

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

City Council met in special session on April 4, 2018. Mayor Carl Demshar called the meeting to order at 5:30 p.m. Members present included Councilors Rose Mosbey, Jason Armstrong, David Halter, Tim Savage, David Tate, and Billy Shalata. Councilors Rob Zotti and Glennise Wendorf were absent from the meeting. Department heads present included Jim Wamsley, Steve Horton, Kara Beech, Dwane Pacheco, and Richard Beckwith. The negotiating team members from I.A.F.F. Local #1499 were present: Dominic Erramouspe, Seth Lancaster, 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 stated that this meeting is a continuance of negotiations for a collective labor agreement.

Dom Erramouspe stated that he received information today from Kara Beech regarding the health insurance deductibles, but has not had a chance yet to digest it. A short caucus would allow them to do this. He also asked for clarification on Proposal #1. They were requesting latitude to go through the contract and consolidate the contract with the amendment made pertaining to the 48/96 schedule. City Attorney, Richard Beckwith stated that while the amendment was already a part of the contract, all changes should be presented for approval by the governing body.

Proposal #8 regarding certification pay was tabled at the last meeting. Councilor Shalata stated that the city is paying for fire certifications that are a requirement of the job. He also stated that the certification pay for EMS was fairly low and he would be amenable to raising that flat amount. Dom Erramouspe stated that in the wage study a general statement was made stating that certification pay should be consistent with market forces. A percentage of the top firefighter pay would ensure this.

Dom Erramouspe stated that while the governing body rejected Proposal #7 which would have increased the accrued compensatory time limit from 240 hours to 480 hours, the average of the department is about 77 hours of comp time. He asked the council to reconsider as the benefit would not be enjoyed by all, just some.

At 5:53 p.m. the parties broke for caucus and resumed the meeting at 6:20 p.m.

Mayor Demshar stated that the governing body is going to stand with their rejection of Proposal #7.

Dom Erramouspe addressed the City's Proposal #2 regarding insurance deductibles. He stated that they would be amenable to add wording to the contract stating that if it was the recommendation of the health insurance committee to change deductibles, negotiations would be opened with the I.A.F.F. to address this. They are interested in working for the better good of all the employees and the city.

Dom Erramouspe directed discussion back to Proposal #8 regarding certification pay. He proposed that the firefighter and EMT certifications all be converted from a flat rate to a percentage of the top firefighter pay.

Mayor Demshar stated that the governing body proposes leaving the firefighter certification pay as is, and the EMT basic as is, but converting the EMT ALS pay to 1.55% and the Paramedic pay to 2.44%. Dom Erramouspe stated that this was a fair counter proposal that they could take back to the membership.

Proposal #9 regarding wages was then discussed. Dom Erramouspe stated that they appreciated the offer of a bonus but would prefer the COLA and a lateral move. Mayor Demshar stated that the governing body is proceeding very cautiously with the budget this year. He countered the offer with a \$1,200 bonus for year one and discussion of percentages for year two of the contract.

The parties broke for caucus at 6:53 p.m. and resumed the meeting at 7:13 p.m.

Dom Erramouspe stated that the wage study recommended progression through the ranges as fairly automatic. He countered the city's proposal with a 1.5% COLA and 3% lateral move for year one and then meet in 12 months to discuss the wages for year two. If the city agreed to this they would withdraw Proposal #7.

Mayor Demshar stated that given the economic situation today, the COLA is what matters. He stated that revenues are not as good as they thought and sales and use tax revenue has fallen 39% in the past two months. It is difficult to justify a 4.5% increase when cuts have been made to the budget and staff decreased by attrition. Councilor Shalata stated that in the period of 2006 through 2016 employees' salaries increased 56.80%. He stated that it is in the contract already that a firefighter will automatically go to the top of the range when they have been with the city seven years.

There was more discussion regarding the wage study, ranges, and current salaries. Councilor Armstrong stated that it comes down to what the city can afford. Councilor Savage encouraged the firefighters to agree to the proposal, especially if they are confident that the economy is improving. The City is just not ready to go there yet with the recent turn in revenues.

At 7:38 p.m. the parties broke for caucus and resumed the meeting at 7:54 p.m.

Mayor Demshar stated that the city would be willing to counter with a \$1,500 bonus for year one and reopen negotiations for year two wages. Dom Erramouspe stated that they would need to take this back to the membership for discussion.

The next meeting for negotiations was set for April 10, 2018, at 5:30 p.m.

**ADJOURNMENT**

There being no further business, the meeting adjourned at 8:03 p.m.

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

ATTEST:

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City Clerk

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Mayor