

**MINUTES**  
**CLOSED SESSION AGENDA**  
**CITY COUNCIL – SPECIAL MEETING**  
**CITY OF CALISTOGA**  
**WEDNESDAY, OCTOBER 12, 2011 – 6:30 P.M.**  
**CALISTOGA COMMUNITY CENTER**

**CALL TO ORDER**

**Mayor Gingles called the Closed Session to order at 6:30 p.m.** In attendance were the following: Councilmember Gary Kraus, Councilmember Karen Slusser, Vice Mayor Dunsford, and Mayor Jack Gingles. Councilmember Chris Canning was absent. Also present was City Manager Richard Spitler, and Deborah Glasser-Kolly.

**ORAL COMMUNICATIONS**

No public comment.

**ADJOURN TO CLOSED SESSION ON THE FOLLOWING MATTERS:**

1. Conference with Labor Negotiators (Labor Negotiator Deborah Glasser Kolly, and City Manager Richard Spitler) pursuant to GC §54957.6.

Employee Organizations:      Calistoga Public Employees Association  
   Calistoga Police Officers Association  
   Calistoga Professional Firefighters Association  
   Unrepresented Employees

**ADJOURN CLOSED SESSION**

**RECONVENE TO OPEN SESSION IN THE COMMUNITY CENTER**

**ACTION OUT OF CLOSED SESSION**

**Mayor Gingles** announced that there was no reportable action out of tonight's Closed Session. -

**ADJOURNMENT**

**Mayor Gingles adjourned the Closed Session at 7:00 p.m.** to the special meeting of the Calistoga City Council, on Wednesday, October 12, 2011 Calistoga Community Center, 1307 Washington Street, 7:00 p.m.

**Respectfully submitted:**

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**Prepared by: Susan Sneddon, City Clerk**

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**Approved by: Jack Gingles, Mayor**

**MINUTES  
CITY COUNCIL – SPECIAL MEETING  
CITY OF CALISTOGA  
WEDNESDAY, OCTOBER 12, 2011 – 7:00 P.M.  
CALISTOGA COMMUNITY CENTER**

**CALL TO ORDER**

**Mayor Gingles called the Regular Session to order at 7:05 p.m.**

In attendance were the following: Councilmember Gary Kraus, Councilmember Karen Slusser, Vice Mayor Michael Dunsford, and Mayor Jack Gingles. Councilmember Chris Canning was absent

Also present were City Manager Richard Spitler, and City Clerk Susan Sneddon.

**ACTION OUT OF CLOSED SESSION**

**Mayor Gingles** announced that there was no action out of Closed Session held this evening.

**ORAL COMMUNICATION**

None provided

**ADOPTION OF MEETING AGENDA**

It was **MOVED** by **Vice Mayor Dunsford** and **SECONDED** by **Councilmember Kraus** to approve the Council Meeting Agenda. The Motion was carried unanimously.

**GENERAL GOVERNMENT**

- 1. Consideration of a Resolution unilaterally resolving the meet and confer impasse between the City of Calistoga and the Calistoga Police Officers Association representing the Calistoga Police Officers Bargaining Unit Employees.**

**City Manager Spitler** introduced this item. He stated that the Memorandum of Understanding (MOU) between the Calistoga Police Officers Association (CPOA) and the City expired on June 30, 2011, and negotiations with CPOA were initiated in late April 2011. He stated that four City staff positions were eliminated in response to a \$1.3 million shortfall in the Fiscal Year 2011/2012 adopted in June 2011; in addition, similar employee concessions in the amount of \$600,000 are being considered with the three labor associations and the unrepresented employees. He stated that the employees have already given up a significant amount over the past two to three years. He stated that currently there is an impasse with the CPOA; a state mediator was called in to attempt to reach an agreement, however negotiations

were not successful. He stated that the draft resolution before Council imposes the MOU, or the Council may direct him to continue negotiations to come to an agreement. He recommended that Council impose the MOU. He summarized the following final and best CPOA offer: (1) no cost of living increase, and no changes in salaries; (2) employees are being asked to pay 100% of the PERS employee contribution; (3) new employees will be subject to a ten-year step increase schedule instead of a five-year step schedule; (4) a new non-safety employee PERS formula – 2% @ 60; a new safety employee PERS formula – 2% @55; three-year average salary; (5) employees pay 45% of health and dental care, up from 10%; (6) retain “Share the Savings Program” of \$300 per month for each employee who declines City health coverage; (6) reduce the amount given in the Service Bonus lump sum payment plan. He stated that they asked for concessions similarly to the other labor groups.

**Mayor Gingles** asked if any of the police department employees present wanted to speak (None came forward).

**There was Council consensus that this was an unfortunate situation that needs to take place in light of the City’s budget situation.**

**It was MOVED by Vice Mayor Dunsford and SECONDED by Councilmember Kraus to adopt Resolution No. 2011-099 unilaterally resolving the meet and confer impasse between the City of Calistoga and the Calistoga Police Officers Association representing the Calistoga Police Officers Bargaining Unit Employees. Motion was carried unanimously by the following vote:**

**AYES: Vice Mayor Dunsford, Councilmember Kraus, Canning, Slusser, and Mayor Gingles**

**NOES: None**

**ABSTAIN/ABSENT: None**

## **CITY COUNCIL ADJOURNMENT**

**Mayor Gingles** adjourned the meeting at 7:10 p.m. to the regular meeting of the Calistoga City Council, on Tuesday, October 18, 2011 Calistoga Community Center, 1307 Washington Street, 7:00 p.m.

**Respectfully submitted:**

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**Prepared by: Susan Sneddon, City Clerk**

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**Approved by: Jack Gingles, Mayor**