

MINUTES OF THE REEDSPORT CITY COUNCIL REGULAR SESSION OCTOBER 3, 2011
7:00 P.M. CITY HALL COUNCIL CHAMBERS.

PRESENT:

Mayor, Keith Tymchuk

Councilors Ginger Anderson, Mike Macho, Bill Otis, Kathi Wall-Meyer and Bill Walker (Councilor Diane Essig was absent)

City Manager, Scott Somers

City Attorney, Steve Miller

OTHERS PRESENT:

Deanna Schafer, Vera Koch, Melissa Anderson, Chief Mark Fandrey, Lee Bridge, Lorelyn Lorence, Tom Anderson, Debbie McKinney, Robin Dollar, Knox Story, Joe Coyne, Don Laskey, Lori Newman, Steve Cluck, Joe and Coleen F.

1. CALL TO ORDER/PLEDGE OF ALLEGIANCE

2. CITIZEN COMMENTS

This time is reserved for citizens to comment on items that are not on the Agenda. Maximum of five minutes per item, please.

Mr. Kelly Muntifering, 343 Fir Street, said that he is a new lessee of this building and was recently made aware that the Council is considering amending the zoning code concerning living quarters as a secondary use. He said that he has heard that there are some issues with some tenants; however, with the state of the current economy he would hope that the Council will consider the actual business owners that are looking for opportunities to make their business successful and not have to have a residence off site.

Chief Tom Anderson of the Reedsport volunteer Fire Department said that he wanted to thank the citizens and especially Fullhart Insurance for the support they have shown the Fire Department through donations and volunteerism.

3. PRESENTATIONS, PROCLAMATIONS, AWARDS

Mayor Keith Tymchuk conducted a ceremonial swearing in of a new police officer, Mr. Trevor Gardner.

4. APPROVAL OF THE AGENDA

Councilor Mike Macho motioned to approve the agenda.

Councilor Kathi Wall-Meyer seconded the motion.

MOTION:

that the City Council approve the Agenda.

VOTE:

A vote was taken on the motion with the following results:

AYES 6 NAYES 0

(Mayor Keith Tymchuk, Councilors Anderson, Otis, Macho, Wall-Meyer and Walker voted in favor of the motion.)

Mayor Keith Tymchuk declared the motion passed unanimously.

5. PUBLIC HEARINGS

A. Supplemental Budget Hearing

Shall the City Council adopt a Resolution authorizing a Supplemental Budget and Budget Revisions for Fiscal Year 2011/2012 and assign 2011-016 as the title?

Mayor Keith Tymchuk opened the public hearing.

Finance Director Vera Koch said that a Resolution has been drafted which provides for unforeseen changes in the form of a Supplemental Budget and budget revisions for fiscal year budget of 2011 / 2012.

She presented the following information as provided regarding the recommended adjustments. These adjustments were not known at the time of adopting the FY 2011 / 012 budget. None of the recommended adjustments increase the property tax levy.

This budget adjustment affects pages 65, 69, 77, 83, 87, 98, 101, 113, 117, 125, 137, 141, 142, 147, 148, 153, 154, 159, 160, 197, 198, 225, 233, 237 of the current Adopted Budget for Fiscal Year 2011 / 012.

General Fund, Street Fund, Water Fund, Wastewater Fund, Stormwater Fund, Riverfront Fund Budget Change explanations:

- Upon conclusion of labor negotiations several changes need to be made to adjust wages and related personal service line items due to a negotiated CPI of 1.6%. Budgets were created with a 1.2% CPI, therefore an increase of 0.4% must be adjusted in the current budget of allocated expenditures. The expenditure increases by fund are as follows:
 1. General Fund increased \$24,500
 2. Street Fund increased \$400

3. Water Fund increased \$1,000
 4. Wastewater Fund increased \$3,000
 5. Stormwater Fund increased \$400
 6. Riverfront Fund increased \$250
- The Fire Department Turner Station Kitchen electrical project was recently approved by Council. The Fire departmental building maintenance budget needs an additional \$2,000 to complete the project.

An actual budget increase will not be shown as a budget increase as the contingency in each fund will be reduced by the same dollar amount.

Street Capital Fund (026) changes:

At the time of budget adoption, the Winchester Avenue Railroad crossing was scheduled to be completed by fiscal year end. However, Oregon Department of Transportation did not start the project and therefore the Street fund had a larger balance to carry forward. The beginning fund balance is being increased to reflect the actual amount carried forward and the Capital Outlay Street Improvement line item amount is being increased the same amount of \$80,000 for a new total of \$146,485.

Water Capital Improvement Fund (029) changes:

The beginning fund balance is being increased by \$86,000 to reflect the actual amount being carried forward. At the time of budget adoption, the installation of the Bowman Road Pump Station was expected to be completed by end of June. A delay arose when staff found they needed to have the pump station engineered to meet the requirements of that area. The Capital Outlay Water System Improvements line item amount is being increased to \$680,250. Total expenditure increase to the fund is \$86,000.

Wastewater Enterprise DEQ Capital Fund (030) changes:

It was anticipated by year end, the City would have paid all outstanding invoices on the Wastewater Treatment Plant project and no revenue or expenditures were adopted in the 2011 / 2012 fiscal year budget. However, the City still has \$60,650 of DEQ funding obligated toward the project which has not been paid. The beginning fund balance is being budgeted at \$60,650 to reflect the actual amount being carried forward. The capital outlay Water System Improvements line item amount is being budgeted for \$60,650. Total expenditure increase to the fund is \$60,650.

LINE ITEM CHANGES

GENERAL FUND (#001)

Expenditures;

City Manager Department Unit (101)

Personal Services;

City Manager Salary (001-101-511000) page 65 is increased from \$86,135 to \$86,475.

Administrative Assistant Salary (001-101-511190) page 65 is increased from \$22,160 to \$22,245.

Social Security (001-101-531010) page 65 is increased from \$8,300 to \$8,350.

PERS (001-101-531020) page 65 is increased from \$11,370 to \$11,420.

Net increase to City Manager is \$525.

Finance Department Unit (102)

Personal Services;

Finance Director Salary (001-102-511100) page 69 is increased from \$51,070 to \$51,270.

Clerk Salary (001-102-511180) page 69 is increased from \$31,145 to \$31,265.

Social Security (001-102-531010) page 69 is increased from \$6,300 to \$6,325.

PERS (001-102-531020) page 69 is increased from \$8,650 to \$8,670.

Net increase to Finance is \$365.

Municipal Court Department Unit (105)

Personal Services;

Clerk Salary (001-105-511180) page 77 is increased from \$15,795 to \$15,855.

Social Security (001-105-531010) page 77 is increased from \$1,660 to \$1,665.

PERS (001-105-531020) page 77 is increased from \$1,210 to \$1,220.

Net increase to Municipal Court is \$75.

Community Development Department Unit (106)

Personal Services;

Clerk Salary (001-106-511180) page 83 is increased from \$1,840 to \$1,850.

Social Security (001-106-531010) page 83 is increased from \$180 to \$185.

PERS (001-106-531020) page 83 is increased from \$245 to \$250.

Net increase to Community Development is \$20.

City Recorder Department Unit (107)

Personal Services;

City Recorder Salary (001-107-511180) page 87 is increased from \$20,390 to \$20,465.

Social Security (001-107-531010) page 87 is increased from \$1,560 to \$1,570.

PERS (001-107-531020) page 87 is increased from \$2,140 to \$2,150.

Net increase to City Recorder is \$95.

Police Department Unit (200)

Personal Services;

Police Chief Salary (001-200-511100) page 101 is increased from \$67,870 to \$68,130.

Police Sgt. Salary (001-200-511210) page 101 is increased from \$110,600 to \$110,980.

Police Officer Salary (001-200-511220) page 101 is increased from \$282,000 to \$283,000.

Communication Officer Salary (001-200-511240) page 101 is increased from \$110,450 to \$110,900.

Part Time Communication Officer Salary (001-200-511245) page 101 is increased from \$47,000 to \$47,800.

Social Security (001-200-531010) page 101 is increased from \$57,330 to \$57,500.

PERS (001-200-531020) page 101 is increased from \$78,000 to \$78,350.

Health Insurance Benefits (001-200-531220) page 101 is increased from \$169,000 to \$186,540.

Net increase to Police is \$20,950.

Fire Departmental Unit (220)

Materials & Services;

Building Maintenance (001-220-614250) page 113 is increased from 3,800 to \$5,800.

Net increase to Fire is \$2,000.

Building Inspection Department Unit (230)

Personal Services;

Clerk Salary (001-230-511180) page 117 is increased from \$5,510 to \$5,530.

Social Security (001-230-531010) page 117 is increased from \$420 to \$430.

PERS (001-230-531020) page 117 is increased from \$580 to \$585.

Net increase to Building Inspection is \$35.

Public Services Department Unit (410)

Personal Services;

Public Works Supt. Salary (001-410-511410) page 125 is increased from \$4,940 to \$4,960.

Mechanic Salary (001-410-511420) page 125 is increased from \$13,935 to \$13,990.

Maint. Worker Docks Salary (001-410-511440) page 125, is increased from \$4,870 to \$4,890.

Maint. Worker Salary (001-410-511450) page 125, is increased from \$22,585 to \$22,700.

Custodian Salary (001-410-511460) page 125, is increased from \$16,165 to \$16,230.

Social Security (001-410-531010) page 125 is increased from \$4,780 to \$4,810.

PERS (001-410-531020) page 125 is increased from \$6,500 to \$6,600.

Net increase to Public Services is \$405.

Dial A Ride Department Unit (450)

Personal Services;

City Recorder Salary (001-450-511085) page 137, is increased from \$1,775 to \$1,780.

Communication Officer Salary (001-450-511240) page 137 is increased from \$4,805 to \$4,820.

PERS (001-450-531020) page 137 is increased from \$700 to \$710.

Net increase to Dial A Ride is \$30.

Non-Department Unit (110)

Contingency (001-110-941000) page 98 is decreased from \$147,105 to \$122,605.

Net decrease to Contingency is \$24,500.

The net total budget change in the General Fund is zero.

Street Fund (002)

Expenditures;

Personal Services:

Clerk Salary (002-502-511180) page 141 is increased from \$1,270 to \$1,275.

Public Works Supt. Salary (002-502-511410) page 141 is increased from \$6,175 to \$6,200.

Mechanic Salary (002-502-511420) page 141 is increased from \$10,220 to \$10,260.

Maintenance Worker Salary (002-502-511450) page 141 is increased from \$20,600 to \$20,680.

Social Security (002-502-531010) page 141 is increased from \$3,010 to \$3,050.

PERS (002-502-531020) page 141 is increased from \$4,125 to \$4,335.

Contingency (002-502-941000) page 142 is decreased from \$6,000 to \$5,600.

The net change in the Street Fund is zero.

Water Fund (003)

Expenditures;

Personal Services:

Clerk Salary (003-503-511180) page 147 is increased from \$22,730 to \$22,815.

Public Works Supt. Salary (003-503-502-511410) page 147 is increased from \$21,605 to \$21,690.

Mechanic Salary (003-503-511420) page 147 is increased from \$10,220 to \$10,260.

Water Lead Worker Salary (003-503-511430) page 147 is increased from \$46,440 to \$46,625.

Water Utility Operator Salary (003-503-511440) page 147 is increased from \$40,345 to \$40,510.

Maintenance Worker Salary (003-503-511450) page 147 is increased from \$12,845 to \$12,900.

Water Worker Salary (003-503-511470) page 147 is increased from \$36,725 to \$36,875.
Social Security (003-503-531010) page 147 is increased from \$15,530 to \$15,680.
PERS (003-503-531020) page 147 is increased from \$21,300 to \$21,385.
Contingency (003-503-941000) page 148 is decreased from \$14,280 to \$13,280.

The net change in the Water Fund is zero.

Wastewater Fund (004)

Expenditures;

Personal Services:

Clerk Salary (004-504-511180) page 153 is increased from \$22,725 to \$22,810.
Public Works Supt. Salary (004-504-502-511410) page 153 is increased from \$21,605 to \$21,690.
Mechanic Salary (004-504-511420) page 153 is increased from \$10,220 to \$10,260.
Wastewater Lead Worker Salary (004-504-511430) page 153 is increased from \$51,070 to \$51,675.
Wastewater Utility Operator Salary (004-504-511440) page 153 is increased from \$78,975 to \$79,370.
Maintenance Worker Salary (004-504-511450) page 153 is increased from \$12,845 to \$12,900.
Social Security (004-504-531010) page 153 is increased from \$15,665 to \$16,400.
PERS (004-504-531020) page 153 is increased from \$21,000 to \$22,000.
Contingency (004-504-941000) page 154 is decreased from \$51,450 to \$48,450.

The net change in the Wastewater Fund is zero.

Stormwater Fund (005)

Expenditures;

Personal Services:

Public Works Supt. Salary (005-505-502-511410) page 159 is increased from \$6,175 to \$6,200.
Mechanic Salary (005-505-511420) page 159 is increased from \$1,860 to \$1,865.
Maintenance Worker Salary (005-505-511450) page 159 is increased from \$11,080 to \$11,125.
Social Security (005-505-531010) page 159 is increased from \$1,550 to \$1,665.
PERS (005-505-531020) page 159 is increased from \$2,100 to \$2,310.
Contingency (005-505-941000) page 160 is decreased from \$1,750 to \$1,350.

The net change in the Stormwater Fund is zero

Riverfront Fund (017)

Expenditures;

Personal Services

UDC Assistant (017-517-511148) page 197 is increased from \$9,185 to \$9,220.
Director's Salary (017-517-511700) page 197 is increased from \$48,700 to \$48,900.

PERS (017-517-531020) Page 197 is increased from \$6,080 to \$6,095.
Contingency (017-517-941000) page 198 is decreased from \$5,000 to \$4,750.

The net change to Riverfront fund is zero.

Street Capital Fund (026)

Revenue;

Beginning Fund Balance (026-000-411100) page 225 is increased from \$112,000 to \$192,000, an increase of \$80,000.

Net increase to revenue is \$80,000.

Expenditures;

Capital Outlay;

Street Improvements (026-526-744370) page 225 is increased from \$66,485 to \$146,485, an increase of \$80,000.

Net increase to expenditures is \$80,000.

Net Change to Street Capital Fund is an increase of \$80,000.

Water Capital Fund (029)

Revenue;

Beginning Fund Balance (029-000-411100) page 233 is increased from \$1,400,000 to \$1,486,000 an increase of \$86,000.

Net increase to revenue is \$86,000.

Expenditures;

Capital Outlay;

Water System Improvements (029-529-746450) page 233 is increased from \$594,250 to \$680,250 an increase of \$86,000.

Net increase to expenditures is \$86,000.

Net Change to Water Capital Fund is an increase of \$86,000.

Capital DEQ Improvement Fund (030)

Revenue;

Beginning Fund Balance (030-000-411100) page 237 is increased from \$0 to \$60,650, an increase of \$60,650.

Net increase to revenue is \$60,650.

Expenditures;
Capital Outlay;

Wastewater Plant Improvements (030-530-746860) page 237 is increased from \$0 to \$60,650 an increase of \$60,650.

Net increase to expenditures is \$60,650.

Net Change to Capital DEQ Improvement Fund is an increase of \$60,650.

The total budget is increased by \$226,650.

It is recommended that the City Council approve a Resolution adopting a Supplemental Budget and Budget Revisions for Fiscal Year 2011 / 012; and that Resolution 2011-016 be assigned as the title.

The total budget will be increased by \$226,650 of beginning fund balances with no increase in property tax.

Mayor Keith Tymchuk asked if there were any testimony in either support or opposition of the supplemental budget.

There were none.

Mayor Tymchuk closed the public portion of the public hearing.

Councilor Bill Walker asked for clarification of the portion of the supplemental budget as follows, "Police Department: Health Insurance Benefits (001-200-531220) page 101 is increased from \$169,000 to \$186,540."

City Manager Scott Somers said that the reason the insurance costs have been increase by such a large amount is that when the City began negotiations with the Teamsters Union, which currently covers police officers, staff anticipated that the members would move to high deductible HSA insurance. This did not happen. The Teamsters did agree to a more affordable insurance policy so this number is a decrease over the current plan but not as much of a savings as originally anticipated. Overall the savings is about 8% over last year's insurance costs.

Councilor Ginger Anderson motioned to adopt a Resolution adopting a Supplemental Budget and Budget Revisions for Fiscal Year 2011 / 012; and assign Resolution 2011-016 as the title.

Councilor Mike Macho seconded the motion.

MOTION:

that the City Council adopt a Resolution adopting a Supplemental Budget and Budget Revisions for Fiscal Year 2011 / 012; and assign Resolution 2011-016 as the title.

VOTE:

A vote was taken on the motion with the following results:

AYES 6 NAYES 0

(Mayor Keith Tymchuk, Councilors Anderson, Otis, Macho, Wall-Meyer and Walker voted in favor of the motion.)

Mayor Keith Tymchuk declared the motion passed unanimously.

6. CONSENT AGENDA

Routine items of business that require a vote but are not expected to require discussion by the Council are placed on the Consent Calendar and voted upon as one item. In the event that a Councilor or citizen requests that an item be discussed, it will be removed from the Consent Calendar and placed under General Business.

- A. Approve minutes of the work session of September 6, 2011.
- B. Approve minutes of the regular session of September 6, 2011.
- C. Shall the City Council adopt a Resolution amending Personnel Rules and Regulations section 22. Holidays and assign 2011-017 as the title?

Upon the completion of collective bargaining with the City's two union organizations, some changes have been ratified which impact non-represented employees. The following schedule is being proposed:

- (1) New Year's Day on January 1
- (2) Martin Luther King Jr.'s Day on the third Monday in January
- (3) President's Day on the third Monday in February
- (4) Memorial Day on the last Monday in May
- (5) Independence Day on July 4
- (6) Labor Day on the first Monday in September
- (7) Veteran's Day on November 11

- (8) Thanksgiving Day on the fourth Thursday in November
- (9) Day after Thanksgiving
- (10) Christmas Day on December 25

Changes include eliminating Christmas Eve day and adding the day after Thanksgiving. Amending the Personnel Rules and Regulations for non represented employees will be in keeping with the conditions similar to represented employees. These changes will bring the holiday schedule more in line with our citizen's expectations of when government offices are closed.

A draft Resolution has been prepared, amending the Personnel Rules and Regulations (PRR) to reflect the required updated changes.

*** Adopt a Resolution revising Section 22 of the City of Reedsport Personnel Rules and Regulations; and assign Resolution number 2011-017 as the title.**

D. Motion to approve the Consent Calendar.

Councilor Mike Macho motioned to approve the Consent Calendar.

Councilor Ginger Anderson seconded the motion.

MOTION:

that the City Council approve the Consent Calendar.

VOTE:

A vote was taken on the motion with the following results:

AYES 6 NAYES 0

(Mayor Keith Tymchuk, Councilors Anderson, Otis, Macho, Wall-Meyer and Walker voted in favor of the motion.)

Mayor Keith Tymchuk declared the motion passed unanimously.

Mayor Keith Tymchuk noted the excused absence of Councilor Diane Essig.

7. GENERAL BUSINESS

- A. Shall the City Council reclassify two unfilled positions into one new position titled Maintenance Lead Worker?

City Manager Scott Somers said that the Public Works Department is structured into three (3) divisions that include Water, Wastewater, and Public Services. All three Divisions are supervised by the Public Works Director. Each division is generally overseen by a division Lead position. Both Water and Wastewater Divisions' Lead positions are currently filled. However the Public Services Division, which includes Streets, Parks, and Public Buildings, lacks a division Lead. Consequently, the Public Works Director has to act as the Public Services Division Lead as well as the Director of the Department.

In 1994, a Maintenance Superintendant position existed, but has not been filled. In 1998, a Parks and Building Forman position was eliminated. In 2005, the Public Services Director retired and the position was never filled. These three positions have remained vacant for many years due to budget constraints resulting in layoff and position elimination through attrition. These positions however, acted as Lead positions for what is now the Public Services Division. In 2009, the Public Works Administrator position was eliminated due to budget challenges, leaving the Public Works Superintendant to direct the entire Department and to act as the Lead for the Public Services Division. While this decision has been fiscally beneficial, it has also put increased stress and increased responsibility onto the Department Director. In order to alleviate some of this increased burden, the Council is asked to consider reclassify these two unfilled positions into one new position titled Maintenance Lead Worker. This action would not increase staff numbers, but rather utilize existing staff by allowing the Department Director to delegate some of his responsibilities to the Lead position. If approved, this position would be classified as Range 15, which is the equivalent of the Mechanic and the Water Lead positions.

As stated above, Council approval of this recommendation would not add staff, but would allow for the movement of an existing staff member into the Lead position. The wage differential in the top step of Range 14 to Range 15 is \$177.00 per month. This change was anticipated in the FY 11-12 Budget.

Councilor Bill Walker motioned to reclassify two unfilled positions into one new position titled Maintenance Lead Worker.

Councilor Kathi Wall-Meyer seconded the motion.

MOTION:

that the City Council reclassify two unfilled positions into one new position titled Maintenance Lead Worker

VOTE:

A vote was taken on the motion with the following results:

AYES 6 NAYES 0

(Mayor Keith Tymchuk, Councilors Anderson, Otis, Macho, Wall-Meyer and Walker voted in favor of the motion.)

Mayor Keith Tymchuk declared the motion passed unanimously.

8. MISCELLANEOUS ITEMS
(Mayor, Councilors, City Manager, City Attorney)

Councilor Bill Otis said that he had been contacted by a citizen that was impressed with Public Works Superintendent Floyd Dollar. He said that Mr. Dollar got right back to him multiple times concerning a sidewalk issue.

Assistant Fire Chief Harold Rose gave an update on the Fire Station Kitchen upgrade. He said that it is now functional and that the Flat screen television is in place.

Councilor Bill Walker asked about why the City's building inspector comes from Eugene and why the subdivision above the golf course is allowed to be full of Scotch Broom.

City Manager Scott Somers said that the building inspector is an independent contractor that the City has hired that has their office based in Eugene. The alternative is to go to the County or to have an inspector on staff, which neither of those options is favorable to the current arrangement. He also said that the scotch broom is a nuisance issue that the City is aware of and has contacted North Point Realty and will have them take care of it.

9. EXECUTIVE SESSION OF THE REEDSPORT CITY COUNCIL JULY 11, 2011 CITY HALL COUNCIL CHAMBERS.

PRESENT: Mayor Keith Tymchuk, Councilors Ginger Anderson, Bill Otis, Mike Macho, and Bill Walker

City Manager Scott Somers

Attorney Steve Miller

OTHERS PRESENT: Deanna Schafer

Pursuant to ORS 192.660(2)(h) – to consult with counsel concerning the legal rights and duties of a public body with regard to current litigation or litigation likely to be filled.

Pursuant to ORS 192.660(2)(e) – To conduct deliberations with persons designated by the governing body to negotiate real property transactions.

Pursuant to ORS 192.660(2)(d) – To conduct deliberations with persons designated by the governing body to carry on labor negotiations.

10. OPEN SESSION

- A. Shall the City Council approve a collective bargaining agreement between the City and the Teamsters Local Union #206?

The current contract with the Teamsters expired on June 30, 2011. City staff, Teamsters representatives and stewards have met several times over the course of several months to discuss changes and/or provisions to a new contract. The Teamsters bargaining unit ratified this tentative agreement on September 21, 2011. Below is a summary of changes included in the proposed agreement:

The agreement is a two (2) year contract expiring on June 30, 2013.

- Article 8 – Hours of Work, Section 8.5 Overtime Compensation. “Any accumulated comp time may be “cashed out” prior to the employee receiving a change in pay.” Prior language allowed for the accumulation of comp to a maximum of 100 hours. Per Federal law, comp time is paid out at the employee’s current rate of pay and not the rate of pay at which it was earned. This new language allows the City to “cash out” the employee at the wage rate the comp time was earned.
- Article 10 – Bereavement Leave. “Bereavement Leave is taken from sick leave accruals...” Previous contract language allowed for the use of bereavement leave, but it didn’t specify which leave bank the paid time off should be taken from. Also, previous language allowed for leave with up to 8 hours of pay when an employee serves as a pallbearer. This provision has been eliminated.
- Article 11 – Wages, Section 11.2 Pay Scale. “Effective and retroactive to July 1, 2011, the wage scale will be increased by 1.6% across the board. Effective July, 2012, the wage scale will be increased by the National CPI-U from January 2011 to January 2012, with a minimum of 0% and a maximum of 4%.”
- Article 18 – Holidays. In order to bring consistency to city-wide employee holidays, Columbus Day has been eliminated and replaced with Martin Luther King Jr.’s Birthday and the day after Thanksgiving.
- Article 18 – Holidays, Section 18.4 Personal Days. Previous language allowed unused personal holidays to roll over to the next year. New language is as follows: “Unused Personal Days will not be paid; employees must use their Personal Days between January 1st and December 31st.” This new language is consistent with city-wide policies.
- Article 20 – Sick Leave. Previous language allowed for the accumulation of 1200 hours of sick leave. New language limits sick leave to 960 hours (120 days).
- Article 24 – Health Insurance. Previous language required the City to pay 90% of the health insurance coverage provided by the Oregon Teamsters Employers Trust, FW

Medical, D6 Dental, V4 Vision and R3 Retirement. This plan cost the City on average \$132,559 annually or \$1,227 monthly per police union employee. The new plan is the Teamsters Trust 206, Plan D. It requires the City to continue paying 90% of the premiums. This plan costs the City on average \$124,502 annually or \$1,153 monthly per police union employee. This difference amounts to an annual savings to the City of about \$8,057. Had the Union agreed to switch their members to the High Deductable Health Care Plan, the City would have seen an annual savings of \$16,830. In order to move the police union toward the High Deductable Plan by the next contract, police union staff will participate in several workshops designed to educate the staff on the benefits of the High Deductable Plan.

- Article 25 – Uniform and Cleaning. Previous language required the City to pay for the cleaning of 2 complete uniforms: shirts and pants twice each month; jackets twice per year. This language is eliminated in the new contract.
- Article 31 – Ammunition. Previous language required to City to provide ammunition. This language has been eliminated since the City provides ammunition regardless of whether or not it's required in the Agreement.

If approved contract provisions will be retroactive to July 1, 2011.

As stated above and included in the FY 11-12 City of Reedsport Adopted Budget, this contact increases wages of Teamsters employees by 1.6% and decreases health care costs by 6.1%.

Councilor Mike Macho motioned to approve a collective bargaining agreement between the City and the Teamsters Local Union #206 as presented.

Councilor Ginger Anderson seconded the motion.

MOTION:

that the City Council approve a collective bargaining agreement between the City and the Teamsters Local Union #206 as presented.

VOTE:

A vote was taken on the motion with the following results:

AYES 5 NAYES 1

(Mayor Keith Tymchuk, Councilors Anderson, Otis, Macho, and Wall-Meyer voted in favor of the motion.)(Councilor Walker voted in opposition.)

Mayor Keith Tymchuk declared the motion passed 5-1.

11. ADJOURN

Mayor Keith Tymchuk

ATTEST:

Deanna Schafer, City Recorder