

**CITY OF LEWISTON**

**CITY COUNCIL**

**MAY 11, 2010**

**SPECIAL MEETING HELD IN THE COUNCIL ROOM AT 6:00 P.M.**

THE HONORABLE LAURENT F. GILBERT, SR., MAYOR, PRESIDING.

PRESENT: Mayor Gilbert, Councilors Butler, Bernier, Poulin, Jean, O'Connell, Cayer and Morgan, City Administrator Edward Barrett, and City Clerk Kathleen Montejo.

Pledge of Allegiance to the Flag.  
Moment of Silence.

**EXECUTIVE SESSION TO DISCUSS LABOR NEGOTIATIONS REGARDING  
CITY EMPLOYEE UNIONS**

**VOTE (1-2010)**

Motion by Councilor Jean, seconded by Councilor Poulin:

To enter into an Executive Session pursuant to MRSA Title 1, section 405 (6) (D) to discuss Labor Negotiations regarding the city's six employee unions - International Association of Firefighters, Local 785; Maine State Employees Association, Local 1989; Maine Association of Police; Lewiston Police Supervisory Command Unit; Lewiston Professional Technical Unit, Local 3855 and Lewiston Public Works Unit, Local 1458. Passed - Vote 7-0

Executive Session began at 6:08pm and ended at 6:50pm.

**ORDER AUTHORIZING THE CITY ADMINISTRATOR TO IMPLEMENT STAFF  
REDUCTIONS INCLUDED IN THE PROPOSED FY11 BUDGET**

**VOTE (2-2010)**

Motion by Councilor Butler, seconded by Councilor Cayer:

Whereas, the Administrator's proposed FY2011 budget included unspecified staff reductions that would result in lowering the City's budget by approximately \$550,000 in the first year and \$730,000 in the second year; and

Whereas, these reductions are necessary in order to mitigate the property tax increase required in FY2011 due to a significant decline in non-property tax revenue resulting from the continuing effects of the recent recession and the actions of the State of Maine in disproportionately reducing municipal revenue sharing; and

Whereas, it is anticipated that the City will continue to confront fiscal issues in years subsequent to 2011; and

Whereas, since the budget was initially proposed, the City Council has approved a variety of

other expenditure reductions and revenue increased with a goal of reducing the proposed property tax increase while limiting the number of employees that would be laid off; and

Whereas, existing agreements with the City's bargaining units include layoff provisions which outline the procedures to be followed and specify certain time limits for employees in affected positions to exercise their rights; and

Whereas, in order to implement reductions prior to the start of the next fiscal year, this process must begin well in advance of July 1, 2010; and

Whereas, existing agreements call for the provision of severance benefits to affected employees equal to two weeks salary and benefits, and

Whereas, management desires to extend these severance benefits to three weeks; and

Whereas, management also recommends continuing to provide those individuals whose employment is terminated with health insurance benefits for an additional one-month period at the existing employer/employee cost sharing arrangement;

Now, Therefore, Be It Ordered by the City Council of the City of Lewiston that the City Administrator is hereby authorized to begin the process of implementing staff reductions with the objective of limiting the proposed FY2011 property tax increase to 50 cents taking into account the adjustments previously identified during City Council budget workshop.

Be It Further Ordered, that those individuals who will no longer be employed shall be accorded severance benefits equal to three weeks of salary and benefits. In addition, employees whose employment with the City is terminated and who subsequently become ineligible for continued participation in the City's health insurance program shall be paid the equivalent of 1-month of the City's contribution to their health insurance premium. In those instances where these benefits exceed those required by existing labor agreements, such additional severance benefits are subject to agreement of the employee's bargaining unit.

Passed - Vote 4-2-1 (Councilors Butler, O'Connell, Cayer and Morgan in favor; Councilors Bernier and Poulin opposed; Councilor Jean abstained.)

**VOTE (3-2010)**

Motion by Councilor Butler, second by Councilor O'Connell:

To adjourn at 7:01 P.M. Passed - Vote 7-0

A true record, Attest:

Kathleen M. Montejo, MMC  
City Clerk  
Lewiston, Maine