



**CITY OF CORNING
CITY COUNCIL SPECIAL MEETING MINUTES**

**FRIDAY, DECEMBER 11, 2015
CITY COUNCIL CHAMBERS
794 THIRD STREET**

This is an Equal Opportunity Program. Discrimination is prohibited by Federal Law. Complaints of discrimination may be filed with the Secretary of Agriculture, Washington, D.C. 20250.

A. CALL TO ORDER: 10:00 a.m.

B. ROLL CALL:

Council:

Darlene Dickison

Dave Linnet

Tony Cardenas

Willie Smith

Gary Strack

Mayor:

All members of the City Council were present except Councilor Linnet.

C. PLEDGE OF ALLEGIANCE: Led by the City Manager.

D. BUSINESS FROM THE FLOOR:

An audience member stated her concerns regarding the employee salary increases listed in the proposed MOU's and the possible problems this might impose when trying to sell a sales tax increase because of budget problems. She stated that this will be a hard sell, especially when City Staff has spent the last six months stating that there are budget deficits, yet Staff is proposing salary increases.

Mr. Brewer explained that there will actually be a cost savings resulting from the difference in the salary steps for the new City Manager (Step B vs. the current City Manager at Step E); and the same for the new Police Chief (Step A vs the current Police Chief at Step E), clarifying that he had a sum for the four existing Units (with the City Manager & Police Chief at Step E) at just under \$62,000; however with the adjustment for the salaries of the new City Manager and Police Chief, this creates a total net savings of about \$38,000 over a year from the \$62,000 projected. With this considered (\$62,000-\$38,000) the total net impact of the increases for all Units will be roughly \$23-25,000 annually. Mayor Strack stated that the City had included an allowance for increases in this budget when it was completed in July. Councilor Cardenas stated that he roughly came up with \$69,500 and with the deductions he came up with roughly \$31,000 cost.

Mr. Brewer also noted the retirement take back, if the MOU's presented are approved, employees will receive a total 3% salary increase; however the employees will assume payment of an additional 1.5% of their retirement which the City currently pays. This counters the proposed salary increase leaving an actual increase of 1.5%. He also stated that employees in Tier 3 of the Retirement System are already paying the full employee share of their Retirement.

Councilor Dickison reminded everyone that the proposed MOU's were the result of State Mediation.

Mr. Brewer announced a correction to the Public Safety Staff Report clarifying that the last .5% increase will not become effective until the last pay-period in December clarifying that this is the same for all of the four Units.

E. REGULAR AGENDA:

1. Ratify Memorandum of Understandings (MOU's) between the City and:

a) The City Corning Public Safety Employee Bargaining Unit

Mr. Brewer announced a correction to page two of the Public Safety Staff Report, under Financial, bullet point number 1, Wages clarifying that the .5% increase will not become effective until the last pay-period in December. He clarified that this is the same for all of the four Units. Mayor Strack also

clarified that Article 5 - Management Rights, Section 5.1-6 of the MOU did not change and states the following:

“Nothing in this Policy shall be construed to interfere with the City’s right to manage its operations in the most economical and efficient manner consistent with the best interests of all citizens, taxpayers, and employees in the City.”

Mayor Strack stated that this or a similar clause is in all four Bargaining Unit MOU’s. Mayor Strack also clarified a few other sections of the proposed MOU, i.e. work schedules and the regularly scheduled 4 hours overtime per pay-period (84 hours per pay-period), section 15.2 (paid by check, not cash), and section 17.10 E - paid quarterly (Mr. Brewer stated that although this states quarter year basis for reimbursement, however the City has done some on a monthly basis).

Councilor Cardenas moved to ratify the Memorandum of Understanding between the City of Corning and the City of Corning Public Safety Unit for the period of January 1, 2016 through December 31, 2016 with a correction stating that the last .5% increase will become effective the last pay-period in 2016. Councilor Dickison seconded the motion. **Ayes: Strack, Dickison, Cardenas and Smith. Absent: Linnet. Opposed/Abstain: None. Motion was passed by a 4-0 vote with Linnet absent.**

b) The City of Corning Dispatcher’s Association Bargaining Unit

Councilor Dickison moved to ratify the Memorandum of Understanding between the City of Corning and the City of Corning Dispatcher’s Association for the period of January 1, 2016 through December 31, 2016 with a correction stating that the last .5% increase will become effective the last pay-period in 2016. Councilor Smith seconded the motion. **Ayes: Strack, Dickison, Cardenas and Smith. Absent: Linnet. Opposed/Abstain: None. Motion was passed by a 4-0 vote with Linnet absent.**

c) The City of Corning Miscellaneous Employees Bargaining Unit

Councilor Smith moved to ratify the Memorandum of Understanding between the City of Corning and the City of Corning Miscellaneous Employees Bargaining Unit for the period of January 1, 2016 through December 31, 2016 with a correction stating that the last .5% increase will become effective the last pay-period in 2016. Councilor Dickison seconded the motion. **Ayes: Strack, Dickison, Cardenas and Smith. Absent: Linnet. Opposed/Abstain: None. Motion was passed by a 4-0 vote with Linnet absent.**

d) The City of Corning Management Association Bargaining Unit.

Councilor Dickison moved to ratify the Memorandum of Understanding between the City of Corning and the City of Corning Management Association for the period of January 1, 2016 through December 31, 2016 with a correction stating that the last .5% increase will become effective the last pay-period in 2016. Councilor Smith seconded the motion. **Ayes: Strack, Dickison, Cardenas and Smith. Absent: Linnet. Opposed/Abstain: None. Motion was passed by a 4-0 vote with Linnet absent.**

2. Approve compensation plan for the unrepresented positions of City Manager and Administrative Assistant to the City Manager.

A member of the audience stated that she believed it would be more appropriate for the City Manager to work for the City for 6 months prior to having her salary increased, and noted that this position was not covered by a Bargaining Unit or a negotiated Contract. The speaker also suggested possibly not providing a raise at this time, but rather scheduling a performance evaluation in six months with the possibly of a retroactive salary increase at that time.

Mayor Strack stated he also was evaluating this and had some concerns. City Manager Brewer responded stating that this could create somewhat of an additional Bargaining Unit as well as a difference in the benefits package outside of salary such as Life Insurance, PERS EPMC, etc.

Following additional conversation, Councilor Cardenas moved to postpone action on the compensation plan for the City Manager for three months following a performance evaluation of the City Manager. Councilor Dickison seconded the motion. **Ayes: Strack, Dickison, Cardenas and Smith. Absent: Linnet. Opposed/Abstain: None. Motion was passed by a 4-0 vote with Linnet absent.**

Councilor Dickison moved to approve the compensation plan for the Administrative Assistant to the City Manager to be the same as the Corning Management Association for the period of January 1, 2016 through December 31, 2016. Councilor Smith seconded the motion. **Ayes: Strack, Dickison, Cardenas and Smith. Absent: Linnet. Opposed/Abstain: None. Motion was passed by a 4-0 vote with Linnet absent.**

F. **ADJOURNMENT!** 10:35 a.m.

Lisa M. Linnet, City Clerk