish a new authorized strength ordinance for various divisions in the City of Columbus to be consistent with the adopted 2016 budget and additional needs that have developed since budget adoption; to repeal ordinance 1473-2016; and to declare an emergency.

**WHEREAS**, the Mayor's Executive 2016 budget was submitted to City Council on November 12, 2015 for consideration; and

**WHEREAS**, City Council adopted said budget on February 8, 2016; and

**WHEREAS**, this ordinance repeals authorized strength ordinance 1473-2016 to be consistent with the 2016 adopted budget as amended and additional needs that have developed since budget adoption; and

**WHEREAS**, an emergency exists in the usual daily operation of the City of Columbus in that it is immediately necessary to establish a new authorized strength ordinance to provide for the efficient operation of the city, and for the immediate preservation of the public health, peace, property, safety and welfare; now, therefore:

#### **BE IT ORDAINED BY THE COUNCIL OF THE CITY OF COLUMBUS**

**SECTION 1.** That pursuant to Section 14 of the City Charter, the maximum number of officers and employees authorized to be employed within the various Departments, Boards and Offices of the City are hereby fixed and established as follows:

- 1- Refer to attachment ORD02948-2016currentstrength.xlsx
- 2- Refer to attachment ORD02948-2016previousstrength.xlsx

The foregoing positions authorized include all positions within each department, division, board, office or commission, whether appointed or elected except the members of any board or commission authorized by charter or ordinance. No Appointing Authority shall appoint full-time or part-time personnel in excess of the maximum permitted by this ordinance unless authorized by ordinance of City Council.

**SECTION 2.** Such of the positions within the Division of Fire as the Director of Public Safety and Fire Chief shall designate, shall be within the uniformed ranks and all other positions therein shall be deemed civilian positions, provided there shall not be in excess of five (5) Fire Assistant Chiefs and there shall not be in excess of four (4) Fire Deputy Chiefs; as a normal complement in excess of thirty-four (34) Fire Battalion Chiefs nor as a temporary complement in excess of thirty-five (35) Fire Battalion Chiefs at any one time; fifty-eight (58) Fire Captains nor as a temporary complement in excess of fifty-nine (59) Fire Captains at any one time; one (1) Fire Chief; and one-hundred ninety six (196) Fire Lieutenants. The complements of fire captains and fire lieutenants are intended to be temporary, subject to review and change at any time.

Such of the positions within the Division of Police as the Director of Public Safety and the Police Chief shall designate, shall be within the uniformed ranks and all other positions therein shall be deemed civilian positions, provided there shall not be, as a normal complement, in excess of eighteen (18) Police Commanders nor as a temporary complement in excess of nineteen (19) Police Commanders at any one time; one (1) Police Chief; in excess of, as a normal complement six (6) Police Deputy Chiefs nor as a temporary complement in excess of seven (7) Police Deputy Chiefs at any one time; in excess of, as a normal complement, fifty-seven (57) Police Lieutenants nor as a temporary complement; in excess of fifty-nine (59) Police Lieutenants at any one time; in excess of, as a normal complement; two hundred twenty-five (225) Police Sergeants nor as a temporary complement in excess of two hundred twenty-nine (229) Police Sergeants at any one time.

**SECTION 3.** Temporary appointments are not subject to the authorized strength ordinance. Additionally, limited appointments made to cover full-time and part-time employees on authorized leave (injury, disability or military leave) are not subject to the authorized strength ordinance. Student intern positions are not subject to the authorized strength ordinance.

**SECTION 4.** That Ordinance No. 1473-2016 and all other ordinances relative to the authorization of employees for any department, division, board or commission and all other ordinances in conflict herewith be and the same are hereby repealed.

**SECTION 5.** That for the reasons 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.