

**Troy Council Special Meeting
Council Chambers
January 2, 2013
6:00 pm**

The meeting came to order at 6:00 pm. Present: Mayor Anthony Brown, Administrative Assistant Brad Jones, Council: Phil Fisher, Fran McCully, Joe Arts, and Crystal Denton, City Attorney Heather McDougall, and City Clerk Tracy Rebo.

GUESTS: Dennis Dupuis, and Robert Boren Sr.

IBEW FY 2012/2013 CONTRACT: Mayor Brown stated that the City and Union representatives met for negotiations for over seven hours. McDougall announced the changes as follows:

Page 4) 6.3, City added a step in mediation; there will no longer be a fee for a mediator. It was agreed to extend the contract through September 30, 2014.

Page 5) Seniority; the probation period will be extended to 12 months. She gave an example of a lay-off situation where the employee with more seniority could take the place of another employee in a different department if qualified. Rebo reminded Council that changes also need to take place in the personnel policy as well. Sick leave was discussed and found that it is based upon Statute. When negotiations open in 2014, insurance will be first to discuss. Work week; 14.1 regarding hours of work was discussed, and it was agreed that the administration could be more flexible setting start times.

McDougall continued; Article 14 is where most of the changes occurred. There are three types of overtime now; there is scheduled overtime, call-out overtime, and pre-arranged overtime. A call-out is now two hours and unexpected. Scheduled overtime is when at least a 48 hour notice is given. Regular overtime is when the work day runs past scheduled time. Overtime at the Dam will be a two hour minimum call-out. The weekend public works rounds will be at a minimum of one hour and that would fall into scheduled overtime as well. The goal for stand-by time was to make all the departments uniform. The electric company will be getting three hours of pay for a 24 hour period (1 hour for 8 hours). The police will receive ½ hour for 4 hours of stand-by. Brad Jones added; when an officer has to be gone, we don't have to pay another officer to take his place, we can just have one on stand-by.

Wages were accepted; .15 per hour increase for higher paid employees and .40 per hour increase for the lower paid employees. Both effective retroactive from July 1, 2012. There will be an all employee increase of .40 per hour effective July 1, 2013.

McCully confirmed her figure of the July 1, 2014 raise amounts to about 2.25% increase. McDougall answered; probably. McCully asked if there was a true cost of the contract to the City. McDougall answered there really isn't one, but I think it is a plus for the City. Past practices were brought up. McCully stated her concern of the wages coming out of the sewer department. Rebo explained the division of wages when one employee is doing both water and sewer. Discussion followed and it was decided to split the stand-by time four hours will be water and two hours will be sewer. There was more

discussion on the condition of the sewer department and the cost allocation. McDougall stated her opinion that the current negotiation with the Union is probably the best the City is going to get. Mayor Brown stated that he felt that it was a productive session. McCully stated that she does not like the words *credibility* and *fair*. She stated that it sounds like it is a done deal, but she is not happy with it. She stated her appreciation in the negotiation efforts and is pleased with that. Mayor Brown asked for any more discussion, hearing none, he called for a Motion. Crystal Denton made the **Motion** to accept the IBEW contract. Joe Arts seconded. **Motion carried.** Phil Fisher – Recused, Fran McCully – N, Crystal Denton – Y, Joe Arts - Y

PUBLIC COMMENTS: None.

ADJOURNMENT: 6:28 p.m.

Anthony E. Brown, Mayor

ATTEST:

Tracy Rebo, City Clerk/Treasurer