

**MINUTES**  
**CITY COUNCIL – SPECIAL MEETING**  
**CITY OF CALISTOGA**  
**WEDNESDAY, OCTOBER 26, 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 Chris Canning, Councilmember Karen Slusser, Vice Mayor Michael Dunsford, and Mayor Jack Gingles. Councilmember Gary Kraus 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 Closed Session held this evening.

**ORAL COMMUNICATION**

None provided

**ADOPTION OF MEETING AGENDA**

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

**Mayor Gingles** introduced Administrative Services Director Gloria Leon.

**Administrative Services Director Leon** thanked the City Council for her appointment, and she stated that she looks forward to working for the City.

**GENERAL GOVERNMENT**

- 1. Consideration of a Resolution authorizing the City Manager to execute a Memorandum of Understanding with the Calistoga Professional Firefighters Association.**

**City Manager Spitler** introduced this item. He stated that the Calistoga Professional Firefighters' Association (CPFA) has been in negotiations with the City for the past six months. He stated that the proposed Memorandum of Understanding (MOU) will expire on December 31, 2012; CPFA was asked to accept economic concessions to help balance the City's budget. He stated that the proposal includes a five percent salary reduction.

Reduction. He stated that the CPFA employees will pay one-hundred percent of their employee contribution to their PERS retirement fund; medical and dental deductibles will remain the same (ten percent); grievance procedures and enhanced bilingual pay has been added; and an amended longevity service bonus formula to reduce the lump sum payment at years five, ten, and twenty years of employment. He stated that the City is also including a two-tier PERS retirement formula for new employees to change the formula from three percent at fifty-five with a one-year highest average salary to a two percent at fifty-five with a three year average salary formula. He stated that the proposed MOU will reduce the Fire Department expenditures by \$34,000, and because it is being implemented December 1, 2011 the saving for the remainder of the fiscal year will be approximately \$22,768.

**Labor Negotiator Richard Reed** stated that CPFA has accepted the City's proposed MOU. He stated CPFA believes that the City has not appreciated the amount of savings they donated to the City; for example the approximately \$80,000 in savings by eliminating overtime by going to the three platoon system.

**Councilmember Canning** stated that the Fire Department is very dedicated in their service to the community; tonight's action is merely a response to the City's economic reality.

**There was Council consensus that the negotiation process has been difficult; however, due to the City's financial situation it is necessary to adopt the proposed MOU.**

**It was MOVED by Vice Mayor Dunsford and SECONDED by Councilmember Slusser to authorize the City Manager to execute a Memorandum of Understanding with the Calistoga Professional Firefighters Association. The Motion was carried by the following vote:**

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

**NOES:** None

**ABSTAIN:** None

**ABSENT:** Councilmember Kraus

- 2. Consideration of a Resolution authorizing the City Manager to execute a Memorandum of Understanding with the Calistoga Public Employees Association.**

**City Manager Spitler** introduced this item. He stated that the Calistoga Public Employees Association (CPEA) negotiations have been a difficult

process with similar concessions consisting of a five percent salary reduction; employees paying one hundred percent of their PERS retirement fund; added grievance procedures to the MOU. He stated that employee deductions for medical and dental benefits will increase from six to ten percent, and a longevity service bonus formula which will reduce the lump sum payment at five year increments. He stated that a proposed two-tier PERS retirement formula for new employees would be initiated; currently it is two and one-half percent at fifty-five (one year highest average) to a two percent at sixty with a three year average salary formula. He stated the proposed MOU would be in effect through December 31, 2012; this proposed MOU will reduce costs by approximately \$150,000 annually; for the remainder of this fiscal year it will be approximately \$100,000 in savings.

**Labor Negotiator Richard Reed** stated that the CPEA has voted to accept the proposed MOU; however, the CPEA believes that an actuarial was never conducted as it pertains to the two year retirement system implement. He asked if the City could re-open negotiations and return the excess amount to the employees if the savings reflects an amount exceeding the amount stated (\$188,000 from the CPEA).

**There was Council consensus that the negotiation process has been difficult, and they appreciate the dedicated City staff; however due to the City's financial situation it is necessary to adopt the proposed MOU.**

**It was MOVED by Vice Mayor Dunsford and SECONDED by Councilmember Slusser authorizing the City Manager to execute a Memorandum of Understanding with the Calistoga Public Employees Association. The Motion was carried by the following vote:**

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

**NOES: None**

**ABSTAIN: None**

**ABSENT: Councilmember Kraus**

**3. Consideration of a Resolution establishing the salary ranges and benefits for the unrepresented employees.**

**City Manager Spitler** introduced this item. He stated that there are twelve unrepresented City employees, and Council sets the terms of these employees salaries and benefits annually. He stated that the unrepresented employees are subject to the same economic concession that the CPEA and CPFA MOU's. He recommended continued suspension of the previously approved unrepresented employees benefits of annual lump sum performance based bonus system up to five

percent, and the annual cost of living adjustment (COLA) connected to a Consumer Price Index. He stated all the other benefit programs that the unrepresented employees would remain the same.

**Councilmember Canning** stated that the unrepresented employees are often overlooked during the negotiation process. He stated that he appreciates this group of employees, and that they make needed sacrifices.

**There was Council consensus that they appreciate the work of the unrepresented employees, and for their willingness to lead by example in the reduction of benefits.**

**It was MOVED by Councilmember Canning and SECONDED by Councilmember Slusser to authorize the City Manager to execute a Memorandum of Understanding with the Calistoga Public Employees Association. The Motion was carried by the following vote:**

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

**NOES: None**

**ABSTAIN: None**

**ABSENT: Councilmember Kraus**

## **CITY COUNCIL ADJOURNMENT**

**Mayor Gingles** adjourned the meeting at 7:15 p.m. to the regular meeting of the Calistoga City Council, on Tuesday, November 1, 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**