

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

City Council met in special session on May 16, 2019. Mayor Timothy A. Kaumo called the meeting to order at 7:03 p.m. Members present included Councilors Keaton West, Rob Zotti, David Tate, Jeannie Demas, Glennise Wendorf, and Billy Shalata. Councilors David Halter and Tim Savage were absent from the meeting. IAFF Local 1499 representatives present included Amy Warne, Rob Miller, Van Welsh, Seth Lancaster, Jake Hunt, and Jason Cristanelli. UMWA Local Union 4893 representatives present included District Representative Richard Morgan, Ariel Klein, Brenda McNalley, Sandy McJunkin, Les Mauch, Casey Warne, Chandra Rasmussen, and Darren Johnson. Department heads present included Richard Beckwith, Matt McBurnett, David Lansang, and Paul Kauchich. The pledge of allegiance was recited.

### **NEGOTIATION MEETING**

***Members of UMWA Local Union 4893 and the Governing Body of the City of Rock Springs to initiate the negotiation process for the Collective Bargaining Agreement between the UMWA Local Union 4893 and the City of Rock Springs***

Mayor Kaumo asked everyone to introduce himself or herself. Mayor Kaumo then turned the meeting over to Councilor Zotti, who stated that we are here to discuss wages and asked if the union had a proposal. Richard Morgan stated that he wanted to make it easy and he understands that the City had negotiated with the firefighters and stated that they are not the firefighters and what they agreed to is not what the UMWA agrees to. The proposal offered by the UMWA Local Union 4893 included a 2% cost of living adjustment, along with a 2% range movement and automatic movement to the top of the range after seven years. Councilor Zotti asked if the union would be agreeable to open up article XII and section B regarding comp time and stated that they would like to add the Assistant Golf Professional to the eight position to the MOU to accumulate comp time. Mr. Morgan stated that it is not something they are ready to address. Darren Johnson stated that it is something they would like to address next year when they open up the entire contract. Discussion took place regarding the compensated absences process as it relates to the MOU. Richard Morgan stated that the City could have that discussion with the local Union. Mayor Kaumo asked where the 2.0% Cost of Living Adjustment came from. Discussion took place regarding the basis for the proposal.

### **EXECUTIVE SESSION**

Moved by Councilor Shalata, seconded by Councilor Tate to move into Executive Session at 7:17 p.m. Upon roll call, the following voted in favor: Councilors West, Zotti, Tate, Demas, Wendorf, Shalata, and Mayor Kaumo. Motion carried unanimously.

### **RECONVENE**

Moved by Councilor West, seconded by Councilor Shalata to reconvene at 7:30 p.m. Upon roll call, the following voted in favor: Councilors West, Zotti, Tate, Demas, Wendorf, Shalata, and Mayor Kaumo. Motion carried unanimously.

Councilor Zotti stated that we would not discuss the seven-year range movement provision. Discussion took place regarding the length of time between raises. Discussion took place regarding the state of the

economy. Mr. Johnson stated that two-tenths of a percent increase from the firefighters offer was a good faith request to be provided to the employees. Mayor Kaumo asked about the COLA increase as it relates to the cost of living increase as reported by the State. It was stated the last quarter was 1.0%. Discussion took place regarding the cost of living index. Councilor Zotti stated the counter offer was 1.8% COLA and 2.0% range movement and that they were firm on that. Councilor Shalata confirmed that there was a 3% increase in health insurance. Mayor Kaumo stated that it is the goal to move the employees up in the range whenever possible.

**EXECUTIVE SESSION**

Moved by Councilor Zotti, seconded by Councilor Demas to move into Executive Session at 7:40 p.m. Upon roll call, the following voted in favor: Councilors West, Zotti, Tate, Demas, Wendorf, Shalata, and Mayor Kaumo. Motion carried unanimously.

**RECONVENE**

Moved by Councilor Wendorf, seconded by Councilor Demas to reconvene at 7:52 p.m. Upon roll call, the following voted in favor: Councilors West, Zotti, Tate, Demas, Wendorf, Shalata, and Mayor Kaumo. Motion carried unanimously

Mr. Morgan stated that they have discussed the \$20,000 cost for the 0.2% range movement, and that it was not significant. The elimination of two department heads should provide enough in the budget to go towards this increase. He also stated that this will help to improve employee morale and they were going to stay at the 2.0%. Mayor Kaumo stated that the current negotiations are not in the budget and raises for bargaining unit employees at the 1.8% COLA and 2.0% range movement would cost in excess of \$300,000. Mr. Morgan then stated that the elimination of the department heads freed up about that much. Discussion took place regarding the COLA and the elimination of the department heads. Mr. Morgan stated that there was a discussion to keep the COLA at 1.8%, but move the range movement to 2.2%. More discussion took place regarding the costs to the City, the morale of the employees, and whether to hold another meeting or accept the offer.

The next negotiation meeting was set for May 23, 2019, at 5 p.m. in the City Hall Downstairs Conference Room.

**ADJOURNMENT**

There being no further business, the meeting adjourned at 8:08 p.m.

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

ATTEST:

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

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Mayor