

CITY OF OLNEY  
CITY COUNCIL CLOSED SESSION  
MAY 23, 2011

The Olney City Council met in closed session for the purpose of discussing collective negotiating matters. The closed session began at 10:02 p.m. in the City Manager's Office at City Hall. Those present were: Councilmen Foster, Brown, Ferguson, Councilwoman Thomas, Mayor Lambird, City Manager Bukas, City Attorney Taylor and City Clerk Henton.

The FOP has filed a grievance against the City for laying off the telecommunicators. Everyone has agreed to freeze the grievance at step 1. The grievance asked that the City rescind the layoff until the conditions are in place for termination. The FOP feels the City is laying off the telecommunicators even though work still exists. The Sheriff has written to the FOP requesting a medication to their contract.

Mr. Bukas reviewed the issues discussed with the IBEW. The annual buy back of unused sick days is still being negotiated. IBEW wants 2/3 instead of 1/2 buy back for 12 days. The City proposed a buy back for 12 days at 2/3 for employees with 75 days banked. IBEW counter with 50 banked days. The City will counter with 60 days.

Holiday compensation was tentatively approved by both sides. If a holiday is on a Saturday, the holiday will be taken on Friday; if the holiday is on Sunday, the holiday will be taken on Monday; if the holidays fall on Friday and Saturday, Saturday and Sunday or Sunday and Monday, the holidays will be taken on Friday and Monday.

IBEW will present a wage proposal at the next meeting.

IBEW still wants to change the prescription plan and add dental care. The City proposed a percentage change on the health care cost from 65/35 to 60/40 and single coverage paying 10%. The City also proposed paying a flat \$450 toward health insurance for any new employee.

Mayor Lambird wanted to discuss self insurance. He was concerned with not protecting the City and its employees. Mr. Bukas commented that self insurance was considered last year.

The death benefit was tentatively approved for \$10,000.

The Council was opposed to not allowing the supervisor doing bargaining work. They wanted to keep the work force as flexible as possible.

The City withdrew the change that only allowed employees a 30 minute lunch period without the 10 minutes to go to their base of employment. Employees were abusing the allotted time, but supervisors will help alleviate the problem.

Call-in pay was tentatively approved with a reduction in the minimum of call-in hours from four hours to three hours.

Funeral leave was tentatively approved with a clarification of immediate family including stepparents and stepchildren and adding one day of funeral leave for other relatives not specifically listed on a case by case basis with approval of the employee's supervisor.

The next IBEW negotiations meeting will be Wednesday, May 25. Mr. Bukas presented the Council with a list of the various bargaining units and the salary increases given since 1992. Mr. Bukas expects IBEW will ask for at least 3.25% increase. If the employee's health insurance costs go up, he would expect a greater increase. There are six employees receiving the 2% retirement bump. There is new legislation proposed that any increases more than 6% in one year the City has to fully fund that portion of their pension.

Some Council members liked the proposal of new hires being allowed a flat \$450 for health care without increasing the 65/35 allocation and suggested a maximum 2% salary increase. Mr. Bukas suggested a 2% increase and a \$500 bonus for the first year. The Council discussed an incentive program for employees which show initiative, but a performance evaluation system would be needed.

The closed session adjourned at 10:26 p.m.

Belinda C. Henton  
City Clerk