

# City of Corona

400 S. Vicentia Ave.  
Corona, CA 92882



## Minutes - Final

Tuesday, November 14, 2017

9:00 AM

Council Chambers

## Special Meeting

**CITY COUNCIL/SUCCESSOR AGENCY TO THE REDEVELOPMENT AGENCY OF THE  
CITY OF  
CORONA/CORONA PUBLIC FINANCING AUTHORITY/CORONA UTILITY  
AUTHORITY/CORONA  
HOUSING AUTHORITY**

***Dick Haley, Mayor  
Karen Spiegel, Vice Mayor  
Randy Fox, Council Member  
Eugene Montanez, Council Member  
Jason Scott, Council Member***

## 1. Call To Order

Mayor Haley called the Special Meeting to order at 9:04 a.m. All Council Members were present.

## PUBLIC HEARING:

2.     [17-1282](#)     City Council consideration of: (1) Resolution No. 2017-117, authorizing unilateral implementation of changes in wages, hours and terms and conditions of employment for employees in the Corona General Employees Association; (2) Resolution No. 2017-118, authorizing unilateral implementation of changes in wages, hours and terms and conditions of employment for employees in the Corona Supervisors Association; (3) Resolution No. 2017-112, amending the compensation and benefits of non-represented management/confidential group employees; (4) Resolution No. 2017-113, amending the compensation and benefits of non-represented executive group employees; (5) Amendments to City Manager and City Attorney/Legal & Risk Management Director Employment Agreements to incorporate reference to the amended compensation and benefits resolution for the executive group; (6) Resolution No. 2017-114, approving the City of Corona Position Library and Compensation Plan.

### RECOMMENDED ACTION:

Kerry Eden, Assistant City Manager/Administrative Services Manager, provided a report.

Mayor Haley opened the Public Hearing. Lisa Mobley, City Clerk/Community Information Manager, confirmed the City Clerk's office did not receive any correspondence regarding this item.

Russ Leonard, representing the Corona General Employees Association (CGEA), provided a presentation in rebuttal to the City's report. CGEA is willing to make concessions gradually phased in over time as to not devastate employees.

Dennis Ralls, representing the Corona Supervisors Association (CSA), provided a presentation in rebuttal to the City's report.

Trixie Betsworth addressed the Council representing CGEA employees at the library and to discuss the programs the Library provides.

Josh Wagner addressed the Council in support of CGEA.

Joe Morgan addressed the Council in support of transparency, stating the

Council is playing a game. He spoke in support of CGEA, stating the Council is responsible for building a City who can't support itself which is why there is a recall.

Dennis White addressed the Council in support of CGEA.

Wayne Bristol addressed the Council in support of CGEA, stating how these cuts are going to affect his family.

Danny Dawley addressed the Council in support of CGEA, stating how these cuts are going to affect his paycheck.

Steve Nolan addressed the Council in support of eliminating the City Manager; stating there is no succession plan.

Christopher Dixon addressed the Council in support of the CGEA, sharing his personal story of family history in Corona.

Michelle Adams addressed the Council in support of CGEA, stating in 31 years, negotiations have always been able to be made as there was a give and take but this time there was no give. She finished a letter written by Dennis White.

Melinda Weinrich addressed the Council in support of the CGEA, CSA and the Department of Water and Power, stating she has never seen commitment like she sees from Corona Department of Water and Power employees.

Denise Burns addressed the Council in support of the CGEA, asking for concessions to be phased in.

Karen Keddy addressed the Council in support of the CGEA, discussing the potential impacts to her family.

Loren Thoe addressed the Council in support of the CGEA.

Devon Milligan addressed the Council in support of the CGEA.

Mayor Haley closed the Public Hearing.

Council Member Montanez proposed phasing in the medical difference over three years.

Vice Mayor Spiegel asked Ms. Eden to discuss favorable balances. Ms. Eden and Mr. Talbert discussed favorable balances.

Vice Mayor Spiegel asked for clarification regarding annual leave buy back violating case law, and Mr. Higginbotham provided clarification.

Vice Mayor Spiegel asked for clarification regarding call out pay, and Ms. Eden stated that was not included.

Council Member Fox thanked employees for attending. He stated he understood the impacts of the cuts but the goal is to keep all jobs and not have to do layoffs. He is not in support of phasing in the medical difference cuts.

Council Member Scott thanked employees for attending, and stated his goal is to keep jobs. If cuts are not made, the City would have to go into limited bankruptcy which would eliminate many City services and jobs. Council Member Scott discussed his meeting with Assembly Member Cervantes where they discussed CalPERS and what the State of California is doing about the CalPERS issues. He is not in support of phasing in the medical difference as the CalPERS numbers are not concrete and that may result in the elimination of positions.

Mayor Haley discussed pension sustainability and changes that need to be made to keep the City viable even if it means cuts to employees and City services. He asked Ms. Eden to discuss medical difference.

Ms. Eden discussed what medical difference is, stating the cafeteria plan is approximately \$2,000 monthly per employee.

Council Member Montanez explained what the numbers would be if the medical difference was phased in over three years.

Vice Mayor Spiegel discussed the changes to medical insurance based on eligibility; marital status and family status.

Ms. Eden summarized the staff's recommended action.

Motion was made by Montanez, seconded by Spiegel, with the amendment of medical difference being phased out over three years for Resolutions No. 2017-117, 2017-118, 2017-112.

Mr. Talbert suggested Council to adopt the Resolutions as is, with direction to bring the phase in as an additional Resolution before January with the caveat that there is a contract for two years.

Council Member Montanez withdrew his motion pending further

clarification.

Daphne Anneet, Labor Relations Attorney, clarified imposition procedures, noting imposing terms and conditions still leaves the associations without a contract.

Vice Mayor Spiegel suggested modifying the Resolutions to include a two year phase out of medical difference so that it is less painful, and Council Member Scott agreed as long as associations are aware that this could impact the amount of employees that are employed.

Mr. Talbert said the choices were to adopt the Resolutions as presented and work toward a contract or send all of the parties back to the negotiating table.

Council Member Fox made a motion to adopt the Resolutions as presented, and Mayor Haley seconded the Motion.

Vice Mayor Spiegel asked if negotiations can re-convene immediately. Ms. Anneet stated the short answer is yes, as though the imposition has been made the associations still do not have a contract.

**A motion was made by Fox, seconded by Haley, that this item be approved. The motion carried by the following vote:**

**Aye:** 3 - Haley, Scott and Fox

**Aye:** 3 - Haley, Scott and Fox

**Nay:** 2 - Montanez and Spiegel

**Nay:** 2 - Montanez and Spiegel

### 3. Public Comments

Russell Leonard, CGEA president, discussed favorable differences, raises, and expressed his disappointment in the vote, stating its "lastish" versus an actual last, best and final offer.

Joe Morgan addressed the Council to state the associations were more prepared than the City today, noting it isn't all about the money for the employees, its about sustainability.

Dennis White addressed the Council to state the Council takes Staff recommendations, which does not take away their accountability. He discussed the Cost of Living Adjustment (COLA) is not a COLA when they are still losing money. He discussed medical difference being an equality, and noted all of the layoffs that have occurred.

Paul DeLaHoya addressed the Council to thank Council Member Montanez for trying, and expressed his disappointment that Council would not speak to the associations over the past 18 months. He stated this imposition does not really help the overall budget, it only hurts the employee groups that are a small portion of the budget.

Josh Wagner addressed the Council to discuss the incompetency of management, stating you don't have to vote lay off employees, their action just did.

#### **4. Adjournment**

Mayor Haley adjourned the meeting at 1:04 p.m.