

## **FY 2019 Labor Negotiations – January 16, 2018 Work Session Materials**

Local 1055, International Association of Fire Fighters – no additional material submitted.

Contract reopeners (B 280-17, Ordinance 023329):

- Wage reopener
- Display of Union Insignia on City property
- Increases in Apparatus Staffing
- Counting all hours in earned pay status as work hours for purposes of determining when a member is entitled to overtime pay

Columbia Police Lieutenants Association – no additional material submitted. Contract reopeners (B 304-17, Ordinance 023354):

- Wage reopener

Local 773, Laborers' International Union of North America –additional material attached.

Contract reopeners (B278-17, Ordinance 023327):

- Wage reopener
- Hours in earned pay status as work hours for purposes of overtime

Columbia Police Officers Association, Fraternal Order of Police Lodge #26 – additional material attached. Contract reopeners (B279-17, Ordinance 023328):

- Wage reopener
- Handling draft-eligible or special events
- Determining an acceptable police exercise program, to include incentives
- Including boots and ergonomic load bearing vests as part of the uniform supplied by the Department
- Attendance at Lodge meetings by on-duty Lodge shift representatives
- Professional development incentives
- The use of leave time in connection with hours worked and overtime
- Third-party legal defense coverage
- Arbitration of Disputes
- Limitation of Attorney Practice

Water and Light Association – additional material attached.

- No contract
- All items open

LABORERS' INTERNATIONAL UNION of NORTH AMERICA  
LOCAL UNION 773

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Marion 877-993-5773 Columbia 573-449-5723

December 22, 2017

**LiUNA Local 773 to City of Columbia**

**Re: Wage Proposals FY2019**

1. Cost of Living increase request- Increase wages \$ 2.35 per hour for all members of the bargaining unit.

Without a substantial increase and priority put on employees' wages. Wages continue to fall behind and reduce disposable income and hurt our employees and the community.

The Union's calculations for the request are based on double the CPI to cover 2017- 18 when increases were not available and ½ of the percentages of the following utility and medical increases:

Total cost for Bargaining Unit increase - \$2.35 per hour X 298 employees in BU X 2080 hrs. per yr. =  
\$1,456,624.00

- 1.9% Current CPI for Mid-West region as of November 2017  
The Union's rationale is to double the current CPI in our wage proposal to cover 2017-18 because there were no increases those years.
- \$3.24 Total increase of operating cost for Utilities that is out of pocket for all employees monthly  
Water - 4% operating increase, average monthly customer impact \$0.90  
Electric - 0%  
Sewer - 6% operating increase, average monthly customer impact \$1.39  
Solid Waste - 4% operating increase, average monthly customer impact \$0.62  
Storm Water - 2.5% operating increase, average monthly customer impact \$0.33

Total average monthly customer impact \$3.24

- 7% increase for Medical/Rx Plan for 2018  
Costs are going up as high as \$40.08 per month increase for each employee depending on what plan they choose. To have no change an employee would have to accept a \$2700 deductible plan for individual and \$5400 per family. As of 1/1/17 the \$750 deductible plan was not available to new enrollments. Although the city offers medical insurance it is quickly becoming unaffordable to our employees.

2. Move to Midpoint- Move all employees with 5 years in classification to mid-point of their respective compensation grade.

- This was a 5 year plan to move all existing employee to mid-point since the 2014 compensation study and the city has only offered 20% of the difference between pay and midpoint twice in that last 4 years. We are asking the City to honor the plan and move employees with 5 years in current classification to the mid-point of their respective pay grade.

3. Market Adjustment for Bus Drivers-

Increase Bus Drivers starting wages to \$14.05 per hour to be competitive with local school Bus Drivers and to address the recruitment and retention issues in Transit.

Move all Bus Drives who are not at the minimum of 14.05 to this rate.

The current rate of pay \$12.50 per hour

- This will be the 3<sup>rd</sup> year the Union has submitted this proposal. There has been trouble recruiting qualified Bus Drivers with CDL's initially because pay is not competitive compared to local Transit market. Most Drivers come in and are trained by the City to obtain their CDL, then after 12-18 months resign to a higher paying competitor. As a result City loses time and money in the training and transit workers that stay suffer with mandatory overtime to cover routes. Mandatory overtime of 2 days per week has been the consistent practice and Drivers wish that it was an exception and not the rule. Bus Drivers are working between 12 to 14 hours 2 days a week for coverage and is not best practice over 8 hours. We are asking for the wages to be increased to keep our good Drivers and recruit and retain the right staffing levels to eliminate the mandatory overtime.

4. Market Adjustment for Refuse Collectors-

Increase Refuse Collectors starting wages to \$14.05 per hour to be competitive and incent a better candidate pool to address recruitment and retention issues

Move all Refuse collectors who are not at the minimum of 14.05 to this rate.

The current rate of pay is \$13.77 per hour.

- There is a crisis in retention and recruitment .There is currently 19 Fulltime Refuse Collectors out of 32 positions. Drivers are leaving for more money to work at other employers such as Gates, Greyhound, and Hubble. Solid Waste Division has resorted to using temporary workers at a cost higher than if the wages were increased and Fulltime employees were stable.

The Columbia Police Officers' Association, FOP #26  
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*People sleep peacefully in their beds at night  
only because their officers  
are ready and willing  
to face violence on their behalf.*

Tuesday, December 26, 2017  
Summary of CPOA issues to be addressed with City Council  
during working session on January 16<sup>th</sup>, 2018

**Issue #1. Public Safety Impact Fees for private “for profit” events.**

BACKGROUND:

The city provides significant costly resources in the form of police presence, fire protection, and other public services such as solid waste removal, etc., for numerous public events such as parades, sporting events, concerts and so on. A number of these events are not offered “for the public good” but are, in fact, *for profit* events.

QUESTION PRESENTED:

“Should our taxpayers provide free services to events that operate on a *for profit* basis?”

In other words:

“Should our taxpayers be forced to underwrite someone else’s *for profit* event?”

CPOA POSITION:

CPOA believes the taxpayers should *not* be forced to fund services for events that are operated on a *for profit* basis.

We believe our city ordinances should ensure *for profit* entities reimburse the city for the actual cost of the negative impact their events place on city resources such as public safety.

Why does this matter to CPOA?

It has been quite difficult for the police department to recruit officers to work these ‘special events’ when the pay for doing so is comparatively low. If the city charged *for profit* events the appropriate impact fee, the city could then pay its employees the going rate for these events. The city could then match what the Boone County Sheriff’s Department and other agencies are paying their officers to work these events.

Doing this will significantly help in attracting officers to work these extra events and, in turn, help to improve morale. Currently, our officers are ‘drafted’ (a nice word for being *forced* to work extra hours for someone else’s *for profit* event.)

Use of Public Safety Impact Fees would allow the city to properly plan, calculate, track, and recover the actual costs of providing costly city services to private *for profit* events. This will enable city government to tie the cost to those who create the negative impact.

Details to be presented at the January 16, 2018, work session.

**Issue #2. Equitable pay scale for public safety officers.**

The current pay scale suggests that an officer would be at mid-point at 5 years.

However, out of the police officers and sergeants who have been here for 5 years or longer,

- 70% of our officers are still *below* mid-point.
- 67% of our Sergeants are still *below* mid-point.

The current pay system simply does not work. This is substantiated by the exodus of experienced officers as well as our difficulty in attracting and retaining new officers.

CPOA is proposing a revised pay scale to address the problem. (This is similar to the pay scale proposed by the firefighters.)

Position	year 1	year 2	year 3	year 4	year 5	year 6	year 7	year 8	year 9	year 10
Officer	\$20.26	\$21.28	\$22.29	\$23.30	\$24.31	\$25.64	\$26.32	\$27.00	\$27.68	\$28.36
Sergeant	\$25.88	\$27.82	\$29.76	\$31.06	\$32.36	\$33.66	\$34.86	\$36.16	\$37.49	\$38.83

A brief glance at cities comparable to Columbia shows that the following departments also have a step pay scale system:

Olatha, KS	Tops out at 11 years
Garland, TX	Tops out at 12 years
Lawrence, KS	Tops out at 8 years
Overland Park, KS	Tops out at 12 years
Norman, OK *	Tops out at 10.5 years of service.

*\*NOTE:* Of the benchmark cities, Norman, OK, is very close to us demographically. It has a similar number of sworn officers, our populations are nearly identical and they are a division 1 college town.

The proposed pay scale would provide relief from the current compression problem and help address the current retention problem.

We will provide additional details at the working session on January 16, 2018.

On behalf of the men and women who stand in harm's way to protect us from evil, I am sincerely yours,



Dale Hardy Roberts, J.D., Executive Director  
The Columbia Police Officers' Association, FOP Lodge #26

# Water and Light Association

FY 2019

## 1. Across the Board Raise or Merit Raise

With not only the cost of living going up, but insurance as well, we feel as a group that we should be receiving raises to help offset these costs. We weren't able to receive a raise last year, besides the \$1000 incentive that acts like a raise which employees will lose in Oct. We continue to fill out yearly reviews and get graded on them with no incentive.

## 2. Retirement Match of 5%

Our retirement match used to be 3% then was lowered to 2% a number of years ago. We would like to see the match be moved to 5%.

## 3. Overlapping Pay Scales

With current way the scales are set up, for example an Operator II, any raises that might have received while in position, gets promoted to an Operator III. With the 10% raise for promotion, can make more than current Operator III, or possibly more than the foreman that he will be working for.