

  
**WOOSTER CITY COUNCIL MINUTES**  
**SPECIAL MEETING**  
**August 4, 2014**

**I. ROLL CALL & ORDERING OF AGENDA**

President Mike Buytendyk called the special meeting of Wooster City Council to order at 5:30 p.m. in council chambers. The following members were present: Jon Ansel, Mark Cavin, Barbara Knapic, Scott Myers, Craig Sanders, and David Silvestri. Jon Ulbright was absent.

City Administration present: Mayor Bob Breneman, Director of Administration Joel Montgomery, Finance Director Andrei Dordea, and Law Director Dick Benson.

**II. EXECUTIVE SESSION TO DISCUSS MATTERS PERTAINING TO COLLECTIVE BARGAINING**

Mr. Sanders moved, seconded by Ms. Knapic, to go into executive session to discuss matters pertaining to collective bargaining. Upon roll call, motion carried unanimously (Ansel-yes; Cavin-yes; Knapic-yes; Myers-yes; Sanders-yes; and Silvestri-yes).

Ms. Knapic moved, seconded by Mr. Silvestri, to reconvene from executive session. Upon roll call, motion to adopt carried unanimously (Ansel-yes; Cavin-yes; Knapic-yes; Myers-yes; Sanders-yes; and Silvestri-yes).

**III. NEW BUSINESS**

1. First Reading – RESOLUTION NO. 2014-50 A RESOLUTION ACCEPTING THE FACT-FINDER'S AWARD MADE IN NEGOTIATIONS WITH REPRESENTATIVES OF THE WOOSTER EMPLOYEES ASSOCIATION ON JULY 31, 2014, AND DECLARING AN EMERGENCY (Ansel)

Mr. Ansel noted the importance of the legislation to the taxpayers of Wooster, the employees of the Wooster Employees' Association (WEA) and the entire community. Mr. Ansel noted the process has been on-going and deliberate, and he wished, on behalf of council, to thank administration and union representation for their diligence and hard work in trying to hammer out a mutually acceptable agreement. Mr. Ansel stated that an agreement could not be reached, and a fact-finder was utilized to produce a recommendation report for council's consideration.

Mr. Ansel moved, seconded by Mr. Sanders, to suspend the rules and place on third and final reading. Upon roll call, motion carried unanimously (Ansel-yes; Cavin-yes; Knapic-yes; Myers-yes; Sanders-yes; and Silvestri-yes).

Mr. Ansel moved, seconded by Mr. Myers, to adopt.

Mr. Myers stated he believes the City of Wooster has outstanding workers, that a lot of good work on the agreement has been accomplished so far, and hopes it can serve as a basis going forward to come to an agreement with the city workforce. Mr. Myers added that he believes some of the recommendations are above and beyond what he believes are fair and reasonable.

Ms. Knapic stated council is appreciative of the wage freeze WEA had agreed to over the past three years as it was during a time of fiscal difficulty for the City. Ms. Knapic noted that she also believes the city has outstanding employees. Ms. Knapic stated, having reviewed both the city's and the WEA's positions on the recommendations, she wished to note she thought the city's best and final offer was consistent with what council accepted on behalf of the management staff. Ms. Knapic stated she wanted to keep things equal across the board and to try to be fair and to provide parity to everyone.

Mr. Silvestri wanted to thank all city workers for their work and dedication. Mr. Silvestri said he believes the employees deserve a little bit more and believes the last proposal presented to the WEA was reasonable. Mr.

Silvestri stated he could not support the fact-finder's report and still uphold his responsibility to the citizens in the City of Wooster. He also stated he hopes the work done so far can serve as a basis to reach a fair conclusion.

Mr. Ansel wished to reiterate the comments of the other members. He stated the WEA is a dedicated and cohesive work unit whose efforts and contributions are very much appreciated by council and administration. Mr. Ansel stated his decision is based on seeking consistency and fairness throughout the organizational team. Mr. Ansel stated council had previously approved adjustments to the salaried workforce package as a precedent based on parity with other comparative communities. Mr. Ansel noted the salaried workforce accepted those changes and were given increases consistent with what is being proposed in the final offer to the WEA. Mr. Ansel said he believes the fact-finder's report breaks from the consistency that council members are trying to establish with the salaried workforce, the hourly workforce, and other units in the future. Mr. Ansel said he believed the city and the WEA are not very far apart and that the remaining issues can be resolved to achieve consistency amongst city employees.

Ms. Knapic added that while campaigning for the tax increase last year, council members received feedback from the public they expected council to be fiscally responsible with the taxpayers' money. Ms. Knapic stated she believed the best and final offer is fiscally responsible. Ms. Knapic added that she had some problems with the fact-finder's recommendation and, based upon members obligations to the citizens who voted for the tax increase, council needs to be fiscally responsible and consistent.

Upon roll call, motion to adopt failed 1-5 (Ansel-no; Cavin-yes; Knapic-no; Myers-no; Sanders-no; and Silvestri-no).

2. First Reading – RESOLUTION NO. 2014-51 A RESOLUTION AUTHORIZING THE DIRECTOR OF FINANCE TO ISSUE PAYMENT TO THE FACT-FINDER FOR SERVICES RENDERED IN CONNECTION WITH THE LABOR NEGOTIATIONS BETWEEN THE CITY OF WOOSTER AND THE WOOSTER EMPLOYEES ASSOCIATION, AND DECLARING AN EMERGENCY (Ansel)

Mr. Ansel stated this is the expense associated with the fact-finding process performed by Mr. Jeffrey Belkin. The expense is to be shared equally by the city and the WEA. The share to be paid by the city is \$4,127.40.

Mr. Ansel moved, seconded by Mr. Myers, to suspend the rules and place on third and final reading. Upon roll call, motion carried unanimously (Ansel-yes; Cavin-yes; Knapic-yes; Myers-yes; Sanders-yes; and Silvestri-yes).

Mr. Ansel moved, seconded by Mr. Myers, to adopt. Upon roll call, motion to adopt passed 5-1, with Mr. Sanders opposing (Ansel-yes; Cavin-yes; Knapic-yes; Myers-yes; Sanders-no; and Silvestri-yes).

#### **IV. ADJOURNMENT**

Ms. Knapic moved, seconded by Mr. Myers, to adjourn. Motion carried and meeting so adjourned at 6:57 p.m.

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Michael G. Buytendyk  
President of Council

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Amy M. Hamilton  
Clerk of Council