



City of Grand Island

Tuesday, August 28, 2018

Council Session

Item G-1

Approving Minutes of August 21, 2018 City Council Special Meeting

Staff Contact: RaNae Edwards

CITY OF GRAND ISLAND, NEBRASKA

MINUTES OF CITY COUNCIL SPECIAL MEETING

August 21, 2018

Pursuant to due call and notice thereof, a Special Meeting of the City Council of the City of Grand Island, Nebraska was conducted in the Council Chambers of City Hall, 100 East First Street, on August 21, 2018. Notice of the meeting was given in *The Grand Island Independent* on August 15, 2018.

Mayor Jeremy L. Jensen called the meeting to order at 6:00 p.m. The following City Council members were present: Mitch Nickerson, Mark Stelk, Jeremy Jones, Chuck Haase, Julie Hehnke, Linna Dee Donaldson, Vaughn Minton, Roger Steele and Mike Paulick. Councilmember Michelle Fitzke was absent. The following City Officials were present: City Administrator Marlan Ferguson, City Clerk RaNae Edwards, Finance Director Patrick Brown, City Attorney Jerry Janulewicz, and Public Works Director John Collins.

PLEDGE OF ALLEGIANCE was said.

CONSENT AGENDA: Motion by Donaldson, second by Hehnke to approve the Consent Agenda. Upon roll call vote, all voted aye. Motion adopted.

Approving Minutes of August 14, 2018 City Council Regular Meeting.

#2018-241 - Approving 2018 GIPD and HCSO Justice Assistance Grant (JAG) Application and Funding. Councilmember Jones abstained.

RESOLUTIONS:

#2018-242 - Consideration of Approving FTE's for FY 2018-2019. Assistant Finance Director William Clingman reported that every year during the budget approval, administration reviews the FTE changes they had incorporated into the budget. The following proposed FTE's were presented:

- Addition of one HPSP Office Clerk
- Reduction of one Senior Accounting Clerk
- Addition of .75 of an FTE for Solid Waste for a full-time employee
- Reallocation of the Accounting Technician – Streets, moving .40 of the cost of an FTE from Fleet Services to the 210 Fund (Streets)

Mr. Clingman reviewed the ending cash balance through 2028. Discussion was held concerning adding more FTE's. Police Chief Robert Falldorf answered questions regarding overtime and part-time officers at the Airport. He stated having part-time officers at the airport would not reduce the overtime budget. Lateral transfers would allow the Police Department to have officers on the street sooner.

Motion by Minton, second by Donaldson to approve Resolution #2018-242.

Comments were made concerning hiring more Police Officers instead of an addition of one HPSP Office Clerk. Parks & Recreation Director Todd McCoy explained the need for the HPSP Office Clerk. He stated the Heartland Public Shooting Park was a growing facility and brought in a lot of events which had an economic impact in our community.

Motion by Nickerson to hire 4 part-time Police officers for Airport security. Motion died due to a lack of a second.

Discussion was held regarding the on-line sales tax. Comments were made concerning looking at the FTE's after the election of the 1/2 cent sales tax.

Motion by Paulick, second by Steele to delete the addition of one HPSP Office Clerk to the FTE's. Upon roll call vote, Councilmembers Paulick, Steele, Minton, Donaldson, Hehnke, Haase, and Stelk voted aye. Councilmember Jones and Nickerson voted no. Motion adopted.

Discussion was held concerning the Airport security issue and hiring 4 part-time Police Officers to allow one full-time officer to stay on the street. A lengthy discussion was held regarding what to cut to pay for the extra officers. Chief Falldorf stated it would be hard to cut any from his operating budget.

Fire Chief Cory Schmidt commented on the future needs of his department. He stated they were having more re-calls in order to cover the calls which showed the need for more employees. They were at their max capacity most days. They were trying to do more with less but by doing that they were less effective. He explained why the engine company responded to calls along with the ambulance.

Motion by Jones, second by Nickerson to add 4 part-time Police Officers for Airport security. Upon roll call vote, Councilmembers Donaldson, Jones, and Nickerson voted aye. Councilmembers Paulick, Steele, Minton, Hehnke, Haase, and Stelk voted no. Motion failed.

Upon roll call vote of the main motion to approve Resolution #2018-242, Councilmembers Paulick, Steele, Minton, Donaldson, Hehnke, Haase, Jones, and Stelk voted aye. Councilmember Nickerson voted no. Motion adopted.

#2018-243 - Consideration of Approving Labor Agreement between the City of Grand Island and the International Brotherhood of Electrical Workers (IBEW), Local 1597 Service/Clerical/Finance. Human Resources Director Aaron Schmid reported that the International Brotherhood of Electrical Workers (IBEW), Local 1597 Service/Clerical and the International Brotherhood of Electrical Workers (IBEW), Local 1597 Finance had negotiated terms of a new agreement and agreed to combine the two labor contracts into one agreement. Mr. Schmid reviewed the changes to the contract which would begin October 1, 2018 and run through September 30, 2021. Staff recommended approval.

Motion by Paulick, second by Minton to approve Resolution #2018-243. Upon roll call vote, all voted aye. Motion adopted.

#2018-244 - Consideration of Approving Revisions to the Personnel Rules and Regulations.
Assistant Finance Director William Clingman reviewed the following proposed Personnel Rules and Regulations changes:

1. Testing for “opiates” will be replaced with “opioids” to account for synthetic varieties of the drug.
2. Tobacco use shall now include e-cigarettes.
3. Employees will be allowed to donate annual leave in addition vacation leave to the Community Leave Bank.
4. Clarification is provided to Community Leave that leave periods include consecutive and intermittent leave.
5. “Accepting and/or” was added to, “soliciting favors, gifts, services, or bribes in the conduct of City business.” Clarification is provided that employees must be in an active status on their final day of employment (i.e. cannot “vacation out”).
6. Retirement distribution information will now be referenced by the current plan documents.
7. The City Government Computer Network policy and the Reimbursable Business Travel Expenses policy will be located on the City’s Performance Pro website. This move will reduce the length of the Personnel Rules and Regulations. Council will still have authority over these policies and employees will still acknowledge review of these policies.
8. Temporary and Seasonal employment categories are individually defined as they are separate categories.
9. Promotional step placement is further defined.
10. Leave request language has been updated to reflect the use of MUNIS.
11. Vacation leave has been converted from days to hours. “Years 20 through 24” have been increased to 180 hours and “Year 25 and beyond” has been increased to 200 hours. The increase in hours is an internal equity adjustment to match a union contract.
12. Clarification is provided that part-time employees who work at least 30 hours per week will accrue vacation at a prorated amount.
13. The maximum amount of medical leave has been adjusted to 1,106 hours. Compensation for unused medical leave at retirement has been adjusted to 53%. The changes are an internal equity adjustment to match a union contract.
14. Extended use of medical leave is allowed for immediate family members provided the terms of Family Medical Leave are met.
15. A section on dental insurance was added. In the past health and dental were under one plan. Currently they are separate plans.
16. A section on vision insurance was added. Eligible employees may participate in the plan and pay the full premium.
17. Clarifying language was added to life/accidental death insurance regarding coverage for spouses and children.
18. The terms of the retirement savings plan has been defined. The contributions have been increase to 7.5%. The changes are an internal equity adjustment to match two union contracts.

19. The terms of the retirement savings plan has been defined. The contributions have been increase to 7.5%. The changes are an internal equity adjustment to match two union contracts.

Motion by Stelk, second by Hehnke to approve Resolution #2018-244.

Discussion was held regarding the non-union pension increase.

Motion by Haase, second by Paulick to remove the non-union pension increase of 1.5%. Upon roll call vote, Councilmembers Paulick, Steele, Donaldson, Hehnke, Haase, and Stelk voted aye. Councilmembers Minton, Jones and Nickerson voted no. Motion adopted.

Upon roll call vote of the main motion to approve Resolution #2018-244, Councilmembers Paulick, Steele, Minton, Donaldson, Hehnke, Haase, Jones, and Stelk voted aye. Councilmember Nickerson voted no. Motion adopted.

ORDINANCES:

Councilmember Minton moved “that the statutory rules requiring ordinances to be read by title on three different days are suspended and that ordinance numbered:

#9701 - Consideration of Approving Salary Ordinance

be considered for passage on the same day upon reading by number only and that the City Clerk be permitted to call out the number of this ordinance on second reading and then upon final passage and call for a roll call vote on each reading and then upon final passage.” Councilmember Nickerson seconded the motion. Upon roll call vote, Councilmembers Paulick, Steele, Minton, Donaldson, Hehnke, Jones, Stelk, and Nickerson voted aye. Councilmember Haase voted no. Motion adopted.

City Administrator Marlan Ferguson reported that each year during the budget process a salary ordinance was presented. Wage changes were presented for bargaining units according to their respective labor agreements and non-union positions. Staff recommended approval.

Motion by Minton, second by Stelk to approve Ordinance No. 9701.

Motion by Haase, second by Steele to remove the HPSP Clerk position. Upon roll call vote, Councilmembers Paulick, Steele, Donaldson, Hehnke, Haase, Jones, Stelk, and Nickerson voted aye. Councilmember Minton voted no. Motion adopted.

City Clerk: Ordinance #9701 on first reading. All those in favor of the passage of this ordinance on first reading, answer roll call vote. Upon roll call vote, all voted aye. Motion adopted.

City Clerk: Ordinance #9701 on second and final reading. All those in favor of the passage of this ordinance on second and final reading, answer roll call vote. Upon roll call vote, all voted aye. Motion adopted.

Mayor Jensen: By reason of the roll call votes on first reading and then upon second and final readings, Ordinance #9701 is declared to be lawfully adopted upon publication as required by law.

SPECIAL ITEMS:

Discussion Concerning Proposed Fiscal Year 2018-2019 City of Grand Island Budget. City Administrator Marlan Ferguson commented on the budget being online through OpenGov. The rest of the budget would be available in the next couple of days.

ADJOURNMENT: The meeting was adjourned at 7:49 p.m.

RaNae Edwards
City Clerk