



Minutes
Committee #2
Labor Negotiations, Personnel Policy & Administration

Committee #2 met on Tuesday, March 1, 2011 at 8:30 AM in the Council Chambers, City Hall, 30 West Central Street, Chippewa Falls, WI.

Attendees: CW King, Brian Flynn, George Adrian, Treasurer/Finance Mgr. Lynne Bauer, AFSCME Union Representative Lance Nelson, Union Employees.

Call to Order: 08:30 AM

Items of business to be discussed or acted upon at this meeting are shown on the attached agenda below:

1. **Open Session**
2. **Closed Session**

Motion by Flynn/King to go into closed session under WI Statutes 19.85(1)(e) “conducting public business with competitive or bargaining implications” to

- a) **Discuss labor negotiation issues and strategy;**
- b) **Continue negotiations on new labor agreements with Local 1241 AFSCME Chippewa Falls City Employees and Chippewa Falls Parks, Recreation and Forestry Department Employees and to include Council Members, Mayor, Attorney Weld (by phone), City Treasurer/Finance Mgr. Lynne Bauer; Union Representative Lance Nelson and other employee Union Representatives; may return to open session.**

Roll call vote: Aye - Flynn, King. Motion carried.

- a) The committee spoke with Attorney Steve Weld by phone regarding labor negotiation issues and strategy;
- b) The Committee conducted negotiations with representatives of Local 1241 AFSCME Chippewa Falls City Employees and Chippewa Falls Parks, Recreation and Forestry Department Employees the on a new labor agreement.

11:18 AM The Committee took approximately a twenty (20) minute recess

Motion by Flynn/King, all present voting aye, to return to open session. Motion carried.

Motion by Flynn/King, all present voting aye, to recommend approval of the tentative agreement reached between the City of Chippewa Falls and the Local 1241 AFSCME Chippewa Falls City Employees and Chippewa Falls Parks, Recreation and Forestry Department Employees (Terms listed below). Motion carried.

- 1) **Duration of Contract: Two Years – 1/1/11 through 12/31/2012**
- 2) **0% Wage Increase for 2011; 0% Wage Increase for 2012**
- 3) **Change to 200/600 Deductible Health Insurance
12% Employee Contribution Effective 4/1/11 through 12/31/2012**

- 4) Employees will pay 5.8% of the WRS Contribution (Retirement) effective 7/1/11
- 5) Longevity Payout is cut by 50% in 2011; Eliminated in 2012
- 6) Sick Leave Annual Incentive Payout eliminated in 2012
- 7) Dental Insurance eliminated in 2012
- 8) Seasonal time frame extended to March – November
- 9) New Hires Contribute 20% toward Health Insurance Premium
- 10) Article 4 – Seniority is amended to read as follows:

Section 5: In reducing employee personnel within the department, the City shall determine necessary skills needed for the position. Such employee may post to any position for which he/she may qualify within his/her department that his/her seniority will permit he/she to hold.

Section 6: Whenever it becomes necessary to employ additional workers within a department either in vacancies or new positions therein, former qualified employees who have been laid off within one (1) year prior thereto, provided they possess the necessary skills, shall be entitled to preference to all other persons. The appropriate department head shall determine the qualifications of the employee.

Section 7 is eliminated.

- 11) New Hires Sick Leave Payout (80 day Bank) is restructured as follows:

Employees with a hire date of January 1st, 2011 and later terminating their employment shall have vested rights in the first 80 days of sick leave in the ninety (90) day account only, and shall receive a severance pay from that account as follows:

	<u>Percent of Accumulated Days</u>
At completion of 11 years	8%
At completion of 12 years	16%
At completion of 13 years	24%
At completion of 14 years	32%
At completion of 15 years	40%
At completion of 16 years	48%
At completion of 17 years	56%
At completion of 18 years	64%
At completion of 19 years	72%
At completion of 20 years	80%

Any employee qualifying under this (Section 7) schedule with a hire date of January 1st, 2011 and later, terminating his/her employment with the City, shall be compensated for the applicable number of days at his/her hourly rate, based on straight time, in effect at the time earned.

3. Adjournment

Motion by Flynn/King, all present voting aye, to adjourn at 12:48 PM. Motion carried.

Minutes submitted by,
CW King, Chairman