

## **Minutes of the Executive Session of February 11, 2014**

as authorized by resolution 14-55

### **Present:**

Councilmembers: Tierney, Hock, Swanson, Trovato, Johnson, Lockman, Parker, Carter, President Fleming, and Mayor Volk, Mike Theokas, Robert Law, Roy Duffield, James Pierson, Chief Merinuk

President Fleming called the meeting to order at 8:28 pm, stating that tonight's closed session is to discuss potential contracts with our Policemen and Firemen unions. At this point we are discussing a Memorandum of Understanding prior to any signed contract.

Administrator Mike Theokas stated that negotiations with the PBA and FMBA unions have been ongoing starting in 2013. For the most part it has gone well and the Mayor and finance committee have been involved in the process all along the way; however this is our opportunity to change some PBA contract terms which will benefit the City in the long run including:

### **Police contract, Health Benefits for Retirees**

Currently we provide retirees and their dependents with lifetime medical insurance. Under the new contract any new hires will receive medical coverage in retirement, but if the retiree wants to include dependents' coverage he must pay the additional premium.

### **New Salary Guide for new hires**

Current Range starts at \$47,500 increasing to \$90,000 over a five year period. Proposed starting salary will be \$40,000, increasing to \$69,000 in five year period, with a 2%/yr. cost of living increase. Also there were a few changes in shift pay differential, overtime, etc.

The new police contract will also spell out comp time policies and the "Pitman schedule" for officers' work schedules.

Since the Police Dept. is anticipating several retirements in the next few years, by making just these two changes we could save the City a great deal of money in the long term.

Mr. Theokas noted that both sides bargained in good faith to arrive at a fair compromise. Staffing levels will remain at acceptable levels and the public safety is the highest priority for both sides. He urged Council to approve the agreements.

Mayor Volk stated that the negotiations were hard fought and will result in stable budgets and greater savings down the road.

Councilman Hock asked for an explanation of the "Pitman schedule"; Chief Merinuk explained that the officers typically work 12 hour shifts, 2 days on, 2 days off followed by two days on and 3 days off. This work schedule is commonly used by area police departments and has been used here for some several years now.

## **Firemen's Contract**

Mr. Theokas said the firemen's contract was more straightforward and in general resulted in 2% salary increases and the same health insurance issues as the Police; the only other issue was payment for days they are in training.

Mr. Theokas added that in both cases, 5 year contracts are good for the City; initially we sought longer agreements but our labor counsel advised against it.

Several other questions and comments followed including health insurance copays, length of the contracts, retirees' benefits and employees' concerns.

There being no further discussion, the closed session was adjourned at 8:52 pm.

Respectfully submitted,

Roy A Duffield  
City Clerk