

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

City Council met in special session on March 11, 2020. Mayor Timothy A. Kaumo called the meeting to order at 5:15 p.m. Members present included Councilors Rob Zotti, David Halter, Tim Savage, Glennise Wendorf, and Jeannie Demas. Councilors Keaton West, Billy Shalata, and David Tate were absent from the meeting. IAFF Local 1499 representatives present included Kyle McLendon, Luke Geffre, Amy Warne, Seth Lancaster, Jake Hunt, Rob Miller, and Van Welsh. Department Heads present included Richard Beckwith, Matt McBurnett, Dwane Pacheco, and Dave Lansang . Staff present included Angela Stephenson, Alex Visser, 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 continue the negotiation process for the Collective Bargaining Agreement between the IAFF Local 1499 and the City of Rock Springs***

Councilor Zotti stated that sales tax revenue is currently 37% lower than March 2019. He added that revenues are continuing to shrink, and the City is trying to add necessary projects to the ballot for the upcoming election for the Specific Purpose Tax initiative. To-date, the City still would like to make the contract a one year contract, not two. Regarding compensation, the City disagrees with the 5 year proposal. A 1.5% range movement and 1.25% cost of living adjustment are counter offered by the City. The \$37.50 flat rate is also a sticking point. The maximum hours of Compensatory Time Off is agreed to be kept at 240, instead of the proposed 480. The Temporary Assignment into a Higher Rank section is disagreed upon, as it is considered by the City to be raise on top of a raise. Language in the Health Insurance section was discussed, including wording regarding the HSA/HRA. Time Off for Union Business was presented to be waiting for input from the Union regarding specific language. Physical language was included to add NFPA standard requirements. The Other Benefits section regarding the use of Apparatus 4 was discussed to be removed entirely and dealt with in policy. The City agrees to keep the Battalion Chief's voting rights as-is, withdrawing its counter proposal to remove voting rights. Luke Geffre, Union President, stated that the use of Apparatus 4 was negotiated in the past in lieu of a pay raise, so the Union would like to keep it in contract. Councilor Zotti asked for clarification regarding striking the language from the contract and whether retirees could take advantage of this benefit, since it was in the contract at the time they required. Rick Beckwith, City Attorney, confirmed that retirees who retired with the language in the contract at that time could still benefit from it, should it be removed now. Mr. Geffre clarified that the Union would like to leave it in the contract. Councilor Zotti stated that he would like to clarify how the policies read and why they would be violated in the first place. The Fire Chief can enforce this policy. Language regarding the Physical counter proposal is agreed to by the Union. The Union proposes that for the Union Paid Time Off section, time off be capped at 240 hours per year, and would be considered a training absence, as approved by the Fire Chief and the Mayor. For the Health Insurance section, the Union is agreeable to the counter proposal, but would also like to see that the 2 members appointed to the Health Insurance Committee by the Mayor are agreed upon by the membership, to keep those with an interest on the committee. Councilor Zotti asked about the HSA/HRA language, and Mr. Geffre stated that the Union would like to see more clarification regarding the commitment by the City for its contribution to these plans. Representation on the Committee was discussed, and the contractual obligation of guaranteeing the City's contribution to the HRA/HSA plans restricts the City from participating in other plans. Temporary Assignment into Other Rank was

discussed to be waiting for feedback from the Mayor and Mayor Kaumo stated that it doesn't make sense for the small amount of individuals it affects, to agree to the proposal of moving the Battalion Chief pay. Councilor Zotti stated that a wage study is very expensive, and doing this for 3 individuals is not cost-effective. Mayor Kaumo expressed support in looking at conducting a wage study, but that this particular issue is not rampant in the City at this time. The integrity of the wage structure will be degraded, should this proposal be agreed upon. Promotion incentives were discussed, and it was agreed that there has never been a denied promotion by a member due to the wage. Currently, Mr. Geffre stated that there is only one person left on the eligibility roster for Battalion Chief, and that others have removed their name from the eligibility roster for Captain promotions. The ranges between Firefighter and Captain do not overlap, and as such, the Captain and Battalion Chief positions should not overlap. Councilor Zotti stated that the last wage study assigned values to each position, which is how they got to where they are. Mr. Geffre stated that Compensatory Time Off is agreed upon, and that flat rate and ALS certifications are agreed to stay the same, while keeping the EMT requirement language as proposed. The cost of living adjustment is counter proposed at 2.2%, with a 3% range movement. Mr. Geffre added that arbitration ordered that members reach the top of the range within the 7 years, and Mr. Beckwith clarified that there was a provision stating that if funds are available, a 3% range movement would be awarded. Councilor Zotti reminded the Union that numbers for sales tax are down 37% from March of 2019. Amy Warne stated that if the cost of living is maintained, that paychecks go further and that more money is spent here. Discussion took place regarding the City's performance in awarding cost of living adjustments over the past 5-10 years and that, on an average, has kept up with the cost of living index. Mayor Kaumo stated that there is a goal to move employees to the top, but we are also all in this together when times are tough or when they are good. He added that when the City goes forward to the citizens to ask for funding for 6 infrastructure projects that are very necessary on the next ballot, that it must be cognizant of its actions when the budget is considered. Mr. Beckwith added that with the Coronavirus present, that there could be ramifications from this disease financially. Mr. Geffre stated that the Union is willing to do a one year contract and re-negotiate wages, or even open up the contract for a second year.

#### **EXECUTIVE SESSION—Personnel**

Moved by Councilor Halter, seconded by Councilor Demas to move into Executive Session at 6:15 p.m. Motion carried unanimously.

#### **RECONVENE**

Moved by Councilor Zotti, seconded by Councilor Demas to reconvene from Executive Session at 6:35 p.m. Motion carried unanimously.

For the HSA/HRA language, the City does not agree to adding amounts or guarantees from the City for the HSA/HRA. 1.5% COLA and 1.5% range movement are proposed. The options for insurance are agreed by the Union, contingent upon the approval of it begins January 1, 2021, and allowing the rest of the paragraph language to stay. The Union is willing to concede on the Temporary Assignment into a Higher Rate of Pay, with the hopes that years to come will bring a wage study to correct this issue. Mr. Geffre asked about the contract length and whether wages would be discussed in the second year. Mayor Kaumo and Councilor Zotti confirmed that wages would only be discussed every year, and Mr. Beckwith added that the particular provision of the contract could be waived to re-negotiate other parts of the contract, if both parties agree. Mr. Geffre stated that the Union can agree to a one year contract and limit

next year to wages only. Regarding the 1.5% COLA and the 1.5% range movement, the Union requested a recess to discuss it.

**EXECUTIVE SESSION—Personnel**

Moved by Councilor Zotti, seconded by Councilor Halter to move into Executive Session at 6:45 p.m. Motion carried unanimously.

**RECONVENE**

Moved by Councilor Wendorf, seconded by Councilor Halter to reconvene from Executive Session at 6:54 p.m. Motion carried unanimously.

Councilor Zotti stated that the Union and the City are mostly agreeable to everything except for compensation at this point. Mr. Geffre asked about language to present regarding Health Insurance and the appointees to the Health Insurance Committee. Mr. Beckwith presented language, which was agreeable to the Union regarding Health Insurance Committee appointees. Mr. Geffre stated that the Union would like to take the 1.5% range movement and 1.5% cost of living adjustment back to their membership for input.

The next negotiation meeting was set for March 23, 2020, at 5:15 p.m. in the City Hall Downstairs Conference Room.

**ADJOURNMENT**

There being no further business, the meeting adjourned at 7:00 p.m.

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

ATTEST:

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City Clerk

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Mayor