

City Council of the Mayor and Council of New Castle
Special Council Meeting
Town Hall – 201 Delaware Street – New Castle
Thursday – July 5, 2012 – 9 a.m.

Present:

Council President William Barthel
Councilperson John Cochran
Councilperson John Gaworski
Councilperson Ted Megginson
Councilperson Teel Petty

Also present: City Administrator Cathryn Thomas

Councilperson Petty noted that the summer recreational staff members were present, as they had their training/orientation meeting immediately following the Council meeting. Each person introduced his/herself.

City Administrator Thomas reported to the Council on the changes contained in the new Contract. Some of the main items included:

- that the annual increases will be: 7/1/2012 – 2%, 7/1/2013 – 2.5%, 7/1/2014 – 2%. She noted that the percentages for the first two years are the same of what is contained in the remaining last two years of the contract for the City FOP employees.
- that new employees hired on or after July 1, 2012 shall pay 30% of the premiums for their health care and dental benefits, with that coverage entailing single-person coverage for the employee. For employees needing coverage for other family members, they shall pay 50% of the difference in added costs for the premiums for those benefits. The City shall pay the remaining 70% and 50%, respectively. Current employees shall continue to cost share in all premiums at a rate of 10%, with the City paying 90%.
- that employees may take most time off for various leaves in increments of no less than 15 minutes, where previously that minimum had been one hour.
- that employees hired before January 1, 2009, with 20 years of service or more, shall receive 240 hours of vacation time off per year, when previously the limit per year had been 216 hours for longer service employees.
- that outside of the contract, the City is providing a memorandum to the Union to update the Employee Evaluation Form and job descriptions for positions contained in the AFSCME Contract, and that these tasks shall be completed by the City no later than December 31, 2012.

Councilperson Cochran questioned if the City would have a problem if the deadlines were not met in modifying the Performance Evaluation Form and the Job Descriptions. Ms. Thomas said that the memorandum agreeing that the City shall perform these tasks by the end of the calendar year does not have specific language as to what will happen if the City goes past the deadline to achieve these items (i.e., there is no penalty clause).

Councilperson Megginson made the Motion for Resolution No. 2012-22, approving the AFSCME Union Contract for the term July 1, 2012 through June 30, 2015, and the Motion was Seconded by Councilperson Petty and it passed unanimously.

Councilperson Cochran made a motion to adjourn the meeting. Councilperson Petty seconded the motion. The meeting was adjourned.

Respectfully submitted,

Cathryn Thomas
New Castle City Administrator