

**RESOLUTION 08-112**

A RESOLUTION OF THE CITY OF KETCHUM CITY COUNCIL AUTHORIZING THE PROPOSAL SET FORTH IN EXHIBIT A ATTACHED HERETO AS A MEANS OF ENSURING THAT KETCHUM'S FORMER DISPATCH EMPLOYEES NOT SUFFER FINANCIAL LOSS AS A RESULT OF CONSOLIDATED DISPATCH.

WHEREAS, the City of Ketchum and Blaine County implemented Consolidated Dispatch on December 15, 2007, and

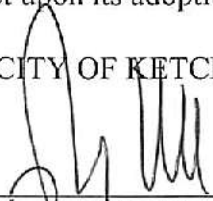
WHEREAS, the Ketchum City Council instructed the Fire and Police Chiefs to assure that Ketchum's now former dispatch employees not suffer financial loss as a result of such consolidation; and

WHEREAS, the Chiefs have now recommended a method to prevent such financial loss set forth in Exhibit A, attached hereto and incorporated herein by this reference.


NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Ketchum, Idaho, that Ketchum hereby authorizes the proposal set forth in Exhibit A attached hereto as a means of ensuring that Ketchum's former dispatch employees not suffer financial loss as a result of Consolidated Dispatch.

This Resolution will be in full force and effect upon its adoption this twentieth (20<sup>th</sup>) day of October 2008.

CITY OF KETCHUM, IDAHO

  
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Randy Hall, Mayor

ATTEST:

  
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Sandra E. Cady, CMC  
City Treasurer/Clerk

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# KETCHUM POLICE DEPARTMENT

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**Memo**  
From The Desk Of  
Cory M. Lyman

Cory Lyman, Chief  
P.O. Box 3008  
480 East Ave N  
Ketchum, ID 83340

September 8, 2008

**To:** Mayor Randy Hall; Ketchum City Council  
**CC:** Ron Leblanc, Mike McNees  
**From:** Chief C.M. Lyman; Chief Mike Elle  
**Subject:** Dispatch Consolidation Buy out Plan

We have spoken with each of the telecommunicators that will be moving their employment from Ketchum City to Blaine County as part of the consolidation plan. We compiled a list of concerns and addressed each based on direction given to us at the City Council meeting on Monday December 3, 2007. The concerns voiced by the communications staff included the following. *Accumulated leave* (vacation, holiday, comp time), how would dispatchers be able to take desired time off over the next year? *Overtime*, would dispatchers continue to get overtime and the accompanying pay? *Shift Trades*, will dispatchers be able to trade shift coverage among themselves in order to maintain flexibility in their personal lives? *Flexible Spending Accounts (FSA)*, will the staff have access to pre-tax salary for qualified medical expenses. *Health Reimbursement Accounts (HRA)*, judicious use of health benefits in Ketchum provides a carry forward of 70% of unused deductible to offset the following year's employee portion of deductible expenses; will the employees lose that account on their 2008 health coverage? *Accumulated Sick Time*, will employees be protected against extended illness during their first few years of employment on the County payroll? Their final issue was the loss of *Shift Differential Pay* We discussed each of these issues with Mike McNees at Blaine County, Mayor Hall and Councilperson Parsons, and each of the effected dispatchers.

In our discussions we learned that *accumulated leave* will as a matter of course paid out at full value to the dispatchers upon separation from Ketchum payroll. The County has agreed to allow those dispatchers to request unpaid leave for the equivalent of their accumulated leave for the rest of fiscal '08. This leaves the dispatchers whole on this issue. County officials also assure the dispatchers that paid *overtime* will be a consistent part of their staffing plan and again the dispatcher should find this issue consistent with their experience in Ketchum. The County assures that *shift trades* will be allowed on a basis consistent with the practice in Ketchum. Blaine County also offers a *FSA* for its employees. These accounts are governed by the same IRS guidelines and the benefit is the same as provided in Ketchum. These issues proved to be non-problems based on existing agreements and plans.

The Council's instructions to the police and fire chiefs were to assure the dispatchers did not suffer financial loss as a result of the consolidation. Based on that directive, we recommend the following solutions to the remaining issues. The *HRA* account carry forward should be calculated, as usual, in April of 2008 for the 2007 year. The carry forward balances, if any, will be paid to the County in an amount of the individual insured's deductible (maximum \$300.00) for 2008 coverage. The county will distribute the carry forward to

the employees through payroll to their FSA accounts. The employees will be able to use those FSA funds to pay their 2008 deductible with pre-tax monies and will experience no loss. This money would not exceed \$2700.00 and was already budgeted in Ketchum's 2007 budget. We propose the *accumulated sick leave* be handled by compensating the County in the amount of \$8,222.00. This would effectively purchase 100 hours of sick leave for each of the transferring employees at their current Ketchum base rate of pay. The County will accept the liability and place 100 hour sick leave on each employee's books. This will provide the employees with income protection for extended absence due to illness. The balance of each employee's accumulated sick time will be paid out to the employee as if the employee were retiring at ten years of service. This amount would be \$3,705.24 paid to the employees with their other leave pay-out. Our recommendation on the final issue of *shift differential pay* is as discussed in the executive session. The employees should receive a bonus from the City of Ketchum at the end of fiscal '08. The bonus would be predicated on two issues. First, the employee would have remained actively employed at Blaine County Communications. Second, the bonus amount would reflect the amount of money the employee would have earned in shift differential pay had the dispatcher worked at Ketchum City. This amount will not exceed \$6,000.00. This will accomplish two objectives. It will encourage the transferring employees to remain with the consolidation and it will keep them whole financially.

In summary, each of the concerns outlined was addressed. Many of the concerns proved to be non-issues after they were explored. The remaining issues of HRA carry forward, accumulated sick leave, and shift differential pay have proposals for resolution. The additional costs to the City are as follows;

	Amount	Payable
100 hours Sick Leave purchase to County	\$ 8,222.00*	Now
Sick buy-out to Employees	\$ 3,705.24	Now
End of Year Bonus to employees	< \$ 6,000.00	10/2008
	<b>\$17,927.24</b>	

Additionally the city would take up to \$ 2,700.00\* 4/2008 in HRA carry forward and direct it to the County on behalf of the employees.