



## Legislation Text

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**File #:** 2965-2022, **Version:** 1

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This ordinance authorizes the City Auditor to transfer \$400,000.00 within the general fund from the Department of Finance and Management, Division of Financial Management, to the Department of Human Resources, to allow the Department of Human Resources Director to fund two new projects in early 2023.

Project One will be to contract with a consultant to complete a comprehensive compensation study in which all 660+ job classifications within the City will be reviewed and analyzed. The overarching goal is to retain and attract the best employees to the City. To accomplish that goal, it is necessary to assess how competitive the city is in the market and make results-based corresponding and appropriate changes. This is estimated to cost \$250,000.00.

Project Two is the purchase of labor relations costing software. This software will be used by both the Human Resources Department and the Finance and Management Department to cost out various proposals exchanged by the city and unions during labor negotiations. This will provide a real time assessment of total costs for any proposal to modify compensation and benefits for any union or employee group. This software automation aims to increase the efficiency of cost forecasting and take human error out of the equation. This is estimated to cost \$150,000.00.

In addition, this ordinance authorizes the City Auditor to set up a certificate in the amount of \$400,000.00 to fund these two projects.

Separate RFPs will be bid for each project. The department's goal is to bid both these projects in 2022 and assess and score proposals from vendors as soon as they are back.

After proposals have been accepted, the Human Resources Department will submit ordinances seeking Council authorization to enter into contracts.

Emergency Justification: Emergency action is being requested so the transfer of funds can be made in 2022 and a certificate can be established prior to the City Auditor's 2022 year-end deadline.

Fiscal Impact: \$400,000.00 is available for transfer from Finance and Management Department, Division of Financial Management, Citywide Account, in 2022.

To authorize the City Auditor to transfer funds within the general fund, from the Department of Finance and Management, Division of Financial Management, to the Department of Human Resources, general fund, to allow the Human Resources Director to fund a comprehensive compensation study and purchase labor relations cost modeling software; to authorize the City Auditor to set up a certificate in the amount of \$400,000.00 for these projects; and to declare an emergency. (\$400,000.00)

**WHEREAS**, the Human Resources Department plans to solicit proposals for a consultant to provide a comprehensive compensation study of all City job classifications, in accordance with the relevant provisions of the City Code Chapter 329; this is estimated to cost \$250,000.00; and

**WHEREAS**, the Human Resources Department plans to solicit proposals for labor relations cost model software, in accordance with the relevant provisions of the City Code Chapter 329; this is estimated to cost \$150,000.00; and

**WHEREAS**, the Finance and Management Department is collaborating with the Human Resources Department to fund both projects; and

**WHEREAS**, sufficient funding is available for transfer within the general fund from the Finance and Management Department, Division of Financial Management, to the Human Resources Department; and

**WHEREAS**, to ensure the availability of monies available for transfer in 2022 for the above-noted purposes , it is necessary to authorize the City Auditor to establish a certificate in the amount of \$400,000.00; and

**WHEREAS**, the Human Resources Department will submit ordinances seeking Council authorization to enter into contracts with the selected vendors; and

**WHEREAS**, an emergency exists in the usual daily operation of the Department Finance and Management and the Department of Human Resources in that it is immediately necessary to authorize the transfer of \$400,000.00 within the general fund from the Finance and Management Department to the Human Resources Department so the transfer of funds can be made in 2022 and a certificate can be established prior to the City Auditor's 2022 year-end deadline to ensure the availability of funds in the upcoming months to fund a comprehensive compensation study and to purchase labor relations cost model software; NOW, THEREFORE

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

**SECTION 1.** That the City Auditor is hereby authorized to transfer \$400,000.00 within the general fund per the attachment.

**SECTION 2.** That the City Auditor is authorized to establish a certificate in the amount of \$400,000.00 to ensure the availability of funds to contract with two qualified, separate vendors to complete a comprehensive compensation study and purchase software for cost modeling labor negotiation proposals. The Department of Human Resources will submit future ordinances seeking Council authorization to enter into contracts with selected vendors.

**SECTION 3.** That the funds necessary to carry out the purpose of this ordinance are hereby deemed appropriated, and the City Auditor shall establish such accounting codes as necessary.

**SECTION 4.** That the City Auditor is authorized to make any accounting changes to revise the funding source for all contracts or contract modifications associated with this ordinance.

**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 (10) days after passage if the Mayor neither approves nor vetoes the same.