

In the Common Council Chambers of the Municipal Building held on August 1, 1977, at 7:30 p.m., with the special session being presided over by Councilpresident Middleton.

SPECIAL SESSION  
COMMON COUNCIL  
August 1, 1977

Present: Kinzer, Middleton, Morrison, Olcott, Richardson, Allison, Towell, Young. Absent: Blume, due to death in the family.

ROLL CALL

Approximately 100 others present.

Councilpresident Middleton gave the agenda summation. For second reading: Ordinance 77-54: Salary Ordinance for Appointed Officers and Employees; Ordinance 77-55: Salary Ordinance 77-55 for Police and Fire Officers; Ordinance 77-56: Salary Ordinance for Appointed Officers and Employees re: City Clerk and Court.

AGENDA SUMMATION

Councilmember Morrison moved and Councilmember Olcott seconded a motion to introduce and read Ordinance 77-54 by title only.

ORDINANCE 77-54  
Salary Ordinance for  
Appointed Officers &  
Employees

Clerk Dolnick read Ordinance 77-54 by title only.

Councilmember Morrison moved and Councilmember Olcott seconded a motion to adopt Ordinance 77-54.

Councilmember Towell directed a question to Mayor McCloskey in reference to an apparent classification of levels of importance in the top executive levels.

Mayor McCloskey responded that the different salaries for Department heads depends on difficulty of job, amount of work, and the performance of those in the job. He then addressed a question from Councilmember Towell regarding the new Department of Public Works, and what it represents in terms of personnel. He said the consolidation of departments into the DPW is for developmental improvement, and administrative and personnel concerns. He added that if the DPW was not approved by the Council, there would be no problems as far as the Salary Ordinance goes for next year.

Councilmember Allison moved and Councilmember Towell seconded a motion to increase the salary of the Personnel Analyst, as recommended by the Mayor, to \$11,000.

Councilmember Towell said he did not think the raise was necessary, noting that the Department of Personnel is getting too big too quickly.

Mayor McCloskey responded that having two people with professional qualifications is not too many. He said Bill Finch has been very active with union negotiations for the past two years. He said this salary is fair compared to other lower-middle management personnel. He added that this position will have additional responsibilities since the Director will be spending an increasing proportion of his time on negotiations.

Bill Finch added that the administration expects increased negotiation activities next year. There is no money in next year's budget for outside negotiators. He said negotiations take three months, two to three days per week. If more unions are formed in the City, he guessed four to six months would be needed for negotiations. In answer to a question from Councilmember Kinzer regarding why this change did not come up at budget hearings, Mayor McCloskey said Bill Finch did not think the Council would grant the increase, and he only later noticed that the salary was "grievously low" considering the duties performed. He emphasized that it was his idea to raise the salary, and not the Personnel Director's. Bill Finch noted that he is in agreement with the Mayor that the salary should be increased.

Councilmember Young remarked that the City should pay decent salaries to their employees. He added that he would rather not fill the position, but if the position is there, it should be paid well.

Mayor McCloskey noted that inflation has hit everyone. The City is a competitive, good employer. He said there are many jobs in the City with salaries of \$7,500. He said on Councilmember Young's logic, everyone should receive large raises.

The Personnel Analyst's maximum salary for 1977 was then increased to \$10,000 by a vote of Ayes: 5, Nays: 3 (Towell, Kinzer, Allison.)

Councilmember Towell moved and Councilmember Young seconded a motion to delete the Personnel Analyst position from the Salary Ordinance.

Motion failed by a roll call vote of Ayes: 2, Nays: 6 (Morrison, Allison, Olcott, Richardson and Middleton, Kinzer).

Councilmember Kinzer moved and Councilmember Morrison seconded a motion to approve the Salary Ordinance as amended.

Motion carried by a roll call vote of Ayes: 8, Nays: 0.

Councilmember Olcott moved and Councilmember Morrison seconded a motion to introduce and read Ordinance 77-56 by title only.

ORDINANCE 77-56  
Salary Ordinance  
City Clerk & Court

Clerk Dolnick read Ordinance 77-56 by title only.

Councilmember Olcott moved and Councilmember Morrison seconded a motion to adopt Ordinance 77-56.

Councilmember Allison moved and Councilmember Kinzer seconded a motion to amend Ordinance 77-56 to raise the amount for Special Judges to \$1,000, and to lower the amount for Law Clerks to \$750, with the recommendation to use a work study student for a clerk at a substantial savings to the City.

Motion carried by a roll call vote of Ayes: 8, Nays: 0.

Councilmember Allison moved and Councilmember Olcott seconded a motion to delete the salary for Deputy City Clerk III.

Clerk Dolnick explained that she would like to have this person on tax base because it is often very time consuming to hire a CETA person, if one is even available. She went on to say that she has hired someone for the remainder of 1977 to handle the heavy case load City Court is now handling. She added that this person will have been on the job for sixth months and would be well trained. She would not like to change employees during the move back to the Municipal Building Annex in January.

Councilmember Olcott remarked that if that employee knew a CETA person would replace her in January, it would give the Clerk five months to find someone and five months for the employee to find a new job.

Councilmember Kinzer stated that this should be considered at budget time, not during the Salary Ordinance.

The motion to delete Deputy City Clerk III and replace with CETA worker failed for lack of a majority by a roll call vote of Ayes: 4, Nays: 4 (Morrison, Towell, Young and Allison).

Councilmember Kinzer moved and Councilmember Morrison seconded a motion to adopt Ordinance 77-56 as amended.

Motion carried by a roll call vote of Ayes: 8, Nays: 0.

Councilmember Olcott moved and Councilmember Morrison

ORDINANCE 77-55  
Salary Ordinance for  
Police & Fire Off.

seconded a motion to introduce and read Ordinance 77-55 by title only.

Clerk Dolnick read Ordinance 77-55 by title only.

Councilmember Olcott moved and Councilmember Morrison seconded a motion to adopt Ordinance 77-55.

Councilmember Allison moved and Councilmember Towell seconded a motion to amend Ordinance 77-55 to change unscheduled duty pay under Police from \$5.00 to \$7.50 per hour. This is merely a correction, it does not increase the budget amount.

Motion carried by a vote of Ayes: 7, Nays: 0, Abstentions: 1 (Richardson).

Councilmember Richardson explained that he will abstain on all votes on the Police and Fire Salary Ordinance since he works closely with the Police in his job at the Prosecutor's Office and did not want people to perceive any sort of conflict of interest.

Councilmember Allison moved and Councilmember Morrison seconded a motion to amend Ordinance 77-55 under Police to add "Hourly employees working on the evening or night shift shall receive a .10¢/hour shift premium. Salaried employees working on the evening or night shift shall receive a \$4.00/week shift premium."

(\*Note, both of these amendments were drafted and submitted by the Mayor's Office).

Motion carried by a roll call vote of Ayes: 7, Nays: 0, Abstentions: 1 (Richardson).

Dexter Luck of the Police Department then addressed the Council. He said they are requesting a \$625 or 30¢ per hour increase, and an additional \$5.49 monthly for insurance. They would also like to increase the shift premiums to 15¢ for the afternoon shift and 20¢ for the night shift. He added that the Fraternal Order of Police, Lodge 88, will be representing the Police Department in negotiations with the City next year.

Mr. Godsey of the Fire Department then spoke. He said they are requesting a \$750 across-the-board increase for firemen, they are not increasing percentage increases because that would allow for larger raises for higher paid firemen. He said \$750 would be about a 6% increase for most firemen. He continued that they do not think this is unfair. The firemen, he said, were promised higher increases last year, when they also received \$300 raises. He added that they appreciate the additions the Mayor has made, but noted that last year the cost of insurance went up to \$480 a year for a family plan, which more than eats up their raises. He claimed the Fire Department was not consulted about the insurance company chosen, and that the Board of Works chose Blue Cross before a promised meeting with employees. He expected last year that as more property was annexed into the City, the more they would get paid, but this has not been the case.

Mayor McCloskey repeated that inflation has hit everyone. He said he had met with both the Police and Firemen, and explained to them that the City is just too far along in the budget process to incorporate these increases. He said during budget hearings, Chief Gose pointed out that firemen do not get holiday pay or night shift premiums, and he did grant these to the firemen. They will also get more of their insurance costs picked up next year. He added that he has approved the Police and Firemen's requests for bargaining agents next year.

Mr. Godsey then presented a petition from the  
regarding forming a bargaining committee for next

Councilmember Kinzer remarked that she can understand  
their concerns, but the Mayor's recommendations are  
She said their salaries are not low on a general scale.  
She emphasized that next year they can take a better,  
more realistic look at increasing their salaries, but  
it needs to be done well before the budget process.

Councilmember Richardson said the Council should consider  
increasing their salaries, because they are "different"  
than other City employees in that their night duty is  
very dangerous. He said they should be treated differently.  
He claimed that their insurance rates are different than  
other City employees. (\*Note... their insurance rates are  
the same as all other City employees).

Councilmember Olcott said the Police and Fire Departments  
are excellent departments and they should be paid excel-  
lent salaries. However, it is too late for this year's  
budget. He said negotiations will be done next year, but  
it is not fair to tear up the budget at this late date.

Councilmember Morrison remarked that the police and firemen  
are in a "specialized service", in that just anyone cannot  
be a police or fireman. He said if it were up to him, he  
would grant them more than they asked for, but since he is  
only one member of the Council, he will go along with them.  
He added that only the Mayor can initiate, and the Council  
legislates.

Councilmember Towell said he had attended the Board of  
Public Safety meetings for several years, and understands  
the concerns of the Police and Fire Departments. He said  
he will be open about next year's salary, but there is not  
much they can do this year.

Councilmember Young said \$625 is not unreasonable. He noted  
that the City expects much from these men, adding that it  
would be difficult for a family to live on their salaries.

Councilmember Morrison said the salaries of the probationary  
officers should not be very high, because this is when they  
receive their training.

Councilpresident Middleton added that the Council can only  
provide a forum for the men, but only the Mayor can raise the  
amount for salaries. He said the first responsibility of a  
City is to provide for the safety of the citizens. He said  
they will consider their requests next year very carefully,  
but he was sorry that their wants and needs were not brought  
up earlier in the budget process this year.

Councilmember Kinzer moved and Councilmember Towell seconded  
a motion to adopt Ordinance 77-55 as amended.

Motion carried by a roll call vote of Ayes: 6, Nays: 1 (Young),  
and Abstentions: 1 (Richardson).

The meeting was then adjourned at 9:00 p.m.

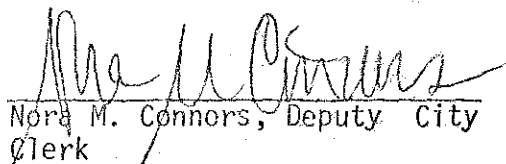
Minutes approved by Council upon this 1 day of August, 1977.

APPROVE:

ATTEST:



Thomas O Middleton, President  
Bloomington Common Council



Nora M. Connors, Deputy City  
Clerk

CITY OF BLOOMINGTON

Interdepartmental Memo

TO: Councilmembers SUBJ: Special Session

FROM: Nora DATE: 7/29/77

This is to give you official notice that there will be a Special Session of the Common Council on Monday, August 1, at 7:30 p.m. in the Common Council Chambers to consider passage of Ordinances 77-54, 77-55, and 77-56, Salary Ordinances for the City of Bloomington. Agenda is attached.

*Mark Doldick*