

## MINUTES OF A SPECIAL MEETING OF THE CLARKSVILLE TOWN COUNCIL HELD ON OCTOBER 14, 2010

A special meeting of the Clarksville Town Council was held as advertised on the 14<sup>th</sup> day of October, 2010, at 7:00 P.M. in the executive conference room of the Clarksville Municipal Center Administration Building.

Council members present: Gregory Isgrigg, Raymond Richert, Don Tetley and Bob Popp. Council members absent: David Fisher, Vicki Appleby and Paul Kraft. Also present at the meeting: Town Attorney Chris Sturgeon, F.O.P. Lodge #144 representatives Joel DeMoss, David Kirby, and Jason Tackett, F.O.P. Attorney Leo Blackwell, and Deputy Clerk-Treasurer Roberta McLemore.

Town Attorney Chris Sturgeon began by stating that the F.O.P. offer at the previous meeting between the Town and F.O.P. representatives held on September 21, 2011, to accept a raise and leave everything else in the contract the same disregarded the council's proposals and the financial situation of the Town of Clarksville, advising that the council was interested in removing the provision for pay for hours spent on F.O.P. business and removing the language stating that health insurance would cost one dollar per year. Attorney Sturgeon stated that it was the Town's intention that the amount of employee contribution to the health insurance remain at the current level as long as possible, but the Town believes that language regarding the contribution amount should not be part of a contract. Discussion was held on these items and Attorney Sturgeon pointed out that according to recent information, the County is needing city and town governmental units to use their LOIT funds for the State-mandated consolidated dispatch operating costs in Clark County.

The F.O.P. representatives held a short caucus at this time.

Upon return of the F.O.P. representatives to the meeting room, Attorney Sturgeon continued with the Town's proposal, advising that the Town also wants accumulated leave time provisions removed. Following discussion, Attorney Sturgeon restated the Town's position regarding the contract, advising that the Town would offer a \$300 per year increase on the base salary of a first-class officer and would require removal of the language stating that the employee share of health insurance would be one dollar per year, require removal of provisions regarding the accrual of leave, and require removal of the language regarding paying for hours spent on F.O.P. business. Attorney Sturgeon stated also that if this offer of the Town is taken to the membership and everything else in this offer is accepted, then the Town's position would be that the current take-home vehicle provisions may remain in the contract.

F.O.P. Attorney Leo Blackwell commented that if this is the Town's bottom line the F.O.P. representatives could not take the offer back to the membership for a vote because they would get run out and stated it appeared that because negotiations seem to be at an impasse on all open issues it would be necessary to take all open issues to an arbitrator. Attorney Blackwell commented that if continued negotiation was a possibility and successfully resolved some open issues the result would be fewer issues to take to an arbitrator.

F.O.P. representative Joel DeMoss stated that a negotiation on the Town's position of removing the language regarding the one-dollar per year employee contribution toward health insurance cost was unreasonable unless some numbers were offered regarding proposed contributions and it was requested that the Town put something in writing. In further discussion it was stated that F.O.P. representatives would not further negotiate its previous position

regarding paid time off for F.O.P. business, but would be willing to work on the leave time provisions.

At this point the F.O.P. held another caucus during which time Town Attorney Sturgeon stated he was taking this opportunity to put the Town's offer in writing.

Upon return of the F.O.P. representatives following the caucus, Town Attorney Sturgeon presented the proposal of the Town in writing, offering 1) \$300 per year increase in first-class patrolman base pay, 2) health insurance contributions of \$200 monthly for family plan, \$175 monthly for member and spouse, \$150 monthly for member and children, and \$125 monthly for member only; 3) no pay for F.O.P. business; and 4) eight days sick leave per year to continue as is to a cap of thirty days, eight personal days per year on an annual use-it-or-lose-it basis, and vacation days with no accumulation or rollover, and with Town paying for any unused vacation time in January of the following year.

At this point the F.O.P. representatives held another caucus and upon returning presented a written proposal of its requests at this time including 1) a three percent base pay increase in each year of the contract, 2) employee health insurance contributions of \$20 per month in year one of the contract and \$40 per month in year two of the contract, 3) their prior offer regarding F.O.P. paid leave up to 180 hours including authorization for pay for two officers to attend the state conference and no authorization for pay for officers to attend the national conference, 4) eight sick days with a cap of thirty days, eight personal days with a cap of ten (instead of the current cap of fifteen) with a provision for the Town to buy back unused days annually in January of the following year, and vacation days accumulating up to 25 with buy-back of unused days in January of the following year, and 5) working shift to be voted on by active-duty only members contingent upon the approval of the Chief of Police.

Town Attorney Sturgeon stated that the Town was prohibited from holding a caucus and because he felt the counterproposal needed review of the full council he suggested that one more round of negotiations be scheduled. It was determined that participants in the negotiations would check schedules and a public meeting and executive session would be scheduled and advertised.

There being no further business presented at this time, the meeting adjourned at 8:53 P.M.

Minutes prepared by the Clerk-Treasurer of  
the Town of Clarksville, Indiana

Minutes approved by the Clarksville Town  
Council on \_\_\_\_\_,  
2010.

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Gary P. Hall, Clerk-Treasurer  
of the Town of Clarksville, IN

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Gregory L. Isgrigg, President  
Clarksville Town Council