

**MINUTES
PARADISE TOWN COUNCIL
SPECIAL MEETING – 9:00 AM – April 23, 2013**

1. OPENING

The Special Meeting of the Paradise Town Council was called to order at 9:01 a.m. by Mayor Timothy Titus in the Town Hall Council Chamber at 5555 Skyway, Paradise, California who led the Pledge of Allegiance to the Flag of the United States of America

COUNCIL MEMBERS PRESENT: Greg Bolin, Steve “Woody” Culleton, Scott Lotter, John J. Rawlings and Timothy Titus, Mayor.

COUNCIL MEMBERS ABSENT: None.

STAFF PRESENT: Town Clerk Joanna Gutierrez, Interim Town Manager Lauren Gill, Town Attorney Dwight L. Moore, Community Development Director Craig Baker, Police Chief Gabriela Tazzari-Dineen, Police Lieutenant Al Billington, Division Chief Rob Cone, Cal Fire/Paradise Fire, Fire Marshal/Building Official Anthony Lindsey, Assistant Town Clerk Dina Volenski, Associate Civil Engineer Marc Mattox, Public Works Manager Paul Derr, HR/Risk Management Analyst Crystal Peters, Onsite Sanitary Official Doug Danz, Fleet Manager Wes Dinsmore, IT Manager Josh Marquis, and Senior Code Enforcement Officer Scott Armstrong.

2. CONSENT CALENDAR

At 9:05 a.m., Mayor Titus announced that pursuant to Government Code Section 54957.6, the Town Council would hold a closed session to meet with Lauren Gill, Gina Will and Crystal Peters, its designated representatives, regarding labor relations between the Town of Paradise and the Confidential/Mid-Management Association, General Employees Unit, the Management Group, Police Mid-Management Unit and the Paradise Police Officers Association.

Mayor Titus reconvened the Town Council meeting at 9:15 am.

2a. Following a **MOTION by Lotter, seconded by Rawlings**, the Town Council by unanimous roll call vote adopted the following five (5) resolutions approving Memorandums of Understanding relating to employment for the Confidential/Mid-Management Association, General Employees Unit, Management Group, Police Mid-Management Unit and the Police Officers Association effective July 1, 2013 through June 29, 2014, as follows:

2a-1: Resolution No. 13-18, A Resolution Approving a Memorandum of Understanding Agreement (relating to employment) for the Paradise Confidential/Mid-Management Association (CMMA) effective July 1, 2013 through June 30, 2014. Roll call vote was unanimous.

The one-year agreement with the CMMA, which currently consists of thirteen (13) members, includes a 5% salary reduction that will save an overall amount of \$49,602 for the FY 2013/14 budget year of which \$21,856 is entirely general fund savings.

2a-2: Resolution No. 13-19, A Resolution Approving a Memorandum of Understanding Agreement (relating to employment) for the Paradise General Employees Unit effective July 1, 2013 through June 30, 2014. Roll call vote was unanimous.

The one-year agreement with the General Employees Unit, which currently consists of thirteen (13) members, includes a 5% salary reduction that will save an overall amount of \$34,299 for the FY 2013/14 budget year of which \$10,312 is entirely general fund savings.

2a-3: Resolution No. 13-20, A Resolution Approving a Memorandum of Understanding Agreement (relating to employment) for the Paradise Management Group effective July 1, 2013 through June 30, 2014. Roll call vote was unanimous.

The one-year agreement with the Management Group, which currently consists of three (3) members, includes a 5% salary reduction that will save an overall amount of \$26,775 for the FY 2013/14 budget year of which \$21,214 is entirely general fund savings.

Additionally, the Town and the Management Group have agreed to proceed with the implementation of employees of the group paying 100% of the employee portion of PERS. In consideration of this new payroll deduction to gross pay, the salary schedule will be increased by the same amount that the employees will pay directly to PERS, all of which has a negligible impact to the budget (FY13/14 \$578). This will bring the Management Group in-line with the agreements reached by all the other employee groups. This Town-wide initiative began in 2009 at Council's direction. Upon approval of this MOU agreement, all Town employees will be paying their own employee contribution to PERS.

2a-4: Resolution No. 13-21, A Resolution Approving a Memorandum of Understanding Agreement (relating to employment) for the Paradise Police Mid-Management Unit effective July 1, 2013 through June 30, 2014. Roll call vote was unanimous.

The one-year agreement with the Police Mid-Management Group, which currently consists of two (2) members, includes a 5% salary reduction that will result in an overall savings to the general fund in an amount of \$13,027 for the FY 2013/14 budget year.

2a-5: Resolution No. 13-22, A Resolution Approving a Memorandum of Understanding Agreement (relating to employment) for the Paradise Police Officers Association effective July 1, 2013 through June 30, 2014. Roll call vote was unanimous.

The one-year agreement with the Police Officers Association, which currently consists of 23 members [thirteen (13) police officers, four (4) sergeants, five (5) public safety dispatchers and one (1) communication records supervisor], includes a 6.89% salary reduction and the waiver of holiday pay and uniform allowance, that will result in an overall savings to the general fund in an amount of \$111,838 for FY2013/14 budget year. These savings will be achieved through the continuation of current concessions which include both the waiver of Holiday Pay and Uniform Allowance for the full FY2013/14 budget year. The POA stepped forward and offered even more savings than was proposed to help the Town close the gap on the anticipated deficit. The Town had requested a 5% pay reduction and the POA offered a 6.89% salary concession.

3. CONSENT CALENDAR

- 3a. MOTION by Lotter, seconded by Culleton**, adopted Resolution No. 13-23, A Resolution of the Town Council of the Town of Paradise Declaring Folding Chairs From Town Hall as Surplus and Authorizing for Disposal Through Sale or Donation. Roll call vote was unanimous.

4. COUNCIL DISCUSSION

Interim Town Manager Lauren Gill and Finance Director Gina Will presented a power point to illustrate the results of their budget meetings with each Town department to determine areas within which further expenditures could be cut and or delayed, and if cost recovery measures would be appropriate for services. Interim Manager Gill stated that even though Town staffing, equipment and budgets have continually been cut over the years, a long-term term structural deficit persists, such as the current deficit in the projected amount of \$487,121.00; and, that she will be proposing certain cost recovery measures to address the deficit at the May 14, 2013 Town Council Meeting that will include an updated Master Schedule of Fees for Town Services based on today's costs; a Business Registration Program; a DUI Cost Recovery Program; and an Alarm Registration Program. Interim Manager Gill stated that the challenges of balancing the budget are that certain elements are not sustainable such as continuing layoff of employees, further delaying much needed facility maintenance, and the reliance on reimbursements to public works and engineering from capital improvement project budgets. Foreseeable challenges include a seven percent (7%) increase to CAL PERS and the CAL PERS unfunded liability for Fiscal Year 2013/2014.

The Town Council reviewed and discussed the proposals for each department, and listened to presentations from each department manager that explained the rationales for expense reductions and cost recovery proposals. Each Council Member thanked the employees for their ongoing concessions and personal sacrifices that have been necessary for a balanced budget, concurred that Town services need to be cost neutral and that the revenue side of the budget equation also needs to be addressed. Council noted that the simplifying of Town processes for the citizens has been appreciated within the community, and that it is encouraging to see the Town moving to a Citizen Access Government with the proposed implementation of electronic processes that will allow online accessibility to Town services for our community members.

4. ADJOURNMENT

Mayor Titus adjourned the Special Council meeting at 11:15 a.m.

DATE APPROVED: May 14, 2013

By: _____/s/_____
Timothy Titus, Mayor

_____/s/_____
Joanna Gutierrez, CMC, Town Clerk