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

City Council met in special session on February 26, 2020. Mayor Timothy A. Kaumo called the meeting to order at 5:15 p.m. Members present included Councilors David Halter, Keaton West, Jeannie Demas, Rob Zotti, Billy Shalata, and Tim Savage. Councilors Glennise Wendorf and David Tate were absent from the meeting. IAFF Local 1499 representatives present included Kyle McLendon, Luke Geffre, Amy Warne, Dominic Erramouspe, Rob Miller, Van Welsh, Seth Lancaster, Jake Hunt, and Steven Kourbelas. Department heads present included Richard Beckwith, Matt McBurnett, Jim Wamsley, and Paul Kauchich. Staff present included Jordan Allen, Les Mauch, Angela Stephenson, and Kristyn Muniz. The pledge of allegiance was recited.

NEGOTIATION MEETING

Members of International Association of Fire Fighters Local 1499 and the Governing Body of the City of Rock Springs to initiate the negotiation process for the Collective Bargaining Agreement between the IAFF Local 1499 and the City of Rock Springs

Luke Geffre, International Association of Fire Fighters Local 1499 president, went over changes proposed to the contract, including the date of the contract being from July 1, 2020—June 30, 2022. Salaries of firefighters with 5 years of service shall be moved to the top of the range, as opposed to 7 years in prior contract. A 5% range movement and 2.2% cost of living adjustment shall be awarded per year, which comes from the Wyoming Cost of Living Index, 2nd quarter figures. In Fire Service Training, Section 3, the IAFF requests that a requirement of all personnel to become Emergency Medical Technicians be added. Monthly additional pay amounts were discussed to be changed from flat rates to percentages. Compensatory Time, Section 5, maximum amounts were increased from 240 hours to 480 hours. Maximum hour accumulations were discussed, and how many staff members are affected by this change. Promotion or Temporary Assignment into a Higher Rank, Section 8, moving a captain to the top of their range prior to promotion to Battalion Chief was added, because some Battalion Chiefs make less than the Captains beneath them. Captain and Battalion Chief pay ranges overlap. Insurance, Article XI, was proposed to include the deductibles and HSA/HRA amounts. Union Business Time Off, Article XVIII, Section 3 was added to include that employees elected to the IAFF will be allowed to attend union activities without loss of pay. Cost relating to this was discussed to be a maximum of 2 days per year, and would be considered an excused training absence. Department Physicals; Drug and Alcohol Testing, Article XX, Section 1, was edited. Annual physical requirements were discussed so that they meet NFPA 1582 standards, which assists with meeting grant requirements, as well as offering exit physicals to IAFF members separating employment with the City.

Councilor Zotti stated that the City wishes to change Insurance, Article XI, to add new deductibles, establish a committee formally in the contract, removing "ad hoc" from the language, and to appoint 2 IAFF members to the Health Insurance Committee. It was also added that Battalion Chiefs be excluded as voting members of the IAFF. The Cost of Living Adjustment and range movement are still being considered. Matt McBurnett, Director of Administrative Services, stated that getting a vote of the membership for premium amounts is not a practical way to do business. The Health Insurance Committee does not get renewal information until immediately after the end of the benefit year, with a fast turnaround for renewal being expected. With spots being offered on the Committee, the IAFF has a chance to voice their concerns during that process.

The next negotiation meeting was set for March 2, 2020, at 5:15 p.m. in the City Hall Downstairs Conference Room.

ADJOURNMENT

There being no further business, the meeting adjourned at 5:52 p.m.

By: _____

Council President

ATTEST:

_____   _____

City Clerk   Mayor