

## **HUMAN RESOURCES DEPARTMENT**

Every year we are asked to contribute to the overall publication of the State of the City. Each year 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. We will begin the process of reviewing and preparing for the 2015/2016 plan year. The health insurance committee will meet soon and will look at various insurance carriers and their bids. The committee will also be looking at various plan designs. The goal of the committee and Human Resources is to obtain good coverage at a reasonable cost to our employees as well as for our City. This year Flu shots were offered at City hall. This was the second year that on site flu shots were available. We had over 25 take advantage.

This past year there have been many changes in compliance regulations. ORC changes as well as labor law. We continue to monitor those changes and act accordingly.

Our City continues to do a fantastic job with our safety initiatives. Being proactive with workers compensation initiatives, we can reduce our costs and better manage our claims. Helping to educate our employees on proper procedures and methods of doing their job, which not only helps our employees to be safer, but cost saving can be realized for the City.

Last year we received a "Standard of Excellence Award" for our loss control efforts City wide. In fact, we were the overall winner among the 20 cities in MVRMA. Being an overall winner meant our loss ratio rate was the lowest in the 20 City pool. Our loss ratio was less than \$100 per employee. Outstanding! This year a City safety audit was completed by MVRMA. A SPEC report (Safety Performance Evaluation Checklist) was then presented to Wilmington. 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 pleased to announce the City of Wilmington scored a 99% out of a possible 100%. This is a very good number. Thanks to our entire City departments for taking safety to the next level.

Our City also received an "Employer Premium Refund" from BWC in the amount of \$3,901.41 for reducing frequency rate and attendance.

In September members of the police department prepared a superb breakfast for all City employees who wished to participate. Eggs, bacon, toast and much more was purchased. All was cooked in the Friends church (thanks so much to the Friends church) kitchen area, then carried to the community room. We had great attendance from all departments. A good time was had by all.

Thanks again to all of our employees for a job well done! We wish you and your family the best in 2016.

*Submitted by:*

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