Missoula City Council Administration and Finance Committee Minutes

March 4, 2020
12:10 PM
City Council Chambers
140 W. Pine Street, Missoula, MT

Members present: Mirtha Becerra, Heather Harp, Jordan Hess, Gwen Jones (chair), Julie Merritt, Amber Sherrill, Sandra Vasecka, Bryan von Lossberg, Heidi West

Members absent: Stacie Anderson, John P. Contos, Jesse Ramos

Others present: Kathy Crego, City of Missoula Human Resources Director; Dale Bickell, City of Missoula Chief Administration Officer

1. ADMINISTRATIVE BUSINESS
   1.1 Roll Call
   1.2 Approval of the Minutes
       The minutes were approved as submitted.

2. PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA
   No public comment.

3. COMMITTEE BUSINESS
   3.1 Collective Bargaining Agreement, Building Inspectors – Fiscal Years 2020-2023
   Kathy Crego presented the agenda items.

   Gwen Jones asked Mrs. Crego to explain "performance goals," which she described.

   Sandra Vasecka asked what she as a council member should be looking out for in these contracts.

   Jordan Hess shared that council members could ask clarified questions and have faith in the staff who have participated in the negotiations.

   Bryan von Lossberg shared what he considers and stated the contracts are a financial obligation for years into the future. He likes to get a sense of what the wages look like and looks at the increases over the future years, as they inform the budget process. Mrs. Jones suggested to also look for context from the happenings in the city, along with cost of living increases and inflation.

   Mrs. Crego stated that much of the negotiations are dictated by labor laws.
Heather Harp commented on livable wages and how the City Council has tried to go by that thought. She asked Mrs. Crego about Addendum A that listed employees by name and the reasoning for that. Mrs. Crego explained the reason.

Heidi West explained that these contracts contain clothing allowances that would show up later in claims. Mrs. Crego further explained the reimbursement process.

Bryan von Lossberg asked whether each contract could be discussed first, then vote at the end of discussion. It was decided that the discussion would ensue for all contracts and a vote for each contract taken at the end.

Mr. von Lossberg made the motion and offered his thanks for Mrs. Crego and commented on her experience. He asked that future referrals include a summary of the increases/changes or direct to a specific page that contains the summary to show the public and council members any increases over time.

No public comment.

Vote was unanimous in favor. Item will be on the consent agenda of the Monday, March 9, 2020, City Council meeting.

Moved by:  

Approve and authorize the Mayor to sign the Collective Bargaining Agreement with the Building Inspectors.

AYES: (9): Mirtha Becerra, Heather Harp, Jordan Hess, Gwen Jones, Julie Merritt, Amber Sherrill, Sandra Vasecka, Bryan von Lossberg, and Heidi West

ABSENT: (3): Stacie Anderson, John Contos, and Jesse Ramos

Vote results:  Approved (9 to 0)

3.2 Collective Bargaining Agreement, Garden City Compost – Fiscal Years 2020-2023

Kathy Crego presented the agenda item.

Jordan Hess asked about the pension; Mrs. Crego responded.

Julie Merritt pointed out that the first contract discussed was with MFPE (Montana Federal Public Employees); the second was with the Teamsters.

Sandra Vasecka asked about Election Day being a holiday; Mrs. Crego stated that was state law.

Jordan Hess asked if the law changed, would the contract have to change. Mrs. Crego explained how a law change would affect a contract.

Heather Harp made the motion.

No public comment.

Vote was unanimous in favor. Item will be on the consent agenda of the Monday, March 9, 2020, City Council meeting.

Moved by:  

Heather Harp
Approve and authorize the Mayor to sign the Collective Bargaining Agreement with Garden City Compost Unit.

AYES: (9): Mirtha Becerra, Heather Harp, Jordan Hess, Gwen Jones, Julie Merritt, Amber Sherrill, Sandra Vasecka, Bryan von Lossberg, and Heidi West

ABSENT: (3): Stacie Anderson, John Contos, and Jesse Ramos

Vote results: Approved (9 to 0)

3.3 Collective Bargaining Agreement, International Association of Machinists and Aerospace Workers – Fiscal Years 2020-2023

Kathy Crego presented this agenda item.

Bryan von Lossberg made the motion.

No public comment.

Vote was unanimous in favor. Item will be on the consent agenda of the Monday, March 9, 2020, City Council meeting.

Moved by: Bryan von Lossberg

Approve and authorize the Mayor to sign the Collective Bargaining Agreement with the International Association of Machinists (IAM) and Aerospace Workers (AW).

AYES: (9): Mirtha Becerra, Heather Harp, Jordan Hess, Gwen Jones, Julie Merritt, Amber Sherrill, Sandra Vasecka, Bryan von Lossberg, and Heidi West

ABSENT: (3): Stacie Anderson, John Contos, and Jesse Ramos

Vote results: Approved (9 to 0)

3.4 Collective Bargaining Agreement, Missoula Parking Commission Employees Association - Fiscal Years 2020-2023

Kathy Crego presented the agenda item.

Julie Merritt made the motion.

No public comment.

Vote was unanimous in favor. Item will be on the consent agenda of the Monday, March 9, 2020, City Council meeting.

Moved by: Julie Merritt

Approve and authorize the Mayor to sign the Collective Bargaining Agreement with the Missoula Parking Commission Employees Association.

AYES: (9): Mirtha Becerra, Heather Harp, Jordan Hess, Gwen Jones, Julie Merritt, Amber Sherrill, Sandra Vasecka, Bryan von Lossberg, and Heidi West

ABSENT: (3): Stacie Anderson, John Contos, and Jesse Ramos
Vote results: Approved (9 to 0)

3.5 Collective Bargaining Agreement, Wastewater Division Chemists - Fiscal Years 2020-2023

Kathy Crego presented the agenda item.

Gwen Jones stated that the scientists are a specialized group and the competition from the public sector can affect candidate availability.

Julie Merritt asked if this is a position having difficulty with recruitment; Mrs. Crego responded.

Amber Sherrill made the motion.

No public comment.

Vote was unanimous in favor. Item will be on the consent agenda of the Monday, March 9, 2020, City Council meeting.

Moved by: Amber Sherrill

Approve and authorize the Mayor to sign the Collective Bargaining Agreement with the Missoula Wastewater Division Chemists Unit.

AYES: (9): Mirtha Becerra, Heather Harp, Jordan Hess, Gwen Jones, Julie Merritt, Amber Sherrill, Sandra Vasecka, Bryan von Lossberg, and Heidi West

ABSENT: (3): Stacie Anderson, John Contos, and Jesse Ramos

Vote results: Approved (9 to 0)

3.6 Collective Bargaining Agreement, Wastewater Division Plant Operators – Fiscal Years 2020-2023

Crego presented the agenda item.

Amber Sherrill asked an overall question about union contracts: how do employees select which union they want? Mrs. Crego explained and gave an example.

Julie Merritt stated that a couple of the contracts affect only a few employees. Mrs. Crego stated that the number of employees affected by contracts presented during this Administration & Finance meeting is approximately 45.

Heather Harp asked Mrs. Crego to clarify why the minimum wage of $15 previously approved by City Council and the entry rates are often different. Mrs. Crego explained.

Gwen Jones asked whether the Parking Commission board of directors affects the contract; Mrs. Crego explained that the Parking Commission does not weigh in on this.

Heidi West asked if the City Council could change the entry wage on contracts to meet the previously approved base wage of $15. Mrs. Jones and Mrs. Crego commented.

Bryan von Lossberg clarified that no employee is going to occupy that position at lower than the $15; Mrs. Crego concurred.
Sandra Vasecka made the motion.

No public comment.

Vote was unanimous in favor. Item will be on the consent agenda of the Monday, March 9, 2020, City Council meeting.

**Moved by:** Sandra Vasecka

Approve and authorize the Mayor to sign the Collective Bargaining Agreement with the Missoula Wastewater Division Plant Operators Unit.

**AYES:** (9): Mirtha Becerra, Heather Harp, Jordan Hess, Gwen Jones, Julie Merritt, Amber Sherrill, Sandra Vasecka, Bryan von Lossberg, and Heidi West

**ABSENT:** (3): Stacie Anderson, John Contos, and Jesse Ramos

**Vote results:** Approved (9 to 0)

### 3.7 Audit Presentation Fiscal Year 2019

Gwen Jones stated that this item will be presented during Administration & Finance committee meeting on Wednesday, March 25, 2020.

No motion. Informational presentation only.

**THIS ITEM BEING HELD OVER TO WEDNESDAY, MARCH 25, 2020.**

### 3.8 Equipment Leasing Agreement Resolution

Gwen Jones stated that this item will be presented during Administration & Finance committee meeting on Wednesday, March 11, 2020.

Approve the “Resolution Authorizing the Execution and Delivery of Property Schedules with respect to the Master Tax-Exempt Installment Purchase Agreement with U.S. Bancorp Government Leasing and Finance, Inc. and Property Schedules for the Financing of Various Items of Capital Equipment and Determining Other Matters in Connection Therewith.”

**THIS ITEM BEING HELD OVER TO WEDNESDAY, MARCH 11, 2020.**

### 4. ADJOURNMENT

Adjourned 12:48pm