

**MINUTES
PARADISE TOWN COUNCIL
SPECIAL MEETING – 9:15 A.M. – OCTOBER 20, 2011**

The Special Meeting of the Town Council of the Town of Paradise was called to order by Mayor White at 9:15 a.m. in the Council Chambers, Town Hall, 5555 Skyway, in Paradise, California.

COUNCIL MEMBERS PRESENT: Steve "Woody" Culleton, Joe DiDuca, Scott Lotter, Tim Titus, and Alan White, Mayor.

COUNCIL MEMBERS ABSENT: None.

STAFF PRESENT: Town Clerk Gutierrez, Town Manager Rough, Town Attorney Moore, Manager Rough, Finance Director Will, Assistant Town Clerk Volenski, HR/Risk Management Analyst Peters, Community Development Director Baker, Assistant Public Works Director Derr, Police Chief Buzzard and Police Lieutenant Tazzari.

2. CLOSED SESSION

At 9:17 a.m. Mayor White 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 for the following:

2a. Regarding labor relations between the Town of Paradise and the General Employees Unit; and, the Confidential/Mid-Management Association.

2b. To review the authorized contract for services covering the Period from December 31, 2011 through December 31, 2012 between the Town of Paradise and Charles L. Rough, Jr. for Town Manager services.

Mayor White reconvened the meeting at 9:58 a.m. and announced that no action was taken in closed session.

3. COUNCIL CONSIDERATION

Manager Rough reported to Council that the agreements between the Town and the General Employees and the Confidential Mid-Management groups places a cap on the Town share of the medical premium costs based on current medical premiums and removes the 80/20 split provision; provides for a 5% reduction in salary through 12/30/2012; eliminates cash-out provision for sick leave and reduces the sick leave accrual cap from 2,000 hours to 1,040 hours

maximum; agrees to Town Hall closure for the last two weeks in December for the term of the contract; and, with respect to the CMMA, reduces by 50% the administrative leave benefit for employees hired after November 1, 2011. Manager Rough stated that the effect of capping the Town's share of medical premium costs for active employees in these two groups will result in a \$5.6 million dollar reduction to the Town's retiree medical unfunded liability. (\$3.3 –General; \$2.3 CMMA).

Town Manager Rough explained how the two-week closure benefits the Town in that all employees will be using vacation at this time reducing potential for staffing issues during open hours for the remainder of the year, and also reducing accrued vacation which is a cost to the Town. Town Manager Rough stated that he and Assistant Town Manager Gill will be checking messages twice a day during this two-week period in order to address any critical needs of citizens and that an emergency contact number will be programmed into the answering system.

Agenda Item 3(a): MOTION by Titus, seconded by Culleton, adopted Resolution No. 11-41, a Resolution Approving the Memorandum of Understanding (relating to employment) Between the Town of Paradise and the Town of Paradise General Employees Unit Covering the Period from July 1, 2011 to June 30, 2013. Roll call vote was unanimous.

TC (RES) [ADOPT] Res No 11-41, MOU between Town & General Employees relating to employment.

Agenda Item 3(b): MOTION by Titus, seconded by Culleton, adopted Resolution No. 11-42, a Resolution Approving a Memorandum of Understanding (relating to employment) Between the Town of Paradise and the Town of Paradise Confidential/Mid-Management Association. Covering the Period from July 1, 2011 to June 30, 2013. Roll call vote was unanimous.

TC (RES) [ADOPT] Res No 11-41, MOU between Town & CMMA (Confidential & Mid-Management Employees) relating to employment.

Town Attorney Moore reported to Council regarding the agreement proposed for part-time Town Manager services to be provided by Charles L. Rough, Jr.; that the term of the contract is December 31, 2011 through December 31, 2012; that the compensation rate will be \$45 per hour for the first six-month period, \$50 an hour for the second six-month period, and that compensation is limited to 960 for each six-month period; that there will be no benefits; and, approval of the agreement would result in an overall net savings to the Town in the amount of \$142,927.74 for Fiscal Years 2011/2012 and 2012/2013. Attorney Moore clarified that the 960 hours relates to the maximum amount of hours for which the employee may be compensated, and that the employee may work additional hours without compensation; and, that an action requesting modification to

Manager Rough's current contract will come back at the next regular Council meeting as a consent calendar item.

Mayor White opened the matter to public comment.

1. Loren Harvey asked if the Town Manager will be a contract employee or an employee of the Town.

Manager Rough stated that this is an employee agreement.

Agenda Item 3(c): MOTION by Lotter, seconded by DiDuca, approved the authorized contract for services covering the Period from December 31, 2011 through December 31, 2012 Between the Town of Paradise and Charles L. Rough, Jr. for Town Manager Services. Roll call vote was unanimous.

TC (AGT) [ADOPT]
Employment agreement
for Town Manager
services with Charles L.
Rough, Jr. (C96-08)

4. ADJOURNMENT

Mayor White adjourned the Council meeting at 10:15 a.m.

APPROVED: November 1, 2011



ALAN WHITE, Mayor



JOANNA GUTIERREZ, CMC, Town Clerk