

**RED BLUFF  
CITY COUNCIL  
SPECIAL MEETING MINUTES**

**Date of Meeting:** Monday, July 26, 2010  
**Time of Meeting:** 6:15 p.m. Closed Session  
7 p.m. Open Session  
**Place of Meeting:** Council Chambers, City Hall  
555 Washington Street  
Red Bluff, CA 96080

**Council Members Present:**

Jeff Moyer, Mayor  
Forrest Flynn  
James Byrne  
Wayne Brown  
Bob Carrel, Mayor Pro Tem

**Council Members Absent:** None

**Staff Present:**

Martin J. Nichols, City Manager

Tessa Pritchard, Human Resources Director

Mike Bachmeyer, Fire Chief

Debbie Carlisi, Parks and Recreation Director

Margaret Van Warmerdam, Finance Director

Mayor Moyer called the meeting to order at 6:17 p.m.

**CITIZEN'S COMMENT:**

None

## **CLOSED SESSION:**

### **1. CONFERENCE WITH LABOR**

**NEGOTIATORS: Executive Session in accordance with Government Code Section 54957.6 for the purpose of instructing the City's designated representatives Martin Nichols, City Manager, and Tessa Pritchard, Human Resources Director, regarding the salaries, salary schedules, or compensation paid in the form of fringe benefits with the Police Unit, Fire Unit, Miscellaneous Unit, Mid-Management and Management Employees.**

Mayor Moyer opened the closed session at 7:05 p.m. and reported that the City Council would be continuing the closed session at the conclusion of the

Mayor Moyer led the Pledge of Allegiance and the assembly joined in.

## **CURRENT BUSINESS:**

- 1. RESOLUTION NOS. 26-2010; 27-2010; 28-2010; 29-2010;30-2010, 31-2010 and 32-2010; RESOLUTIONS OF THE CITY COUNCIL OF THE CITY OF RED BLUFF PROVIDING FOR THE CITY TO PAY ZERO PERCENT OF THE NORMAL MEMBER CONTRIBUTION FOR CERTAIN GROUPS AND CLASSES OF EMPLOYEES**

Martin Nichols, City Manager, pulled the Parks and Recreation and Finance Director Resolutions from the agenda.

Tessa Pritchard, Human Resources Director, reviewed the staff report and gave staff's recommendation that the City Council adopt Resolution Nos. 26-2010 (Mid-Management Group), 27-2010 (Human Resources Director Classification), 29-2010 (Police Chief Classification), 30-2010 (Building Official/Director Classification), and 32-2010 (City Manager Classification) allowing for certain groups or classes of employees to pay the CalPERS normal member contribution.

Mayor Moyer requested clarification on whether these employees were being asked to pay the entire employee PERS portion and what the percentage would be.

Ms. Pritchard stated that was what they were offering. She stated that there were two different classifications, public safety and miscellaneous. The contributions are based on either a 7% or 9% of the salary, but it does not equate to a 7 or 9 percent of the compensation because there are different rollups on safety than on miscellaneous personnel, so 7 percent would be approximately 6 percent.

Mayor Moyer requested clarification on the Police Chief agreement.

Mr. Nichols stated that all the changes will put into the employment agreements. The Fire Chief, Finance Director, Parks and Recreation Director and Planning Director have asked to take a straight 12% cut. The Public Works Director will pay his PERS, as well as the City Manager, Police Chief, Human Resources Director and Mid-Management will also pay the employee share of the PERS.

Mayor Moyer stated that these entire agreements equal 12% total for everyone involved.

Ms. Pritchard stated that was correct, the Department Heads will each have a separate side letter to their contracts specifying what they have agreed to regarding their salary.

Gaylen Norman, Senior Nutrition Coordinator read a prepared statement that she stated was only her personal beliefs and concerns. She noted that last year the management and mid-management received a 7 percent cut to help the general fund, while allowed to take a furlough day to offset the cuts. The original understanding was to lead by example, but unfortunately it did not work out, for example some bargaining groups received their 7% pay back as well as an increase of 2 percent. For the last year the management and mid-management have continued to sacrifice 7 percent in pay and she asked that the Council take that into consideration when asking these groups to take a 12 percent cut this year. She asked that the Council wait until all bargaining is complete before making management and mid-management pay for their City PERS portion.

Councilmember Byrne requested clarification that the groups that were not listed the City will pay the PERS employee share.

Mr. Nichols stated that the groups not listed were still in negotiations and that it was the intent to get these concessions with the other groups, but the negotiations have not been completed at this time.

Councilmember Brown stated that tabling this until we're finished negotiating with the other groups would serve no purpose.

Mr. Nichols stated that was correct, if an agreement is reached with the bargaining units similar resolutions will come to the Council for adoption and it is their objective to achieve the same result with the other units.

Ms. Pritchard stated that it was her understanding that the City would like to implement these changes as soon as possible, which is why she brought these resolutions for adoption.

Ms. Norman stated that in the past we paid the 7% Management and Mid-Management with the idea that everyone else will do that and you don't have

that at this time, which is why she asked the Council to wait on adoption. She stated that she could not be counted as the grant paid for everything.

Councilmember Brown requested clarification on what the Planning Director, Finance Director, Fire Chief and Parks and Recreation Director will be taking.

Mr. Nichols stated that they will be taking a 12% salary cut and the City will continue to pay the employee portion of PERS.

M/S/C Flynn, Brown to adopt Resolution Nos. 26-2010 (Mid-Management Group), 27-2010 (Human Resources Director Classification), 29-2010 (Police Chief Classification), 30-2010 (Building Official/Director Classification), and 32-2010 (City Manager Classification) allowing for certain groups or classes of employees to pay the CalPERS normal member contribution.

AYES: Councilmembers: Brown, Flynn, Carrel and Moyer

NOES: Councilmember: Byrne

ABSENT OR NOT VOTING: None

Mayor Moyer adjourned back into the Closed Session at 7:29 p.m.

Mayor Moyer reconvened into open session at 8:51 p.m. and reported that the City Council had given direction to staff.

There being no further business Mayor Moyer adjourned the meeting at 8:51 p.m. until the meeting of August 3, 2010 at 7:00 p.m.

s/Jeffery M. Moyer, Mayor

ATTEST:

s/Jo Anna Lopez, City Clerk