

Cuyahoga Falls City Council

Minutes of the Finance and Appropriations Committee Meeting

October 3, 2005

Members: Mr. Flinn, Chairman; Mr. Barnhart, Vice Chair; Mr. Gorbach, Member.

Mr. Flinn called the Finance Committee to order at 7:10 p.m. All members were present.

Pieces of Legislation this evening (second readings):

B-126	An Ordinance authorizing the Director of Public Service to enter into a contract or contracts for the purchase of employment agency services for city departments, and declaring an emergency.
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Joe indicates in the past, we hired a leaf worker crew for fall pickup. These people were employees of the city and the city assumed all liability for these employees such as unemployment, workers' compensation, and Medicare. This ordinance is for \$90,384 for CALLOS to be the employment service to handle the leaf workers employment. Joe indicates our Workers' Compensation costs (retrospectively rated) go back 10 years for claims. Debbie Megenhart indicates the liability and difficulty in securing employees is difficult. These employees are hired for a typical 6-week period. On this RFP we have 8 bidders with 3 responses. CALLOS will be awarded the contract and they will be responsible for hiring the workers. They will be CALLOS employees but use our equipment (rakes). This shifts the liability to CALLOS vs. the city and reduces the overall costs of hiring and processing these part-time, temporary employees. Debbie indicates we will continue to accept applications in HR, but refer those applications to CALLOS. We will also be able to have input on who is re-hired and hired. Mr. Gorbach asks the number of people and what type of payroll is done. Mrs. Megenhart indicates CALLOS will pay their employees \$8.75 per hour and we will be billed for their hourly costs plus 23%. Her estimate was based on 35 employees, working 30 days at 8 hours per day.

Mr. Barnhart asks how "we" as a city hire these people? Mrs. Megenhart indicates that will be done through CALLOS, yet we will have an input on returning employees and can refer the applications to CALLOS through HR. Mr. Gorbach asks if we drug test these people. Mrs. Megenhart indicates the only new hires that are not drug tested are Leaf Workers and P/R Summer help. If we want drug testing on these employees there will be an additional fee. Valerie reminds Council that these employees are only using rakes, not the leaf extractor or driving the trucks.

The committee recommends bringing out TEMP. Ordinance B 126

B-141	An ordinance authorizing the mayor to enter into a collective bargaining agreement with Local 399 of the Utility Workers of America, AFL-CIO, effective July 1, 2005 through June 30, 2008, and declaring an emergency.
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Virgil Arrington indicates he would like to finalize the electrical contract this evening and that they successfully reached an agreement at 4:00 p.m. today. He thanks Council for their immediate action and rules suspension for this ordinance. To summarize a few of the highlights:

- Health Care was accepted with the city's non-bargaining plan that was recently passed and they have a "Me Too" clause in case the benefits change or the program is improved
- Pay raises at 3% for the first and second year, 3.2% in the third year
- An additional Holiday (their contract is catching up with others)
- Strict Drug Enforcement Policy
- Uniforms provided for a more professional look
- A couple of positions will be juggled due to changing descriptions

The committee recommended bringing out TEMP. Ord. B 141

Miscellaneous Business: None.

Finance and Appropriations Committee Meeting adjourned at 7:30 p.m.