



**CITY OF CORNING
SPECIAL COUNCIL MEETING SESSION**

**THURSDAY, JUNE 24, 2010
CITY COUNCIL CHAMBERS
794 THIRD STREET**

A. CALL TO ORDER: 5:00 p.m.

B. ROLL CALL:

Council:

Vacant

Ross Turner

Toni Parkins

John Leach

Mayor:

Gary Strack

C. PLEDGE OF ALLEGIANCE:

D. BUSINESS FROM THE FLOOR: If there is anyone in the audience wanting to speak on an item not already on tonight's Agenda, please come to the podium, identify yourself and briefly present your information to the Council. If an item is already on the agenda, please wait until that item comes up for discussion and then obtain the Mayor's attention so you will be allowed to speak. **A three-minute time limit will apply unless the Council makes an exception due to special circumstances. If your matter will require more time or formal action by the Council, the law requires that it be placed on the printed Agenda for a future meeting so that interested members of the public will have the chance to appear and speak on the subject.**

E. REGULAR AGENDA:

- 1. Adopt Resolution 06-22-10-01 to Ratify Sideletters Accepting the Furlough Plan for Each of the Individual Employee Bargaining Units and Set Office Furlough Closure Days.**

H. ADJOURNMENT!:

POSTED: WEDNESDAY, JUNE 23, 2010

**ITEM NO.:
RESOLUTION NO. 06-24-10-01 TO RATIFY
SIDELETTERS ACCEPTING THE FURLOUGH PLAN
FOR EACH OF THE INDIVIDUAL EMPLOYEE UNITS
AND SET OFFICE FURLOUGH CLOSURE DAYS.
JUNE 24, 2010**

TO: HONORABLE MAYOR AND COUNCIL MEMBERS

FROM: STEPHEN J. KIMBROUGH, CITY MANAGER



SUMMARY:

Included for City Council Ratification are Sideletters with each of the four Employee Bargaining Units. The terms of the Sideletters explain the process for implementing a ten percent (10%) reduction in employee compensation through an eight (8) hour furlough in every eighty (80) hour pay period (two-weeks).

Included with this report is a Resolution that sets the public office hours for City Hall and the City Yard, which encompasses closing every other Friday. The closing of City Hall and the City Yard are necessary, because the small number of City Staff cannot be spread effectively to keep City Hall and the Yard open full time. City service levels are reduced as a result.

There will be no change in the public office hours for either the Police or Fire Departments.

BACKGROUND:

The Employee Furlough Plan previously approved by the City Council during the Budget Meetings, will save the City General Fund **\$281,779** over the twelve (12) month period between July 1, 2010 and June 30, 2011.

Though the Sideletter Agreements with the City Employee Bargaining Units all sunset on June 30, 2011, both the employees and City must understand that this is totally dependant upon the recovery of the local economy.

RESOLUTION NO. 06-22-10-01:

City Code Chapter 2.28 provides the City Council with the ability to set the public office hours through a Resolution of the Council. This Resolution implements the Furlough Plan by closing City Hall and Public Offices every other Friday during the period July 1, 2010 through June 30, 2011.

At City Council direction, Staff developed a notification of City Hall closure that is posted and easily understood by City Customers. Currently City Staff posts a two-month calendar showing the days of closure and include any coming City Holidays on the same schedule. A brief explanation of the reason for the closure of City Hall is included.

RECOMMENDATION:

MAYOR AND COUNCIL:

- a. **RATIFY THE SIDELETTERS TO THE MEMORANDUMS OF UNDERSTANDING WITH THE FOUR CITY EMPLOYEE BARGAINING UNITS AND;**
- b. **ADOPT RESOLUTION NO. 06-24-10-01 IMPLEMENTING A REDUCTION IN EMPLOYEE COMPENSATION AND HOURS OF WORK BY THE CLOSURE OF CITY HALL AND THE CITY YARD EVERY OTHER FRIDAY DURING THE PERIOD OF JULY 1, 2010 THROUGH JUNE 30, 2011.**

RESOLUTION NO. 06-24-10-01

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CORNING
IMPLEMENTING A REDUCTION
IN EMPLOYEE COMPENSATION AND HOURS OF WORK
BY THE CLOSURE OF CITY HALL AND THE CITY YARD
EVERY OTHER FRIDAY DURING THE PERIOD OF
JULY 1, 2010 THROUGH JUNE 30, 2011**

WHEREAS, the City of Corning is faced with a decline in City revenues of over \$1,000,000 per year as a result of the current economic recession; and

WHEREAS, the City, working with its Employees, has devised a plan which will reduce all employee compensation by ten percent (10%) per year through reducing employees hours of work by eight (8) hours in every 80 hour payperiod; and

WHEREAS, the City of Corning has already reduced staffing by four (4) public works positions, leaving a total of 47 full-time City Employees; and

WHEREAS, attempting to keep City Hall and the City Yard Offices and Services operating with an additional reduction in worker hours of ten percent (10%) will adversely affect the ability to provide service to the public; and

WHEREAS, Corning Municipal code Section 2.28 requires Public Office hours be set by Resolution.

NOW, THEREFORE, BE IT RESOLVED that in accordance with Corning Municipal Code Section 2.28, the City Council of the City of Corning does hereby establish public office hours for City Hall and City Yard, closing the offices every other Friday during the period July 1, 2010 through June 30, 2011 as indicated on the following dates:

July 2, 2010	July 16, 2010	July 30, 2010
August 13, 2010	August 27, 2010	September 10, 2010
September 24, 2010	October 8, 2010	October 22, 2010
November 5, 2010	November 19, 2010	December 3, 2010
	December 17, 2010	
December 30, 2010 (Thursday – due to January 1, 2010 Holiday falling on a Saturday)		
January 14, 2011	January 28, 2011	February 11, 2011
February 25, 2011	March 11, 2011	March 25, 2011
April 8, 2011	April 21, 2011	May 6, 2011
May 20, 2011	June 3, 2011	June 17, 2011

BE IT FURTHER RESOLVED, that the City Council recognizes that this serious reduction in service to the public results from the economic recession forcing a reduction by ten percent (10%) in employee compensation.

PASSED AND ADOPTED by the City Council of the City of Corning on this **24th** day of **June** **2010** by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

Gary R. Strack, Mayor

ATTEST:

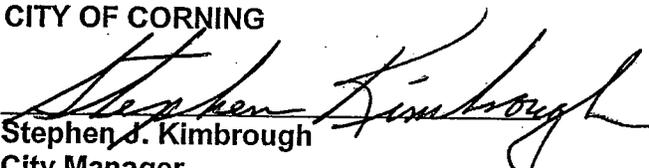
Lisa M. Linnet, City Clerk

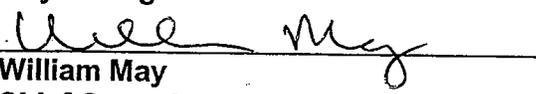
**CONTINUATION OF SIDE LETTER OF AGREEMENT
BETWEEN
CITY OF CORNING
AND
MANAGEMENT UNIT
Re: Furloughs
June 2, 2010**

Furloughs began on October 4, 2009 and would have ended June 30, 2010. The parties have met and agreed to continue the furloughs through June 30, 2011. The City and the Management Unit agree to staff furloughs as follows:

1. All regular full-time members of the Management Unit shall be furloughed eight (8) hours each pay period with a corresponding loss of pay.
 2. Furloughs will continue beginning July 1, 2010 and run through June 30, 2011.
 3. The ongoing uncertainty of the City's financial condition makes it impossible to absolutely guarantee that there will be no lay offs during FY 2010-2011. The City therefore agrees as follows:
 - a. Should the City lay off any regular full time City employee, furloughs will be discontinued and hours and salaries will be adjusted back to their normal pre-furlough hours and salaries effective the start of the pay period closest to the date the lay off(s) actually occur.
- and
- b. Regular full time City employees who are actually laid off shall receive one month's severance pay at their normal pre-furlough rate.
 4. Management Unit Employees have the flexibility to provide their own scheduling, subject to City Manager and/or his designee review and concurrence so long as they reduce their schedule by the required eight (8) hours per pay period.
 5. All contractual obligations not addressed in this side letter agreement remain in force.

CITY OF CORNING

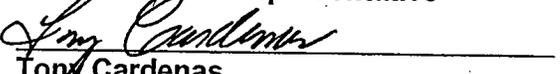

Stephen J. Kimbrough
City Manager


William May
Chief Consultant


Lisa M. Linnet
City Clerk

OPERATING ENGINEERS LOCAL
UNION NO. 3 AFL-CIO


Art Froli
OE-3 Business Representative

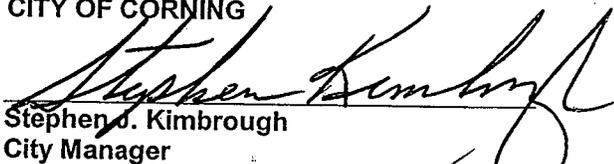

Tony Cardenas
Employee Representative

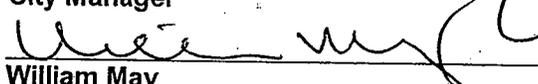
**CONTINUATION OF SIDE LETTER OF AGREEMENT
BETWEEN
CITY OF CORNING
AND
MISCELLANEOUS UNIT
Re: Furloughs
June 2, 2010**

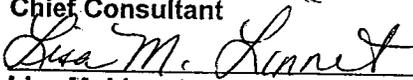
Furloughs began on October 4, 2009 and would have ended June 30, 2010. The parties have met and agreed to continue the furloughs through June 30, 2011. The City and the Miscellaneous Unit agree to staff furloughs as follows:

1. All regular full-time members of the Miscellaneous Unit shall be furloughed eight (8) hours each pay period with a corresponding loss of pay.
 2. Furloughs will continue beginning July 1, 2010 and run through June 30, 2011.
 3. The ongoing uncertainty of the City's financial condition makes it impossible to absolutely guarantee that there will be no lay offs during FY 2010-2011. The City therefore agrees as follows:
 - a. Should the City lay off any regular full time City employee, furloughs will be discontinued and hours and salaries will be adjusted back to their normal pre-furlough hours and salaries effective the start of the pay period closest to the date the lay off(s) actually occur.
- and
- b. Regular full time City employees who are actually laid off shall receive one month's severance pay at their normal pre-furlough rate.
4. City Hall and the Yard shall continue be closed every other Friday concluding with the end of furlough days on June 30, 2011.
 5. Miscellaneous Unit members work schedules shall consist of five (5), eight (8) hour days per week Monday through Friday alternating with four(4), eight (8) hour days Monday through Thursday for a total of seventy-two (72) hours worked during a pay period.
 6. Overtime shall be paid after eight (8) hours in a day, or forty (40) hours in a workweek; or, after eight (8) hours in a day or thirty-two (32) hours in a workweek, dependent upon the workweek schedule.
 7. The Community Services Officers workweek shall meet the needs of the Police Department and be based upon the schedule developed by the Police Chief (attached as part of this side letter).
 8. All contractual obligations not addressed in this side letter agreement remain in force.

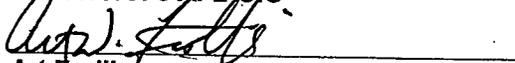
CITY OF CORNING

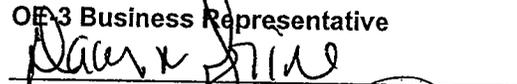

Stephen J. Kimbrough
City Manager

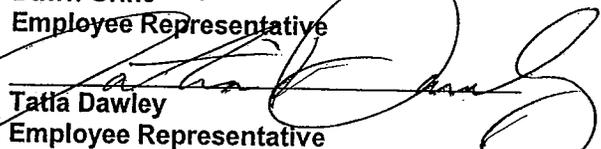

William May
Chief Consultant


Lisa M. Linnet
City Clerk

OPERATING ENGINEERS LOCAL
UNION NO. 3 AFL-CIO


Art Frolli
OE 3 Business Representative


Dawn Grine
Employee Representative


Tatia Dawley
Employee Representative

SAMPLE CSO SCHEDULE 72 HOUR

	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M									
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31		
OFFICER																																	
DAWLEY																																	
ROSS																																	

LEGEND

A = 8:00 AM – 5:00 PM

* Schedule is based upon Community Service Officers handling water meter reading, effective July 1, 2010.

**CONTINUATION OF SIDE LETTER OF AGREEMENT
BETWEEN
CITY OF CORNING
AND
DISPATCHER UNIT
Re: Furloughs
June 2, 2010**

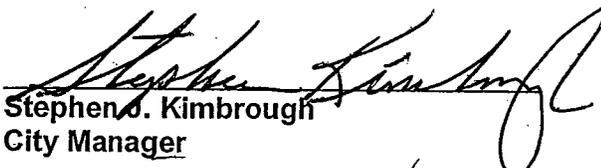
Furloughs began on October 4, 2009 and would have ended June 30, 2010. The parties have met and agreed to continue the furloughs through June 30, 2011. The City and the Dispatcher Unit agree to staff furloughs as follows:

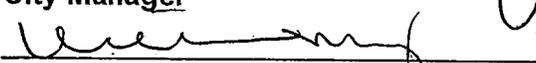
1. All regular full-time members of the Dispatcher Unit shall be furloughed eight (8) hours each pay period with a corresponding loss of pay.
2. Furloughs will continue beginning July 1, 2010 and run through June 30, 2011.
3. **The ongoing uncertainty of the City's financial condition makes it impossible to absolutely guarantee that there will be no lay offs during FY 2010-2011. The City therefore agrees as follows:**
 - a. **Should the City lay off any regular full time City employee, furloughs will be discontinued and hours and salaries will be adjusted back to their normal pre-furlough hours and salaries effective the start of the pay period closest to the date the lay off(s) actually occur.**

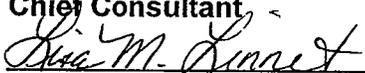
and

- b. **Regular full time City employees who are actually laid off shall receive one month's severance pay at their normal pre-furlough rate.**
4. All hours worked over seventy-two (72) hours in a pay period will be compensated at the time and one half (1.5) rate.
5. Police Dispatcher and Fire Dispatcher schedules are attached as part of this side letter.
6. All contractual obligations not addressed in this side letter agreement remain in force.

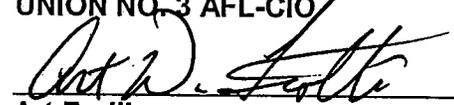
CITY OF CORNING

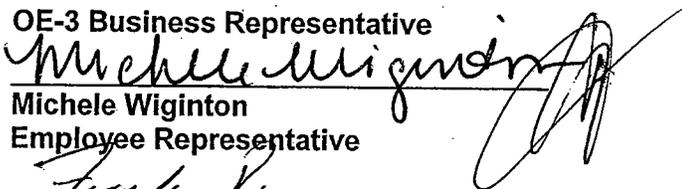

Stephen J. Kimbrough
City Manager

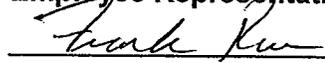

William May
Chief Consultant


Lisa M. Linnet
City Clerk

**OPERATING ENGINEERS LOCAL
UNION NO. 3 AFL-CIO**


Art Froli
OE-3 Business Representative


Michele Wiginton
Employee Representative


Frank Rua
Employee Representative

May 2010

Sun	Mon	Tue	Wed	Thu	Fri	Sat
Frank BLUE 6am - 6pm Troy RED 6am - 6pm						
Rocky BLACK 6pm - 6am Daymon GREEN 6pm - 6am						
2 Frank Rocky	3 Troy Daymon	4 Troy Daymon	5 Frank Rocky	6 Frank Rocky	7 Troy Daymon	8 Troy Daymon
9 Troy Daymon	10 Frank Rocky	11 Frank Rocky	12 Troy Daymon	13 Troy Daymon	14 Frank Rocky	15 Frank Rocky
16 Frank Rocky	17 Troy Daymon	18 Troy Daymon	19 Frank Rocky	20 Frank Rocky	21 Troy Daymon	22 Troy Daymon
23 Troy Daymon	24 Frank Rocky	25 Frank Rocky	26 Troy Daymon	27 Troy Daymon	28 Frank Rocky	29 Frank Rocky
30 Frank Rocky	31					

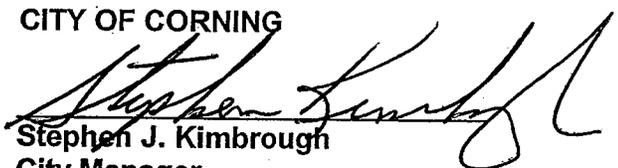
Schedule starts on Sunday, the 1st day of a 14 day pay cycle, runs for 14 days and then starts over. This is our permanent schedule. If you work on Tuesday you work 6 until 10 and furlough the last 8 hours. Martin covers daytime furloughs and part time employees cover the nights.

**CONTINUATION OF SIDE LETTER OF AGREEMENT
BETWEEN
CITY OF CORNING
AND
PUBLIC SAFETY UNIT
Re: Furloughs
June 2, 2010**

Furloughs began on October 4, 2009 and would have ended June 30, 2010. The parties have met and agreed to continue the furloughs through June 30, 2011. The City and the Public Safety Unit agree to staff furloughs as follows:

1. All regular full-time members of the Public Safety Unit shall be furloughed eight (8) hours each pay period with a corresponding loss of pay.
 2. Furloughs will continue beginning July 1, 2010 and run through June 30, 2011.
 3. **The ongoing uncertainty of the City's financial condition makes it impossible to absolutely guarantee that there will be no lay offs during FY 2010-2011. The City therefore agrees as follows:**
 - a. Should the City lay off any regular full time City employee, furloughs will be discontinued and hours and salaries will be adjusted back to their normal pre-furlough hours and salaries effective the start of the pay period closest to the date the lay off(s) actually occur.
- and
- b. Regular full time City employees who are actually laid off shall receive one month's severance pay at their normal pre-furlough rate.
4. All hours worked over seventy-two (72) hours in a pay period will be compensated at the time and one half (1.5) rate.
 5. The Public Safety Unit schedule is attached as part of this side letter.
 6. All contractual obligations not addressed in this side letter agreement remain in force.

CITY OF CORNING

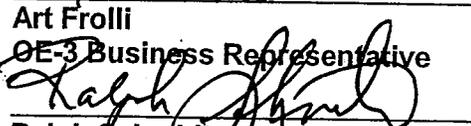

Stephen J. Kimbrough
City Manager

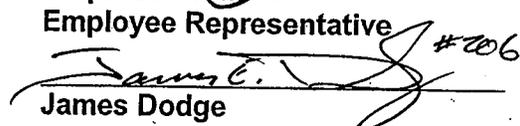

William May
Chief Consultant


Lisa M. Linnet
City Clerk

OPERATING ENGINEERS LOCAL
UNION NO. 3 AFL-CIO


Art Frolli
OE-3 Business Representative


Ralph Schmidt
Employee Representative

 #206
James Dodge
Employee Representative

SAMPLE PATROL SCHEDULE 72HR

	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M
OFFICER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	27	27	28	29	30	31
SCHMIDT			X	X	X					X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	
STROING			X	X	X					X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	
ATKINS																															
OCHOA																															
BASSETT																															
ANDERSON																															
FEARS																															
JOURDAN																															
HILL																															
WHITE																															
ALLISON																															
PRYATEL																															
DODGE																															

LEGEND

- 1 = 6:00 AM – 6:00 PM
- 2 = 6:00 PM – 6:00 AM
- 3 = 3:00 PM – 3:00 AM

- S = SCHOOL
- T = K-9 TRAINING
- W = WORKER'S COMP
- G = GANG/SPECIAL INVESTIGATIONS
- D = DETECTIVE

X = DAY OFF