



# City of Columbia, Missouri

## Meeting Minutes - Final

### City Council

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Monday, May 19, 2025

5:00 PM

Pre-Council

City Hall  
Conference Room  
1A/1B  
701 E. Broadway  
Columbia, MO

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#### I. CALL TO ORDER

Mayor Buffaloe called the meeting to order at approximately 5:01 p.m.

**Present:** 6 - Buffaloe, Foster, Waterman, Peters, Carroll, and Sample

#### **This item is open to the public:** Planning and Zoning Commission Applicant Interviews

A total of seven residents applied to serve on the Planning & Zoning Commission to fill three vacancies. Five applicants were present to be interviewed. Two applicants were unable to attend, but Council had the opportunity to reach out to them prior to this meeting. Applicants were interviewed individually, and each interview lasted around seven minutes.

For each applicant, the Mayor provided a quick overview of the Planning & Zoning Commission, then conducted the interview.

The five applicants interviewed were:

Vivek Puri

Tyler Travers

Ken Carroll

Janna Lancaster

Les Gray

#### **This meeting is open to the public:** Annual Labor Group Presentations

CPOA

Local 1055

Local 955

CPOA

Don Weaver presented on CPOA. He focused on the desire to implement and adopt a step plan for the CPOA, but noted that it would also be beneficial for Fire, Laborers, and all employees. He noted predictable pay increases based on years of service, on the employee's anniversary date, would help improve recruitment and retention. He believes that Council supports safety in Columbia and noted that at times Council has spoken supportively of a step plan. He mentioned many of the comparable cities in the recent pay plan had a step plan for police. He noted the work that has been done to help address salary compression. He claimed CPOA proposed a 10 step plan, but the City turned it down and that was where the negotiations were currently. He expressed concerns with the current system where an incoming employee with 7 years of service in another community could come to the City and make more than an officer who had been with the City for the same amount of time. He argued that the Council needs to prioritize

public safety by fixing the step plan.

Ms. Sample asked about when pay increases were made if not on the employee hire date. Mr. Weaver noted that changes would take place with the start of the new fiscal year.

#### Local 1055

Zachary Privette presented for IAFF Local 1055. Last year, the agreement included mid year salary adjustment and an agreement to negotiate in good faith.

He noted the issues with stagnant wages, salary compression, and recruitment and retention. He claims the City asked for a delay in negotiation due to economic issues until mid year 2026. They received an offer from the City on April 28, 2025. He noted that he appreciates the financial environment, but that employees were taking home less due to the cost of living. He claimed this makes employees feel as though they are not a priority. He noted that with the delay they may run through four groups of new employees, which would lead to salary compression because they would all be in the same pay plan.

He emphasized that ultimately it's up to City Council to prioritize employees.

Mr. Foster noted that the budget was primarily staff costs, Mr. Privette responded that an employee with a longer tenure and training should be compensated at a higher rate. The Mayor asked about the vacancy rate and Mr. Privette noted that they have not seen a high vacancy rate.

#### Local 955

Andrew Hutchinson, Scotty Johnson, and Macauley Stubbs presented. Andrew opened the presentation, including a review of the bargaining so far and the City's response. He noted that most of their proposals have been rejected without any counters. They requested cost of living adjustments and a step increase. He noted that the City offered a 0% cost of living adjustment.

Their proposal also included an increase to retirement funds, a hazard pay adjustment, a childcare subsidy, adding sick leave buy back at a 75% rate rather than 50%, and exploring increases in LAGERS. They claim the City rejected these items, citing they are not "open items."

They also requested some market adjustments for specific employee groups, including equipment mechanics, bus drivers, paratransit drivers, crew leaders, CCTV techs, and vehicle mechanic I & II.

In addition, they noted that bus drivers were regularly scheduled for one hour shifts on the weekends. They propose the minimum should be 4 hour shifts. An increase to the comp time was also requested. They also requested an increase to the maximum accrual of comp time be 240 hours.

Many employees were impacted by the failed negotiations between Anthem and MU Health. Due to this, a request to increase HSA contributions and for the City to bring back the \$750 PPO. They requested to raise minimum wage for all eligible union employees to \$19.01/hour, along with a cost of living adjustment applied to allowance, such as jean, boot, winter clothing, eye, and tools.

Claims that management has told them Council has not told them to prioritize employee wages this year. There are concerns this has and will continue to lead to staff looking for work elsewhere.

The Mayor asked for clarification on LAGERS improvements. They noted an interest in seeing what opportunities there would be for more options. Due to the uncertain economic climate, additional opportunities for retirement may be a good way to bridge the retirement gap. The Mayor asked about the positions they noted were not included in the class & comp plan - they noted that they were listed as at market rate, but then they still have vacancies

**This item is open to the public:** Motion for the City Council to go into closed session in Conference Room 1A/1B to discuss:

- Preparation, including any discussions or work product, on behalf of a public governmental body or its representatives for negotiations with employee groups pursuant to Section 610.021(9) RSMo.

**At approximately 6:22 p.m., Mayor Buffaloe made a motion for the City Council of the City of Columbia, Missouri, to immediately go into a closed meeting in Conference Room 1A/1B of City Hall to discuss preparation, including any discussions or work product, on behalf of a public governmental body or its representatives for negotiations with employee groups pursuant to Section 610.021(9) of the Revised Statutes of Missouri. The motion was seconded by Council Member Waterman.**

**This item is closed to the public:** Closed Meeting in Conference Room 1A/1B

At approximately 6:25 p.m., the City Council went into closed session in Conference Room 1A/1B pursuant to RSMo Section 610.021(9).

## **II. ANY OTHER ITEMS COUNCIL MAY WISH TO DISCUSS**

None.

## **III. ADJOURNMENT**

The closed meeting adjourned at approximately 6:57 p.m.