

CITY OF ROCKY RIVER

March 4, 2019

The Special Meeting of Council was called to order by Mr. Moran, President of Council, at 7:00 pm in the David J. Cook Council Chambers.

Council Members Present: Mr. Hunt, Mr. Shepherd, Mr. O'Donnell,
Mr. Furry, Mr. Klym, Mr. Moran

Absent: Mr. Sindelar

Administration: Mayor Bobst, Mrs. Costello, Mr. Thomas

Law Director: Mr. Bemer

The meeting was opened with the Pledge of Allegiance.

The Special Meeting this evening is in regards to Ordinance Nos. 21-19 and 22-19.

AUDIENCE PARTICIPATION: NONE

NEW BUSINESS:

ORDINANCE NO. 21-19

BY: JOHN B. SHEPHERD

AN EMERGENCY ORDINANCE AUTHORIZING THE MAYOR TO ENTER INTO AN AGREEMENT WITH THE TEAMSTERS LOCAL UNION 436 REPRESENTING CERTAIN EMPLOYEES OF THE ROCKY RIVER SERVICE DIVISION AND CERTAIN EMPLOYEES OF THE RECREATION DEPARTMENT, AS FURTHER DESCRIBED IN EXHIBIT "A"

1st READING

Councilman Shepherd pointed out the wage increases for 2019 and 2020 will be at 2.5% and 2021 will be at 2.75%. This ordinance will be read three times and approved prior to the 30-day State Law requirement. Mr. Shepherd asked the Mayor to discuss the highlights of the contract. The Mayor distributed the changes to Council.

- **Article 14:** Promotions and Job Transfers – Rate of pay remains the same if job assignment changes or job elimination occurs.
- **Article 15a:** Overtime – “Hours Worked” in a 40-hour workweek for the purposes of calculating overtime pay does not include sick time used.
- **Article 16a:** Salaries and Hourly Rates – Wage Increases for 2019 – 2.5%; 2020 – 2.5%; 2021 – 2.75%. Also clarified language regarding Crew Leaders (formerly Crew Chief), removed some supervisory language and Special Equipment Operators.
- **Article 16c:** Temporary Job Assignments – Clarifies temporary job assignment provisions, specifically Special Equipment Operators and pay differentials for both Service and Recreation Departments.

- **Article 18:** Health Benefits – No changes in plan design; added HSA option; same cost share formula and the premium share is the same at 15% as in the past contract.
- **Article 19:** Life Insurance: \$50,000 for all three years consistent with 2018 life insurance benefit.
- **Article 20:** Uniform Allowance – Increased \$100.00 - \$450 to \$550 when uniforms are provided; \$700 to \$800 when uniforms are not provided; city will provide quality rain gear.
- **Article 21a:** Vacation Leave – No change until 2021. Beginning in 2021, 1-4 years/2 weeks; 5-9 years/3 weeks; 10-24 years/4 weeks; 25+/5 weeks.
- **Article 22:** Holidays – Employees scheduled to work on Easter will receive holiday rate of pay.
- **Article 25d:** Funeral Leave – 1 or 3 days (depending on relationship with deceased) with documentation

Mr. Klym asked about the medical coverage. There is a 15% employee contribution for Plan A but there is no employee contribution for Plan B or Plan C. The Mayor said that that was correct. Plan B and C are much higher deductible plans.

Mr. Shepherd asked if Article 15a was a management proposal? The Mayor replied yes, that the state allows the city the option to define hours worked. The only thing eliminated is sick time hours.

ORDINANCE NO. 22-19 **BY: MICHAEL P. O'DONNELL**
**AN EMERGENCY ORDINANCE AMENDING AMENDED ORDINANCE 13-19 CREATING
POSITIONS AND FIXING OR ESTABLISHING THE ANNUAL SALARIES AND HOURLY
RATES COMMENCING JANUARY 1, 2019 FOR THE APPOINTED EMPLOYEES IN THE
SEVERAL DIVISIONS AND DEPARTMENTS OF THE CITY OF ROCKY RIVER**
1st READING

Councilman O'Donnell said that this ordinance is required and is a companion ordinance to 22-19. Ordinance No. 13-19 was passed with all the annual salaries and now that the collective bargaining negotiations are complete for the service and some recreation employees, new salaries and hourly rates need to be incorporated into what was previously passed.

Mr. Moran moved to close the Special Meeting, seconded by Mr. O'Donnell. The Special Meeting was adjourned at 7:16 p.m.

Vote:	Hunt – aye	Shepherd – aye	O'Donnell – aye	
	Furry – aye	Klym – aye	Moran - aye	
	6 ayes	0 nays		PASSED

James W. Moran
President of Council

Susan G. Pease
Clerk of Council