

**SPECIAL MEETING OF THE STUART CITY COMMISSION  
HELD ON MARCH 18, 2008  
AT 9:00 A.M. IN THE CITY COMMISSION CHAMBERS  
121 SW FLAGLER AVENUE  
STUART, FLORIDA 34994**

Roll call was answered by:

**Mayor Jeffrey A. Krauskopf  
Vice Mayor James A. Christie  
Commissioner Carol S. Waxler  
Commissioner Michael J. Mortell  
Commissioner Mary Hutchinson**

Also present were:

**City Manager: Dan Hudson  
City Attorney: Paul J. Nicoletti  
City Clerk: Cherie White**

**Mayor Krauskopf delivered the Invocation, followed by the Pledge of Allegiance led by the Commission.**

**PUBLIC HEARING AND EXPLANATION OF POSITIONS**

Attorney Nicoletti gave a brief summary timeline of the events leading up to the meeting today. He explained that the City was still at impasse with one IUOE issue and he further explained that the one issue is regarding merit increases being added to the base pay would be discussed today. He announced in attendance were IUOE representatives Attorney Kathleen Phillips, Gary Waters, IUOE Business Manager and Rick June, Local representative for the Union.

Attorney Bob Killbride presented the City Managers recommendation to the Commission. He explained the procedures and duties of the City Commission during this impasse hearing. He stated the City Managers recommendation is to reject the Special Magistrates recommendation.

**Presentation by Union and City Staff explaining each position; and public hearing regarding impasse resolution with the International Union of Operating Engineers (IUOE) and the Special Magistrate's Recommended Order dated February 17, 2008.**

Attorney Kathleen Phillips presented to the City Commission the request made by the IUOE members. The request is the City implement the past practice of merit increase pay of 2.5% and 5% ,for above satisfactory and outstanding evaluations for the IUOE members. She explained the new policy regarding merit pay of a one time payment for above satisfactory and outstanding evaluations is not calculated into the employees retirement benefit.

Gary Waters supported the position of the Special Magistrate and requested the City approve the past practice of the City, and allow for the Above Satisfactory and Outstanding evaluation step plan increase which would then be included in their base pay which would also be counted toward their retirement. He explained that if the City denies the request made by the Special Magistrate, then the union will have to start the process all over again.

Attorney Killbride further explained to the Commission that whatever decision was made by the Commission today is a binding matter and the employees affected would abide by those terms for the remainder of the year.

Commissioner Waxler asked if the bonuses would be included in the base salary.

Commissioner Mortell asked if the City presented to the special magistrate the City financial position.

Attorney Nicoletti stated they did not discuss any current budget issues. He did state they did however discuss the significant changes made by the Florida Legislature as well as the citizens of Florida and their vote for Amendment 1. He stated what the City pointed to was the clear change in policy and direction based on the fact that we anticipate not just this years revenue decrease but future years revenue decrease.

City Manager Hudson stated that the City was forced last year to make reduction based on the Florida Legislature decision. He stated the City ended up with very specific reductions and by our estimates it is \$1 ½ million dollars that was not available to the City last year. We did end up eliminating 9 positions which included, 5 positions that were layed off.

Commissioner Hutchinson stated she noticed increase sales tax revenues included in the 2005-2006 budgets were higher due to the hurricanes and the repairs. She also noticed the property values have decreased. She also felt that some of the salaries in last year's budget were increasing at a much greater rate then the revenues were increasing.

Mayor Krauskopf stated he favored option D, on page 2 of the memo presented to the Commission today.

**D. DENY THE UNIONS DEMAND AND IMPLEMENT THE ONE TIME BONUS PROGRAM AS RECOMMENDED.**

MOTION: COMMISSIONER WAXLER: MOVED APPROVAL THAT THE CITY COMMISSION ADOPT RECOMMENDATION "D" WHICH WOULD BE TO; "DENY THE UNIONS DEMAND AND IMPLEMENT THE ONE TIME BONUS PROGRAM AS RECOMMENDED".

SECOND: COMMISSIONER HUTCHINSON

ROLL CALL

MAYOR KRAUSKOPF	YES	COMMISSIONER HUTCHINSON	YES
VICE MAYOR CHRISTIE	YES	COMMISSIONER WAXLER	YES
COMMISSIONER MORTELL	YES		

Commissioner Waxler stated that she wanted to make a public comment and "I intend on doing the same thing with the other two unions as well and holding the line so that is a message to the unions if they are listening."

**ADJOURNMENT 9:44 a.m.**

**ATTEST:**

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**Cheryl White, CMC, City Clerk**

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**Jeffrey Krauskopf, Mayor**

**Minutes approved at the Regular Commission  
Meeting This 14th Day April 2008**