

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

Office of City Clerk

March 6, 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. Cook, Mr. Johnson, Dr. Rinne, Mr. Roybal, Mr. Shanor and Ms. Williams. Absent: Mr. Luna and Mr. Valdez. 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.

Mayor Kaysen recapped that at the conclusion of the last special meeting of the governing body on March 4, 2015, the governing body indicated they wanted to take the last offer from the Union under consideration. Dan White, City Attorney, stated in accordance with the standard practice that has been developed for the negotiations, it would be appropriate for the governing body to meet in executive session to discuss the merits of the Union's last proposal. Mr. Shanor moved to meet in executive session, seconded by Ms. Williams. Motion carried. Voting "yes" -- all members of the governing body present. [City Clerk note: Audio recording of the meeting was stopped; Executive session convened at 6:02 p.m. in the City Council administrative office]

Following conclusion of the executive session, Mayor Kaysen reconvened the special meeting at 8:00 p.m. For the record, Mayor Kaysen identified City staff who were present at the executive session in addition to governing body members. Mr. White stated he had been directed by the governing body to make the following counteroffer to the Union: The governing body agrees to importing language contained in Section 25 of the existing labor agreement into City Section 22, Classification of Employment and Basic Wages (which would replace the City's proposed wording), and, related to that section, offers a 1% increase in wages for a one year term; proposes that City Section 33 be amended to state that the City would purchase additional bunker gear to the extent that the City receives grant funds specifically for that purpose; proposes that City Section 15 be amended to state that company strength would be increased to 89 fire fighters to the extent that the City receives SAFER grant funding for the 89th fire fighter, and that the City will have no obligation to fund the 89th position in the event SAFER grant funding is not received specifically for that purpose so that the City would have no ongoing obligation to employ the 89th fire fighter from general assets, revenues or reserves; offers to import language in the existing Collective Labor Agreement relating to management rights with the City withdrawing its proposal with regard to management rights; agrees to reinsert the existing provisions in the Collective Labor Agreement relating to specialty pay and longevity; agrees to reinsert (in lieu of the City's sections) provisions in the existing agreement relating to overtime, working in a higher job rank (prefer to replace word "classification" with "rank"), sick leave, and medical, dental and life insurance; offers to reinsert the existing language on Union dues and PAC (political action committee) contributions, shift training (both types of shift training instructors) and vacations, and reiterates the City's language contained in the Embodiment of Agreement section will be retained.

In response to request by Mr. Bertsch, Mayor Kaysen recessed the meeting at 8:05 p.m. to allow the Union to confer on the counteroffer from the governing body as presented by Mr. White. [City Clerk note: Audio recording of the meeting was stopped]

Mayor Kaysen reconvened the special meeting at 8:55 p.m. Following comments on the City's counteroffer, Mr. Bertsch offered the following counteroffer to the City: The Union agrees to the importing of the current format of Section 25 into City Section 22 and requests a 1.5% base wage increase per year for a two year contract; proposes retaining the second set of bunker gear not contingent upon receipt of grant funding; offers that company strength stay at the current manning level of 88 fire fighters with the addition in both the current contract and new two year contract that attrition language be added stating that anytime membership exceeds the minimum total manning level that any reduction in force will be done through attrition; agrees to importing the other existing language sections as proposed by the City; reiterates agreement to City Section 6, Embodiment of Agreement, and requests that, with agreed upon language, any language or definitions that correlate to the agreed upon language will remain in the contract and other obsolete or non-correlating language will be removed.

Mr. White stated in accordance with the standard practice that has been developed for the negotiations, it is customary for the governing body to meet in executive session to discuss the Union's last proposal. Mr. Shanor moved to meet in executive session, seconded by Ms. Williams. Motion carried. Voting "yes" -- all members of the governing body present. Upon request by Mayor Kaysen, Mr. White identified City staff who would be present at the executive session in addition to the governing body and himself. David Evans, attorney, I.A.F.F. Local No. 279, offered some "rough" language the City might consider relating to the Union's proposal regarding the addition of an attrition clause, and clarified that the intent of correlating wording in the section on Definitions would be a "clean up" of needed vs unneeded wording. [City Clerk note: Audio recording of the meeting was stopped; Executive session convened at 9:04 p.m. in the City Council administrative office]

Following conclusion of the executive session, Mayor Kaysen reconvened the special meeting at 9:19 p.m. Mr. White reported he had been directed by the governing body to state that the governing body wishes to adjourn the meeting and further evaluate the Union's counteroffer. Following brief exchange of information regarding availability by the parties for the next special meeting to continue negotiations, Mayor Kaysen advised the next special meeting would be Wednesday, March 11, 2015 beginning at 5:00 p.m. in Council Chambers. Upon inquiry by O'Kelley Pearson, attorney, I.A.F.F. Union No. 279, concerning whether a meeting date of March 12, 2015 should also be considered as that is the last day that negotiations can be conducted (re: collective bargaining statute), Mayor Kaysen advised that March 12, 2015 would also be set as a special meeting date and would also begin at 5:00 p.m. in Council Chambers.

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 9:24 p.m.

Submitted by,

Carol Intlekofer, MMC
City Clerk

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

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