

**MINUTES  
PARADISE TOWN COUNCIL  
SPECIAL MEETING – 5:00 PM – November 28, 2012**

The Special Meeting of the Town Council was called to order by Mayor Steve “Woody” Culleton at 5:00 pm in the Town Council Chamber located at 5555 Skyway, Paradise, California, who led the the Pledge of Allegiance to the flag of the United States of America

**COUNCIL MEMBERS PRESENT:** Scott Lotter, Tim Titus, Alan White and Steve “Woody” Culleton, Mayor.

**COUNCIL MEMBERS ABSENT:** Joe DiDuca.

**STAFF PRESENT:** Town Clerk Gutierrez, Town Manager Rough, Town Attorney Moore, Finance Director Will, Assistant Town Clerk Volenski, HR/Risk Management Analyst Peters and Police Chief Tazzari-Dineen.

**2. CLOSED SESSION**

At 5:03 pm Mayor Culleton announced that pursuant to Government Code Section 54957.6, the Town Council would hold a closed session to meet with Charles L. Rough, Jr., Lauren Gill, Gina Will and Crystal Peters, its designated representatives, regarding labor relations between the Town of Paradise and the Paradise Police Officers Association. Mayor Culleton reconvened the meeting at 5:15 pm.

**3. COUNCIL CONSIDERATION**

Town Manager Rough reported to Council that the concessions in the proposed Memorandum of Understanding with the Police Officers Association, which amount to a \$66,820 reduction to the current general fund deficit, falls short of the \$92,000 target set for the department by \$25,180 and does not address needed concessions for the next fiscal year. POA concessions include agreement to a cap on the employer paid portion of medical premiums at the 2013 rate; a cap on sick leave accrual; and waiver of holiday pay and uniform allowance through June 30, 2013.

- 3a. MOTION by White, seconded by Titus,** adopted Resolution No. 12-39, A Resolution Approving a Memorandum of Understanding Relating to Employment) Between the Town of Paradise and the Paradise Police Officers Association Covering the Period November 1, 2012 through June 30, 2013. Roll call vote was unanimous; DiDuca absent and not voting.

Town Manager Rough reported to Council that is necessary that he recommend the Council approve the layoff of the most recently hired police officer in order to meet the general fund deficit reduction target set for the police department for this fiscal year and to position the Town to address anticipated challenges in the next fiscal year. The layoff will result in an estimated general fund deficit reduction in the amount of \$25,944 (from 1/27/13 through 6/30/13) and an estimated general fund deficit reduction of \$73,982 (from 7/1/13 – 6/30/14). He informed Council that it does not appear that the proposed

layoff will result in overtime costs in excess of what is currently budgeted; and, the police officer who is to be laid off has requested that the Town consider bringing him back as a Level I Reserve Police Officer at an hourly rate.

Mayor Culleton opened the matter for public comment.

1. Brian Dudar stated that he is a general dentist in Paradise, that he is concerned about medical marijuana growing in Town and the related increase of crime, that this is not the time to cut the police force and that he is against the adoption of Resolution No. 12-40 that would approve the layoff of a police officer.
2. Dennis Therien stated that has worked as a deputy sheriff in the Bay area, that he is concerned for the safety of Town police officers working with a reduced force, and that he thinks the Town will be paying out any savings realized from the layoff in overtime costs.
3. Robert Wright, President of the Police Officers Association, thanked the Council for the opportunity to speak and to discuss the impacts the POA believe the layoff will have on the community; stated that when the Town was incorporated there were twenty-seven officers and nine dispatchers; there now are fourteen officers, four sergeants, and nine vacancies, and this will represent the tenth; and, there are six dispatchers and three vacancies; that across the board cuts in the organization, such as to public works and animal control, have created additional burdens for a department that is already stretched too thin; discussed concessions made over the past three years, and recent concessions that were made to help the Town and insure that staffing would not be cut; and, asked the Council to consider how the layoff will affect the community and business growth.

Council discussed that it is a fiscal necessity that the general fund deficit be reduced; that the POA was fully informed in July of the amount needed from the police department to meet its target reduction and that a layoff could be a consequence if other concessions were not approved.

- 3b. **MOTION by White, seconded by Lotter**, adopted Resolution No. 12-40, A Resolution of the Town Council of the Town of Paradise Concerning Layoff Due to a Reduction in Town Revenues. Roll call vote was unanimous; DiDuca absent and not voting. The resolution authorizes layoff of the most recently hired police officer.

#### **4. ADJOURNMENT**

Mayor Culleton adjourned the Special Council Meeting at 5:42 pm.

DATE APPROVED: December 11, 2012

By: \_\_\_\_\_/s/\_\_\_\_\_  
Steve "Woody" Culleton, Mayor

\_\_\_\_\_/s/\_\_\_\_\_  
Joanna Gutierrez, CMC, Town Clerk