

that citizens not settle for the new norm or lower expectations. She believes that a robust middle class is needed to compete in the world economy and that 2nd class status should not be acceptable for creating jobs, especially those related to manufacturing.

Ald. Sweeney commented on information he heard on the news relating to college students who purchased supplies from a vendor endorsed by colleges across the company. He learned that none of the items sold to the students were made in the United States. Also, he heard that if students attending college this year purchased American made products, the economy could have benefited by an estimated 45 billion dollars.

CITY MANAGER

a. Ald. Sweeney moved the Council approve of the labor agreement between the City of Park Ridge and the Park Ridge Fire-Fighters Union IAFF, Local 2697, for a period beginning May 1, 2011 to April 30, 2014 and authorize the Mayor to sign the agreement on behalf of the City. Seconded by Ald. Knight.

City Manager Hock provided the Council with additional contract information that they had requested at the September 6, 2011 meeting. Most of the City's negotiation team (Chief Zywanski, Deputy Chief Sorensen, Human Resource Manager Diane Reeves, Labor Counsel Kapernekas) were in attendance and available for questions.

Ald. Sweeney questioned Fire Chief Zywanski whether there would be any effects from the contract relative to a recent grant for which the City had applied. Ald. Bernick questioned City Manager Hock about the insurance co-pays for firefighters.

Ald. Knight found the no-layoff clause unusual and sought further explanation which was provided by Labor Counsel Dina Kapernekas. Kapernekas explained that new members joining after May 1, 2011 would not be subject to the clause. Mayor Schmidt questioned the inclusion of the clause. Kapernekas explained that the union members are maintaining their positions. Ald. Bernick questioned the staffing levels of bargaining unit employees.

Ald. Knight asked if an analysis of a shorter-term agreement was considered. Kapernekas explained various reasons for negotiating a three-year agreement. She also explained the term "wage-reopener:" Parties agree to keep all terms of the agreement locked with the exception of the wage rate for a specific year in the later term of the contract. Kapernekas indicated that calculations were provided by staff initially, and later by her. Ald. Bernick questioned the cost of negotiations. According to Director Stutts, the cost of labor negotiations was approximately \$40,000 thus far, non-inclusive of staff time. Ald. Bernick questioned Kapernekas which side that arbitrators tend to favor. Ald. Knight believes Chief Zywanski is managing with a lean staff and does not approve of all aspects of the contract. He hopes the next contract offers more flexibility of its terms and conditions and future negotiations are handled differently. Mayor Schmidt questioned past communications with the Niles Fire Department and the affect on this agreement, and additionally the privatization of ambulance services. In closing, Mayor Schmidt voiced his disapproval of the contract which includes a 3% increase in the third year of the contract which he believes is excessive, basing his reason on the uncertainty of the economy, nor is he in favor of including the no layoff provision. Ald. Bernick expressed his concern of spending additional money if the contract went to arbitration. Attorney Kapernekas understood the Mayor's desire to have openness in government. However, she explained that her preference would be to discuss collective negotiating matters and related strategic planning in closed session.

On roll call vote:

AYES: Ald. Sweeney, Di Pietro, Smith, Raspanti, Knight and Bernick

NAYS: None

ABSENT: Ald. Maloney

Motion carried

b. Final approval of ordinance for a landmark designation for 424 Talcott Place, Case LD-11-02.

Consent Agenda item / Approved by the Omnibus Vote designation

VI. CITIZENS' COMMENTS ON NON-AGENDA ITEMS

No comments.