

**MINUTES
FORT MADISON CITY COUNCIL
Tuesday, August 21, 2018**

Mayor Bradley A. Randolph presided with Council Members Chris Greenwald, Bob Morawitz, Kevin Rink, Rusty Andrews, Matt Mohrfeld, Mark Lair and Chad Cangas present.

VISITORS AND APPEARANCE REQUESTS

Tracy Leone, representing Teamsters 238, the union for the Library and Water department employees, reminded Council they can still bargain for permissive items. By switching from a union contract covering permissive items to an Employee Personnel Manual covering these items, she pointed out the employees under these contracts will have reductions in: shift differential, on-call pay, funeral leave, sick leave comp, health insurance premiums and also how much accumulated sick leave eligible employees can receive as payment when they leave City employment. She acknowledged there were some gains in longevity, certification pay, winter wear, safety shoes, CDL pay and base wage increases but unknowns concerning lead person pay and overtime pay. She asked Council to reconsider the accumulated sick leave payments for the affected employees.

AGENDA

Morawitz MOVED and Cangas SECONDED to approve the agenda.

MOTION PASSED 7-0

CONSENT AGENDA

Greenwald MOVED and Mohrfeld SECONDED to approve the Consent Agenda:

- Minutes of August 7, 2018;
- Liquor License Renewal: JoeDees, Inc., 1828 Avenue L, effective July 31, 2018 – Class C Liquor with Outdoor Service and Sunday Sales;
- Resolution No. 2018-47, property tax exemption for David L/Betty J/Jacob P Burch, 102 – 18th Street (garage);
- July Financial Report; and
- Payment of Claims.

MOTION PASSED 7-0

ORDINANCE AND RESOLUTIONS**CITY PERSONNEL MANUAL**

RECONSIDER VOTE: Andrews MOVED and Mohrfeld SECONDED to reconsider the vote to adopt a resolution approving the updated City Personnel Manual.

ROLL CALL: AYES: Greenwald, Morawitz, Rink, Andrews, Mohrfeld, Lair, Cangas
NAYES: None

MOTION PASSED 7-0

RESOLUTION NO. 2018-48, APPROVE UPDATED CITY PERSONNEL MANUAL:

Andrews MOVED and Mohrfeld SECONDED to adopt a resolution approving the updated City Personnel Manual.

Morawitz did not believe the Personnel Manual would allow the City Council to make amendments to the Manual. He believed the eligible Library and Water Department union employees should still be able to receive 600 hours of sick leave in payment following their departure from City employment (employees not in these unions can receive up to 250 hours paid out). He suggested retaining this provision for current employees and eliminating it for new hires. He felt the shift differential should be restored, overtime should be returned to after a 40-hour work week and noted issues with some definitions.

Mohrfeld commended staff for trying to blend together the different agreements into one document.

Cangas asked if this were approved tonight could changes be made to it in a few weeks. City Manager David Varley said the City Council can place it on the agenda and make changes.

Cangas said he generally understood some of the issues involved with the change in bargaining law. He expressed concern with cutting the payout of accumulated sick leave at the stroke of a pen when the employees had no opportunity to see it coming. He suggested "twilighting" it and giving everyone within a certain number of years the ability to take advantage of it.

Public Works Director Larry Driscoll said staff talked to employees regarding this and the employees were informed of what was going on. Finance Director Peggy Steffensmeier said the water and library contracts had potential payouts of up to 600 hours of sick leave and the former street union had a possible payout of 400 hours of sick leave. The police and fire department do not receive any payout of their accumulated sick leave. Another benefit the Library, Public Works and Water department employees now receive is they can accrue up to two times their yearly vacation pay instead of having to use it every year.

Cangas suggested changing this so anyone who would be eligible in two years for this benefit within the next two years could still take advantage of this. Randolph said eligible persons were told of the change and this included some employees who had met their IPERS service rule.

Morawitz felt if someone was banking on the money being there then this is not right. Cangas said this might change a person's retirement date and fiscal planning. Morawitz suggested going back to the 2008 time period listed in the manual. Steffensmeier pointed out there will always be someone who is left out.

At a question from Mohrfeld, Steffensmeier said this benefit would then also be eligible to nearly 60 employees instead of the nine employees covered under union contracts. At a suggestion of having different departments follow different dates, Driscoll said he would not recommend that. Cangas felt it should be for everybody.

Driscoll said a lot of the language that was removed was credited back through certification pay. There was a lot of trade off. He added that if Council approves this as is it could be brought back to see who is in the time frame and see about amending it. Varley said if you take dollar for dollar there are more benefits for the union employees than before.

Greenwald said for years Council instructed staff to work on this manual and they did and this looks pretty comprehensively. He believed staff has looked at every angle and he cautioned against changing any of that.

At a question from Mohrfeld, it was noted the amendment will be retroactive to July 1, 2018.

Morawitz MOVED to amend the section on Sick Leave to allow any eligible employee hired before July 30, 2008 to be able to receive 600 hours accumulated sick leave payout at the end of their employment with the City. The MOTION DIED for lack of second.

Council then voted on the original motion.

ROLL CALL: AYES: Greenwald, Rink, Andrews, Mohrfeld, Lair
 NAYES: Morawitz
 ABSTAIN: Cangas

MOTION PASSED 5-1

The Mayor then declared said Resolution ADOPTED and ENACTED this 21st day of August, 2018.

OTHER

PARKS BOARD APPOINTMENTS: Rink MOVED and Cangas SECONDED to approve the Mayor's appointment of Ashley Balmer and Hugh VandeGriff to the Parks Board, terms expiring March 31, 2019.

MOTION PASSED 7-0

Lee County Economic Development Group Contribution Request

Joe Steil, CEO for LCEDG, gave a presentation and asked Council to restore funding at \$50,000 per year for the remainder of LCEDG's Lee County 2018 five-year capital campaign (funding had been reduced to \$25,000 for this fiscal year). The group will also begin another five-year capital campaign soon and will ask the City for \$50,000 per year for another five years then. A question was raised regarding the number of years the original capital campaign was to have lasted.

Varley said the City's General Fund yearly revenues are down \$292,000, Sales Tax revenue was down \$242,00 and the City no longer receives \$300,000 in yearly riverboat revenue. This has requested in a loss of over \$800,000 per year in revenue. The General Fund balance is also the lowest it has been in years. Contributions to other groups have been reduced. City departments and projects have also taken hits from the revenue loss. Any funding given to LCEDG would result in cuts to General Fund department's budgets.

Following a long discussion, Dennis Fraise, LCEDG, said he appreciated the budget reality Fort Madison is facing. Partnering with the City is very important to them. Greenwald felt he needed to talk to the City Manager more about this situation as there were a lot of things to consider.

Greenwald MOVED and Cangas SECONDED to table action on the request until another meeting.

MOTION PASSED 7-0

Randolph said there is no doubt about the value of economic development. The question is what the value is and what the City can afford. Greenwald noted if the City is down to zero on their budget, he is not willing to give up public safety.

DISCUSSION ITEMS - None**POSSIBLE ITEMS TO BE CONSIDERED AT FUTURE COUNCIL MEETINGS**

- ◆ Update of Title 1, Administration
- ◆ Accept PIP 2016-03, WWTP Rehab
- * Update of Title 4, Business
- * Avenue I Bridge Replacement

Driscoll reported the vibration from the Avenue I bridge project did not result in any violations and 99% of the pylons are installed. A lot of concessions have been made for area property owners. The project is still expected to be completed by the end of October.

DEPARTMENT HEADS REPORTS

The Burlington City Council formally thanked the fire departments who assisted with fighting the Tama building fire. The Library was approached by The Kensington regarding programming for seniors in the community. This will start in September. The asphalt company has been delayed. He suggested next year to bid out asphalt projects at two separate times, with the first bid in the spring. The City was awarded a grant for the Richards Drive bridge. This could start next year. This bridge gets about 11,000 cars a day. Lair appreciated the City allowing property owners to pay to have their alleys seal coated.

PRESENTATIONS BY LIAISONS TO BOARDS AND COMMISSIONS

The United Way gave a presentation on volunteer management to the Library Board at the last meeting. The Great River Regional Waste Authority board approved the agreement with the Airport for settlement for closing of the grass runway. The Historic Preservation Commission has a list of historic buildings and streets they wish to save.

ADJOURNMENT

At 7:12 P.M., Cangas MOVED and Morawitz SECONDED to adjourn until Tuesday, September 4, 2018 at 5:30 P.M.

VOICE VOTE APPROVAL

MANUAL CLAIMS AND WARRANTS: See Claims dated August 15, 2018, in the amount of \$444,064.67 and Library Claims dated August 15, 2018, in the amount of \$8,276.60.

<u>Payroll</u>	8/17/2018
General	\$175,448.25
Special Rev.	13,760.14
Road Use	26,362.03
Water	28,034.05
Sewer	40,281.56
Solid Waste	11,376.34
Storm Water	3,462.31
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	\$298,724.68

Mayor Bradley A. Randolph

ATTEST:

Melinda L. Blind, City Clerk