

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

City Council met in special session on March 26, 2020. Mayor Timothy A. Kaumo called the meeting to order at 5:15 p.m. Members present included Councilor Rob Zotti. Councilors David Halter, Tim Savage, Glennise Wendorf, Jeannie Demas Keaton West, Billy Shalata, and David Tate were absent from the meeting. IAFF Local 1499 representatives present included Luke Geffre, Amy Warne, and Van Welsh. Department Heads present included Richard Beckwith, Matt McBurnett, and Jim Wamsley. Staff present included 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 at the end of the last meeting, the Council and IAFF were in agreement with everything except the 1.5% range movement and 1.5% cost of living adjustment. With current economic climates and the rapidly developing pandemic crisis, along with what is happening with oil and gas and how it is impacting jobs and our economy, the City would like to rescind its counter offer to stay flat, with no raises being given.

Luke Geffre stated that he had sent an email on March 16 that they were agreeable to the 1.5% range movement and 1.5% cost of living adjustment. It seems daily that things are getting worse, and it is unknown as to how long this crisis will last. The IAFF believes the situation will eventually remedy itself, but the question is when we will recover. He stated that morally and ethically, the IAFF cannot continue to pursue these increases in wages at this time. He asked Mr. Beckwith what the circumstances look like with a full vote of membership to accept the 1.5% range movement and 1.5% cost of living adjustment. Mr. Beckwith stated that it seems that we are reaching an entirely different agreement with changing circumstances, but with arbitration coming due after March 28, 2020, we must move forward with the arbitration process. Mayor Kaumo stated that with everyone being on the same page, is there a way that the membership could vote within 2 days to avoid beginning the arbitration process. Mr. Beckwith stated that the arbitration process has been enacted before, and that the process can begin but with the agreement in mind, it will be fairly simple. He will prepare the contract immediately for review. Amy Warne asked that if arbitration would be required if their membership votes down the 0%. Mr. Beckwith confirmed that we must go through the process at that point, should it fail to pass by membership.

Mayor Kaumo thanked the IAFF for their consideration of remaining flat. With other projects being put off, and with the City entering safe mode with the current crisis, this is a commendable action by the IAFF and the City appreciates it very much. Mr. Geffre stated that the IAFF does not want to see City employees laid off or fired in this emergency. He also wanted to be sure to let everyone know to spread the word that supporting our community is imperative right now. Mayor Kaumo stated that the City is doing its best to keep employees working through this and keeping their hours up as much as possible with creative solutions.

Mr. Geffre stated that with the no travel policy, collecting a vote within the 14 days should be easier than usual. Mayor Kaumo stated that with the profession the IAFF works in, he asks them to be safe and keep current with personal protective equipment. Councilor Zotti asked whether the Fire Department has

sufficient resources to supply personal protective equipment, and Fire Chief Jim Wamsley stated that the Department has 500 masks on order, but they are coming in slowly. Mayor Kaumo stated that the best thing we can do right now is maintain social distancing of at least 6 feet and if groups must get together, restrict the gathering to 10 people or less. Mr. Wamsley added that physical distancing is a better description of what should be happening vs. using social distancing as a term.

Mr. Geffre confirmed that as soon as a full vote comes in, they will get with Mr. Beckwith to draft a contract.

**ADJOURNMENT**

There being no further business, the meeting adjourned at 5:27 p.m.

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

ATTEST:

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City Clerk

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Mayor