

**RECORD OF PROCEEDINGS FOR THE GOVERNING BODY  
OF THE CITY OF CHEYENNE**

Office of City Clerk

February 24, 2015

The Governing Body of the City of Cheyenne convened in a special meeting on this date beginning at 6:00 p.m. in Council Chambers for the purpose of collective labor bargaining with Cheyenne Professional Fire Fighters, International Association of Fire Fighters (I.A.F.F.), Local No. 279. Present were: MAYOR - Richard L. Kaysen; COUNCIL MEMBERS - Mr. Brown, Mr. Johnson, Mr. Luna, Dr. Rinne (arriving at 6:18 p.m.), Mr. Roybal, Mr. Shanor, Mr. Valdez and Ms. Williams. Absent: Mr. Cook. Also present were: Carol Intlekofer, City Clerk; Dan White, City Attorney, and Lois Huff, City Treasurer. The pledge of allegiance was recited. Mayor Kaysen noted that any executive session of the governing body held during the meeting was pursuant to authority allowed by Wyoming Statute § 16-4-405 (a)(x) of the Public Meetings Act.

In response to the governing body's contract proposal outlined at the February 20, 2015 special meeting, Jonathon Bertsch, President, I.A.F.F. Local No. 279, provided copies of Counteroffers Part I, Part II and Part III from the Union. Mr. Bertsch, with assistance by Kevin Reddy, Vice-President, I.A.F.F. Local No. 279, presented and discussed the Union's Counteroffers. During the presentation by Mr. Bertsch and Mr. Reddy, it was noted Part I includes those contract provisions that the Union can tentatively agree upon with the governing body; Part II contains the Union's original contract offer with delineation of sections the Union proposes as counter proposals (reflecting concessions by the Union to its initial proposal), and Part III contains sections the Union is requesting the City "drop" from its proposals. Mr. Bertsch further noted that at the end of the Part III hand-out there were three sections the Union was not prepared to address at the current meeting. Contract topics discussed by Mr. Bertsch and Mr. Reddy included the following: Sections involving tentative agreement; contract term; concessions being offered by the Union involving classification of employment and basic wages and the wellness/fitness program; sections contained either in the Union's proposal or the City's proposal that the Union is requesting be removed or be included in the new contract, and section topics open to further discussion. During presentation and discussion on the City's proposed contract Section 22, Classification of Employment and Basic Wages, Mr. Bertsch submitted three informational hand-outs containing data affiliated with Union members' employment position rank, grade, wages, and estimated wage adjustments based upon the City's proposal. A visual poster board containing information relative to wages (current vs. City's proposal) was also displayed.

Following the Union's presentation, Dan White, City Attorney and spokesperson for the governing body for negotiation purposes, suggested the governing body meet in executive session to discuss the Union's presentation (i.e. counteroffers). Mr. Shanor moved to meet in executive session, seconded by Ms. Williams. Motion carried. Voting "yes" -- all members of the governing body present. Mayor Kaysen reminded those present that the City's offers are from the governing body, not Mr. White individually, and noted the executive session would be held in the Mayor's Conference Room. [City Clerk note: Audio recording of the meeting was stopped; Executive session convened at 7:31 p.m.]

Following conclusion of the executive session, Mayor Kaysen reconvened the special meeting at 8:45 p.m. For the record, Mayor Kaysen advised the following individuals, in addition to the governing body and Mr. White, were present at the governing body's executive session: Carol Intlekofer, City Clerk; Lois Huff, City Treasurer; Chief Jim Martin, Fire and Rescue Department; Rich Wiederspahn, Human Resources Director, and Alessandra McCoy, Assistant City Attorney. Mr. White stated he had been directed to report that the governing body, with regard to Union February 24, 2015 Counteroffer Part I, notes that the Union, and the governing body, tentatively agree to the sections outlined in Counteroffer Part I that basically contain identical language, except for numbering, and recited the specific City sections involved (re: first item in Part I hand-out). Mr. White stated the governing body also notes the Union's agreement with City language in City Section 37, Time Off for Union Business, except for the numbering, and recognizes there's a typographical error (change reference to Section 8 to Section 7) that will be corrected. Mr. White reported the governing body is agreeable to add the words "gender identity" to City Section 9, Non-Discrimination, and notes the Union's tentative agreement with City Section 16, Reserve Manpower, and deletion of Union Section 48, Wild Land, from inclusion in the new agreement. He reported that the governing body wishes to continue consideration of whether the agreement will be for a one or two year term through further negotiations. Mr. White stated the governing body requests the Union reformulate its February 24, 2015 Counteroffer Part II using the section numbers and the order of sections in the City's proposal for the purpose of working off of one proposed agreement. Mr. White advised within the time allowed (re: for the meeting), the governing body also addressed the next to the last bullet point on page one of the Union's Counteroffer Part III relating to the Union's request for removal of City Section 6, Embodiment of Agreement, from the City's proposal and instead retain wording in Union Section 38, Embodiment of Agreement, of the Union's proposal. Mr. White recited points the governing body requested he make regarding the City's interpretation and historical understanding of language in Section 38 involving negotiations and arbitration.

O'Kelley Pearson, attorney representing I.A.F.F. Local No. 279, clarified the last "dash" point contained in the Union's Counteroffer Part I pertained to Section 2, Exclusive Bargaining Agent, of the Union's proposal, and not the topic of term length for the new contract. It was noted the parties would review the section and discuss further at the next meeting.

Mayor Kaysen advised the purpose of the special meeting had been met, and there being no further business previously noted for the special meeting, adjourned the meeting at 8:58 p.m.

Submitted by,

Carol Intlekofer, MMC  
City Clerk

This notice is available in alternative, accessible formats upon request.

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