

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

City Council met in special session on April 10, 2018. Mayor Carl Demshar called the meeting to order at 5:32 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, Matt McBurnett, Steve Horton, Kara Beech, Dwane Pacheco, Paul Kauchich, and Richard Beckwith. The negotiating team members from I.A.F.F. Local #1499 were present: Dominic Erramouspe, Steven Kourbelas, 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 the membership has discussed the wage proposal. While they recognize the financial uncertainty of the City, they would like to counter the City's offer for Proposal #9, which was a \$1,500 bonus for year one and discussion of percentages for year two of the contract. The countered offer consisted of a 1% COLA and a 3% lateral movement, of which only half of the firefighters would qualify for. Dominic Erramouspe stated that as part of their counter offer, they will withdraw Proposal #7. Councilor Armstrong referred to Proposal #8, asking if the membership had discussed it yet. Dominic Erramouspe clarified that he plans to take it back to the membership as part of the final contract. He stated that they do not have a line item veto, therefore, the contract must be ratified in its entirety. Dominic Erramouspe informed the governing body that a rejection would not necessarily mean the whole contract is unacceptable. He would like to make sure it is where it needs to be before it is presented for ratification to the membership.

At 5:38 p.m. the parties broke for caucus and resumed the meeting at 5:51 p.m.

Mayor Demshar stated that the governing body is providing a counter offer of 1% COLA and a 1.5% lateral movement.

At 5:53 p.m. the parties broke for caucus and resumed the meeting at 6:03 p.m.

Dom Erramouspe thanked the governing body for the counter offer, and conditionally accepted with one stipulation – that the language for a possible 3% lateral movement be memorialized into the contract for possible future use. He suggested adding language stating that the 3% lateral movement is disqualified at this point in time due to the financial situation of the City. Mayor Demshar reiterated that although language regarding the 3% lateral movement would remain in the contract according to their stipulation, that at this time, there will only be a 1.5% lateral movement. Dom Erramouspe confirmed. Councilor Shalata read through this section of the contract and reiterated that the 3% lateral movement language would remain for future negotiations, but a 1.5% lateral movement would be awarded now. Dom Erramouspe confirmed and stated that the next paragraph should be amended as well to include language stating that the revenues available are not sufficient to award a 3% lateral movement and that it is agreed that this will be revisited in 2019. Mayor Demshar and the governing body agreed.

Director of Administrative Services Matthew McBurnett expressed interest in revisiting Proposal #2 regarding insurance deductibles, stating that there is a very short time window, approximately two weeks to get our health insurance plan finalized with Blue Cross Blue Shield of Wyoming. Dom Erramouspe informed the governing body and Matthew McBurnett that the recommendations of the ad hoc health insurance committee formed by the membership will review the proposal again. Matthew McBurnett stressed that there is a very tight time constraint on this particular proposal. He encouraged it be taken out altogether at this point. Dom Erramouspe replied that the union understands time constraints, and there is usually a window of 7-10 days to conduct official union business. They would like to follow that process. Councilor Shalata asked if the window can be shortened to 5 business days for this particular issue to get a

response to Mr. McBurnett. He voiced a concern about having this finalized by April 12 in order to avoid arbitration. Dom Erramouspe agreed.

Mayor Demshar expressed that a tentative agreement had been reached at this point in the meeting.

Dom Erramouspe replied that it would be improper to include health insurance after a tentative agreement had been reached. Matthew McBurnett responded that employees outside of the fire department have expressed interest in a higher deductible plan, to pay less money in health insurance premiums, since they haven't been meeting their deductibles anyway. Mayor Demshar stated that the contract would technically be reopened in 2019, so this issue could be revisited then. Dom Erramouspe stated that although the \$500 deductible is protected in the contract, the membership would be willing to consider changes at the recommendation of the Health Insurance Committee.

Mayor Demshar asked City Attorney Richard Beckwith who will make the changes to the contract at this point? City Attorney Richard Beckwith confirmed that once Dom Erramouspe takes the changes back to the membership and they are ratified, he will work with Dom to memorialize these changes in the contract.

Mayor Demshar asked Dom Erramouspe if this requires a 100% vote and if so, will there be a longer period of time to obtain a full vote if a member is out of town and unable to vote in a reasonable amount of time. Dom confirmed that there are exceptions for delays that will move the process along if someone is gone for a considerable amount of time.

**ADJOURNMENT**

There being no further business, the meeting adjourned at 6:22 p.m.

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

ATTEST:

\_\_\_\_\_  
City Clerk

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Mayor