

HUMAN RESOURCES DEPARTMENT

Every year we are asked to contribute to the publication of the State of the City. Each time we begin by thanking our employees for their hard work. This year will be no exception. We have some of the finest, most dedicated and caring employees, which is very evident by the quality of work accomplished. Job well done and thank you!

Benefits are always on the forefront of the Human Resources Department. We will soon begin the process of reviewing and preparing for the 2015/2016 plan year. The Health Insurance committee will begin meeting early in the year. This committee looks at various insurance carriers and their bids. The committee will also be reviewing various plan designs. The goal of the committee and the Human Resources Department is to obtain good coverage at a reasonable cost to our employees as well as for our City.

This year, flu shots were offered on-site at City Hall. This was the first time they have been offered on the premises. We had over 25 employees take advantage of this program.

This past year there have been many changes in compliance regulations for human resources-related issues. We continue to closely monitor those changes and act accordingly.

Our City continues to do a fine job with our safety initiatives. Being proactive with workers compensation initiatives can reduce our costs and better manage our claims. We can also help to educate our employees on proper procedures and methods.



This year we also received a "Standard of Excellence Award" for our loss control for the previous year. Below is an excerpt from the minutes of Wilmington City Council describing the presentation of the award from Tom Judy of Miami Valley Risk Management to Mayor Riley:

Mayor Riley introduced Tom Judy from Miami Valley Risk Management Association and Human Resources Director Danny Mongold.

Tom Judy – Executive Director, Miami Valley Risk Management Association (MVRMA). MVRMA recently celebrated the organizations 25th Anniversary. The current membership is 20 cities. Loss control is a very important part of the organization. The members are very good at adopting best practices to minimize losses. When all of the claims have been paid and suits resolved, the board will close out the loss year. Any

money remaining in the loss year fund is returned to the members, with interest. MVRMA returned 1.4 million dollars back to the members last year, for a total of over \$12 million dollars that has been returned to the members over the life of this organization. MVRMA has been a great success story through the cooperation of cities such as Wilmington. Wilmington has been here from the beginning and has been a big part of that success. We thank you for that and look forward to a long and continuing relationship. In the June meeting each year, the board recognizes its members that were very successful in controlling their losses in the prior loss year. Members whose insured losses are less than a factor of \$100 per employee achieve the Standard of Excellence award. For 2014, four cities achieved that award, Wilmington being one of those. Even better than that, Wilmington's loss ratio was the lowest in the pool last year. So, I'd like to recognize the City of Wilmington, its mayor, its council, and most importantly its employees for their commitment to risk management.

Tom Judy from MVRMA presented the 2013 Standard of Excellence Award Overall Winner.

Mayor Riley – This is truly an outstanding award. As Tom so rightly pointed out, this is not because of the administration. We were able to achieve this because of the diligent work of our employees”

This award was very special because were the ðOverall Winner.ð

MVRMA also completed the City SPEC (Safety Performance Evaluation Checklist) report. This is an audit performed annually by MVRMA. The purpose of SPEC is to measure the extent to which a member City takes affirmative steps to protect its workers from injury and to protect the community from liability. I am proud to say our City recorded a very high 98% (excellent). This is a 2% increase from the previous year. A big thanks to all of our superintendents who work hard to help make this happen.



In August of this year, the Human Resources Department hosted our Employee Appreciation Day. Once a year the employees of the City of Wilmington gather for hot dogs and hamburgers, baked beans, mac and cheese and more. A fun day with good food. What's better than that? We had well over 100 employees attend. Thank you City employees for all you do!



Employees at Employee Appreciation Day

The Human Resources Department is also responsible for the management of the City Drug and Alcohol Program. This includes DOT and NON-DOT, which consists of random, pre-employment, reasonable suspicion and post-accident testing. We monitor any changes which might occur to existing protocol and rectify when necessary.

As always, we are here to help with any health insurance questions. Health insurance is becoming more and more complicated. Feel free to stop by or give us a call.

Our door is always open for any needs or concerns our employees have. May 2015 be a great year for you and your family.

Submitted by:

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