

City of Rock Springs )  
County of Sweetwater )  
State of Wyoming )

City Council met in special session on March 21, 2018. Mayor Carl Demshar called the meeting to order at 5:30 p.m. Members present included Councilors Rob Zotti, Glennise Wendorf, Rose Mosbey, Jason Armstrong, David Halter, Tim Savage, David Tate. Councilor Billy Shalata joined the meeting at 6:30 p.m. Department heads present included Jim Wamsley, Paul Kauchich, Steve Horton, Kara Beech, Dave Lansang, and Matt McBurnett. The negotiating team members from I.A.F.F. Local #1499 were present: Dominic Erramouspe, Seth Lancaster, Steven Kourbelas, and Luke Geffre. The pledge of allegiance was recited.

## **OLD BUSINESS**

### **Collective bargaining between the city of Rock Springs and the Rock Springs Fire Fighters IAFF Local 1499 to construct a Collective Labor Agreement for the term of July 1, 2018, through June 30, 2020**

Mayor Demshar suggested going through the IAFF's proposals, one at a time, and determining whether the governing body was willing to accept it. Dom Erramouspe agreed and also asked that they address the city's proposal regarding health insurance deductibles.

#### **IAFF Proposals**

Proposal #1: Updates the term of the contract to July 1, 2018 through June 30, 2020. It was the consensus of the governing body to agree to Proposal #1.

Proposal #2: Remove quantity restriction on clothing items provided—replace worn or damaged clothing as necessary. After discussion and determining that there were checks and balances in place to ensure that replacements were warranted, it was the consensus of the governing body to agree to Proposal #2.

Proposal #3: Physicals and Drug Testing—change B.A.C. limit from 0.05 to 0.04 to coincide with DOT regulations. It was the consensus of the governing body to agree to Proposal #3.

Proposal #4: Vacation scheduling—change number of picks to coincide with accrual rates. It was the consensus of the governing body to agree to Proposal #4.

Proposal #5: Allow vacation time use in blocks less than 24-hour increments. It was the consensus of the governing body to agree to Proposal #5.

Proposal #6: Continue employee discounts for recreation passes and golf passes for retiring firefighters with 20 years of service, qualified medical disability retirement, reduction in force, etc. It was noted that a similar benefit is already in the UMWA contract and has been given to other employees as well. It was the consensus of the governing body to agree to Proposal #6 if it coincided with the current benefit given to other employees:

Upon retirement from City service, a retiree is eligible for a lifetime single membership to the Civic Center, Recreation Center, and White Mountain Golf Course at no charge, if the following criteria are met:

- a. eligible for full retirement benefits under the Wyoming Retirement System, or;
- b. sixty-two (62) years of age or older at time of retirement
- c. retired employee is responsible for initiating the benefit.

Proposal #7: Increase compensatory time limit accrual from 240 hours to 480 hours. The governing body stated that this would present an increased cost to the city. It was pointed out that in the UMWA's contract negotiations no increase in limit was allowed. It was the consensus of the governing body to hold the accrued compensatory time limit to 240 hours.

Proposal #8: Convert certification pay for Fire and EMS from flat dollar amount to a percentage of top firefighter pay. There was lengthy discussion regarding this proposal. Dom Erramouspe stated that the certification pay has not increased since the 1980's. The intention of this proposal is to hold the value of the certification pay over time. It was the consensus of the governing body to table Proposal #8 until the next meeting.

Mayor Demshar stated that the governing body will address Proposal #9 concerning compensation and wages at the next meeting.

**City of Rock Springs Proposal**

Proposal #2: Health Insurance—Remove deductibles of \$500 per person per calendar year, and \$1,000 maximum aggregate deductible per calendar year from the contract. Dom Erramouspe stated that the firefighters would like to gather more information to determine the potential impact. They requested information regarding the types of contracts they have and how many are hitting the aggregate deductibles. Matt McBurnett stated that the firefighters’ representative on the health insurance committee would be able to give them that information. Kara Beech stated that limiting the deductibles takes away the city’s ability to look at other alternatives to the current plan that could be beneficial to both the city and the employees. It was also noted that these deductible amounts have remained the same for many years and very few plans even offer them anymore.

The next meeting for negotiations was set for April 4, 2018, at 5:30 p.m.

**ADJOURNMENT**

There being no further business, the meeting adjourned at 7:10 p.m.

By: \_\_\_\_\_  
Council President

ATTEST:

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City Clerk

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Mayor