



COLUMBIA • PROFESSIONAL
FIREFIGHTERS

Columbia Professional Firefighters

- Today's meeting is a request by Columbia Professional Firefighters alone, not jointly by all parties of the current Collective Bargaining Agreement.

Goals

- To improve the bargaining process for this current contract as well as all future contracts.
- To move forward with bargaining and prevent unwarranted and impermissible delays which do not meet the requirements of the Missouri Constitution for Collective Bargaining
- Improve City & L1055 Relations in regards to negotiations concerning compensation and benefits by requiring the City's to comply with the Missouri Constitution by engaging in collective bargaining in good faith with the sincere intent to reach agreement particularly when the subject is a matter of Mandatory bargaining such as compensation.

Bargaining

- Understanding Bargaining
 - The City's current Bargaining Team does not appear to understand what the Missouri Constitution and established case law require of them.
 - For example, both the City & L1055 are to compose proposals individually and then trade proposals, but only L1055 has put a proposal together, even prior to COVID
 - As further example, both sides are to give counter-offers to items & work to bargain in good faith with the sincere intent to reach agreement on proposals.
 - City has provided no counter-offers – only “no’s”
 - L1055 has provided counter-offers

Bargaining

City still seems to be trying to do blanket bargaining for all departments.

Example, the City's Team contends, "If we do something for the Fire Dept., the expectation will be that it will have to be done City wide."

This doing nothing for anyone is a refusal to bargain by the City Team.

L1055 Represents, only the individuals of the Columbia Fire Dept.

Firefighters & the Dept. are ESSENTIAL Employees
Firefighters Masked and Gowned up and went into the diseased homes to take care of the sick when other city workers were working in safety from home.

Current Collective Bargaining Process

- Further Process Complications
 - City Staff Members always have to report back and get instructions
 - This can create unnecessary and lengthy delays.
 - No opportunity to sit in front of the person who actually makes the decisions
 - City has not and does not respond back with counter offers.

Delays

- Delay issues
 - The City Team's position is that it will not discuss, let alone negotiate, items that involve Financial considerations such as increases in compensation.
 - Worse, the City Team refuses to discuss possible occurrences, scenarios or "triggers" which would bring it to the table to discuss increased compensation.
 - Compensation is a mandatory subject of collective bargaining, but the City's team refuses to engage in discussions.
- Fluctuating Financials
- Majority of Fire Dept. Employees have Bi-Weekly Fluctuating Incomes – We're still able to Budget
- Most have multiple sources of income with unknown amounts each pay period but still able to budget expenses.

Ways to Improve

- Only have those with the authority and responsibility to bargain and negotiate be involved. All others removed.
- Add a City Council Member to the Collective Bargaining Process
 - This keeps the council in the know at all times if one of the bargaining team is being reasonable or unreasonable.
 - Make necessary ordinance changes to make this possible.

Ways to Improve

- Everyone Look harder at the Financials
- Immediately commence collective bargaining negotiations which comply with the Constitution and laws of the State of Missouri



FY-2020-Final-Adopted-Budget-Optimized.pdf

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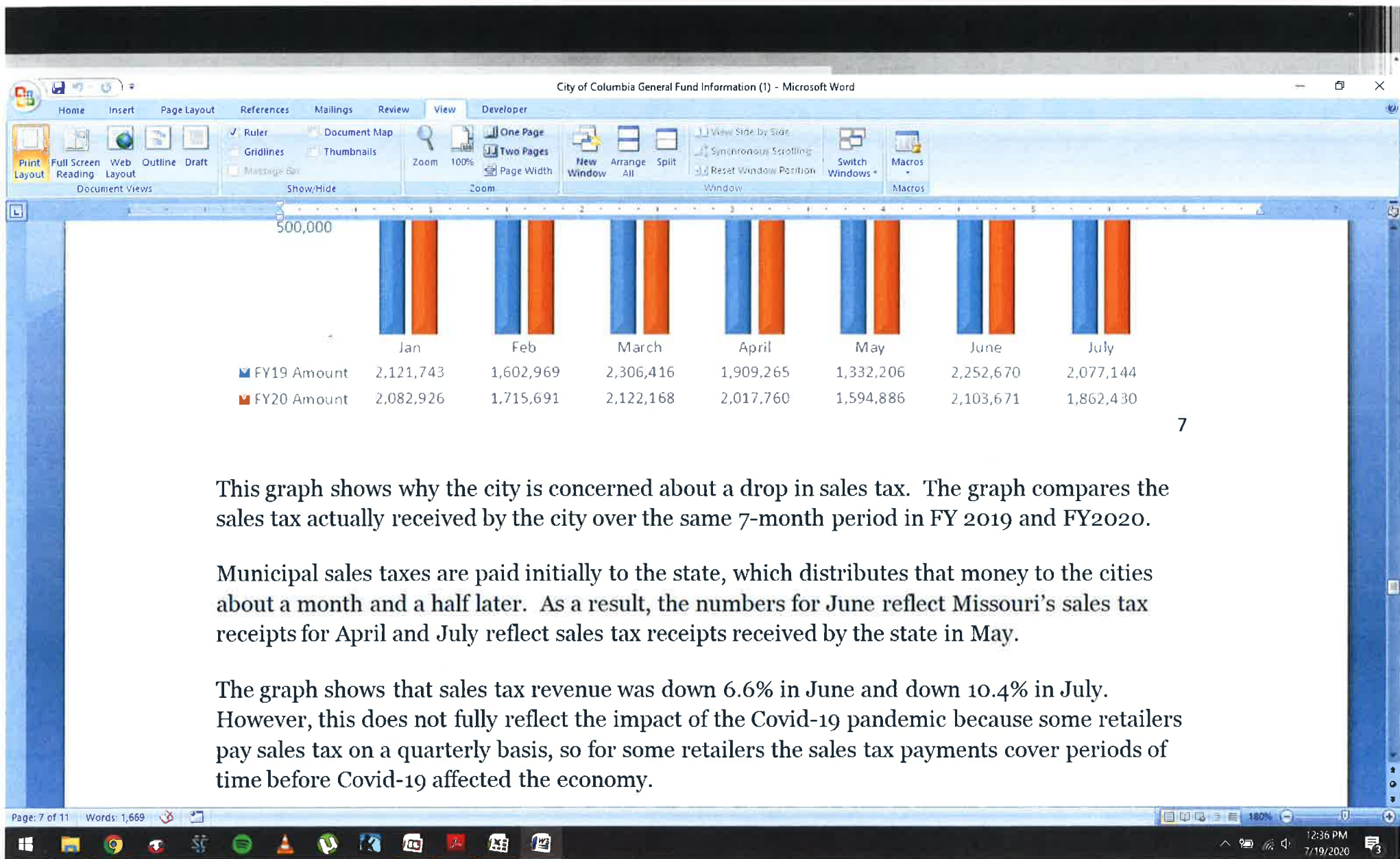
Utilities, Services & Misc.	\$5,105,697	\$6,733,701	\$6,734,623	\$3,384,658	(\$3,131,043)	(46.6%)
Capital	\$550,751	\$28,000	\$28,000	\$712,000	\$684,000	2442.9%
Other	\$30,000	\$0	\$0	\$0	\$0	
Total	\$45,198,936	\$47,478,283	\$47,113,296	\$48,529,340	\$1,051,057	2.2%

Operating Expenses	\$40,918,638	\$42,250,283	\$41,885,296	\$45,867,340	\$3,617,057	8.6%
Non-Operating Expenses	\$0	\$0	\$0	\$0	\$0	
Debt Service	\$0	\$0	\$0	\$0	\$0	
Capital Additions	\$550,751	\$28,000	\$28,000	\$712,000	\$684,000	2442.9%
Capital Projects	\$3,729,547	\$5,200,000	\$5,200,000	\$1,950,000	(\$3,250,000)	(62.5%)
Total Expenses	\$45,198,936	\$47,478,283	\$47,113,296	\$48,529,340	\$1,051,057	2.2%

Funding Sources (Where the Money Comes From)

Other Local Taxes: Gas Tax	\$241,012	\$0	\$18,742	\$0	\$0	
Grants & User Agency Reimb.	\$429,332	\$423,978	\$418,913	\$462,405	\$38,427	9.1%
Other Local Revenues	\$324,295	\$263,058	\$305,525	\$269,884	\$6,826	2.6%
Operating Transfers	\$8,180,037	\$5,202,983	\$5,200,983	\$2,566,570	(\$2,636,413)	(50.7%)
Miscellaneous Revenue	\$38	\$0	\$0	\$0	\$0	
Use of Fund Bal for Cap. Proj.	(\$4,416,500)	\$0	\$0	\$0	\$0	
Dedicated Sources	\$4,758,214	\$5,890,019	\$5,944,163	\$3,298,859	(\$2,591,160)	(44.0%)
General Sources	\$40,440,722	\$41,588,264	\$41,169,133	\$45,230,481	\$3,642,217	8.8%
Total Funding Sources	\$45,198,936	\$47,478,283	\$47,113,296	\$48,529,340	\$1,051,057	2.2%

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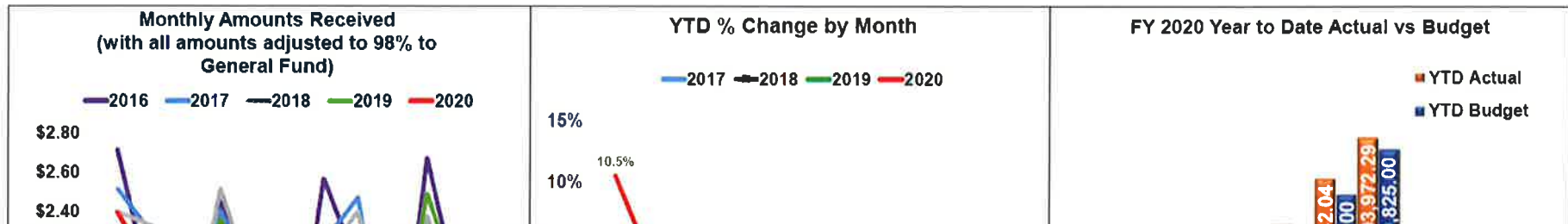


City of Columbia - General Fund Sales Tax Receipts

		Actual Amounts Received by Month and Fiscal Year					Change Based on Actual Amounts Received			Change Based on All Years at 98% of the 1% Sales Tax to General Fund		
% of tax to Gen Fd ---->		95.90%	95.90%	95.90%	95.90%	98.00%						
Reporting Month	Receipt Month	2016	2017	2018	2019	2020	2020 Monthly Amounts vs 2019	YTD % Change	2020 vs 4 Year Actual Monthly Average	2020 Monthly Amounts vs 2019 Adj to 98% GF	YTD % Change	2020 Monthly Amounts vs 4 Year Monthly Average Adj to 98% GF
Oct	Dec	\$2,654,531.42	\$2,460,127.18	\$2,340,743.31	\$2,118,472.96	\$2,392,706.75	Actual	\$274,233.79 ↑	12.94%	-\$761.97 ↓	10.52%	-\$53,173.69 ↓
Nov	Jan	\$1,918,636.03	\$2,230,437.26	\$2,273,333.08	\$2,124,032.52	\$2,083,412.61	Actual	-\$40,619.91 ↓	5.51%	-\$53,197.11 ↓	3.25%	-\$99,984.19 ↓
Dec & Qtrly	Feb	\$1,522,811.65	\$1,486,517.27	\$1,606,848.42	\$1,602,969.48	\$1,724,157.00	Actual	\$121,187.52 ↑	6.07%	\$169,370.30 ↑	3.80%	\$135,323.87 ↑
Jan	Mar	\$2,396,290.27	\$2,351,506.11	\$2,460,796.11	\$2,306,887.09	\$2,123,676.32	Actual	-\$183,210.77 ↓	2.10%	-\$255,193.58 ↓	-0.08%	-\$307,285.62 ↓
Feb	Apr	\$1,961,768.14	\$1,973,237.01	\$1,935,479.77	\$1,909,265.12	\$2,019,031.96	Actual	\$109,766.84 ↑	2.80%	\$74,094.45 ↑	0.59%	\$31,504.57 ↑
March & Qtrly	May	\$1,326,811.06	\$1,272,991.24	\$1,472,715.75	\$1,332,206.24	\$1,594,885.94	Actual	\$262,679.70 ↑	4.77%	\$243,704.87 ↑	2.53%	\$214,116.96 ↑
Apr	Jun	\$2,511,332.49	\$2,191,461.71	\$2,109,121.16	\$2,254,248.61	\$2,103,671.46	Actual	-\$150,577.15 ↓	2.88%	-\$162,869.53 ↓	0.68%	-\$212,501.82 ↓
May	Jul	\$2,066,632.35	\$2,415,657.87	\$2,344,143.02	\$2,077,144.39	\$1,862,430.25	Actual	-\$214,714.14 ↓	1.14%	-\$363,464.16 ↓	-1.03%	-\$412,206.37 ↓
Jun & Qtrly	Aug	\$1,149,895.50	\$1,305,689.95	\$1,536,420.59	\$1,445,611.99							
Jul	Sep	\$2,615,716.19	\$2,321,465.01	\$2,318,898.81	\$2,436,024.19							
Aug	Oct	\$1,876,856.32	\$1,787,915.97	\$1,810,987.60	\$1,935,330.28							
Sep & Qtrly	Nov	\$1,326,150.45	\$1,510,438.73	\$1,562,317.13	\$1,653,856.77							
Totals		\$23,327,431.87	\$23,307,445.31	\$23,771,804.75	\$23,196,049.64	\$15,903,972.29						
Amount Above/(Below) Prior Year			(\$19,986.56)	\$464,359.44	(\$575,755.11)							
Percent Above/(Below) Prior Year			-0.09%	1.99%	-2.42%							

Note: These totals do NOT include the Regency TIF EAT amounts.

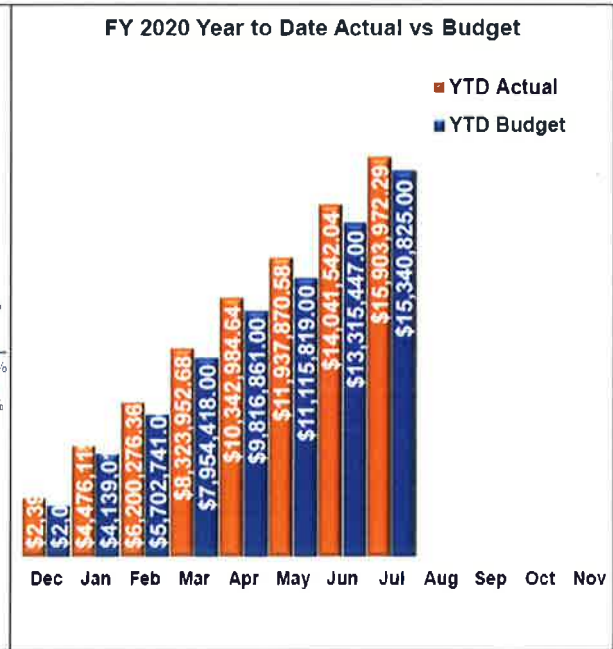
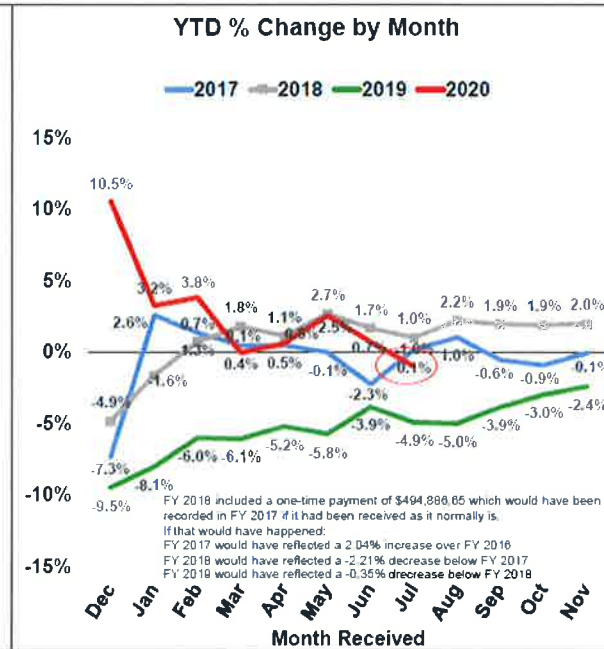
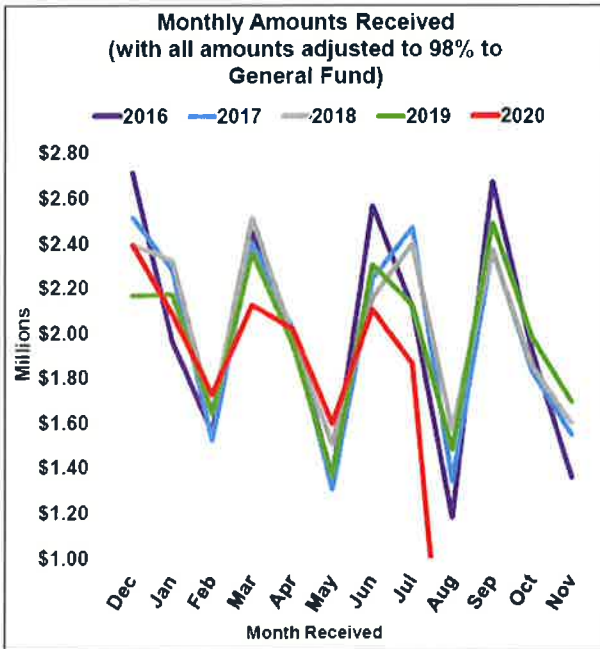
FY 2018 included a one-time payment of \$494,886.65. Without that one-time payment included, FY 2019 Actual was \$80,868.46 below Actual FY 2018 or 0.35% below FY 2018 Actual.



Totals	\$23,327,431.87	\$23,307,445.31	\$23,771,804.75	\$23,196,049.64	\$15,903,972.29
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FY 2018 included a one-time payment of \$494,886.65. Without that one-time payment included, FY 2019 Actual was \$80,668.46 below Actual FY 2018 or 0.35% below FY 2018 Actual.



YTD \$ Above Budget \$563,147.29

Financials - Microsoft Excel

Home Insert Page Layout Formulas Data Review View Developer

Normal Page Layout Page Break Preview Custom Views Full Screen

Gridlines Formula Bar Headings

Zoom 100% Zoom to Selection

New Window Arrange All Freeze Panes Split Hide

View Side by Side Synchronous Scrolling

Reset Window Position Window

Save Workspace Switch Windows

Macros

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	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1									Monthly	YTD				Monthly	YTD		
2			2016	2017	2018	2019	2020	2020 vs 2019	2020 vs 2019	4 year Avg.	4 year vs 2020	4 year vs 2020					
3	Oct	2,654,531.42	2,460,127.18	2,340,743.31	2,118,472.96	2,392,706.75	274,233.79	274,233.79	2,393,468.72	761.97	761.97	0.00%					
4	Nov	1,918,636.03	2,230,437.26	2,273,333.08	2,124,032.52	2,083,412.61	40,619.91	233,613.88	2,136,609.72	53,197.11	53,959.08	-0.23%					
5	Dec	1,522,811.65	1,486,517.27	1,606,848.42	1,602,969.48	1,724,157.00	121,187.52	354,801.40	1,554,786.71	169,370.30	115,411.22	0.49%					
6	Jan	2,396,290.27	2,351,506.11	2,460,796.11	2,306,887.09	2,123,676.32	183,210.77	171,590.63	2,378,869.90	255,193.58	139,782.36	-0.60%					
7	Feb	1,961,768.14	1,973,237.01	1,935,479.77	1,909,265.12	2,019,031.96	109,766.84	281,357.47	1,944,937.51	74,094.45	65,687.91	-0.28%					
8	March	1,326,811.06	1,272,991.24	1,472,715.75	1,332,206.24	1,594,885.94	262,679.70	544,037.17	1,351,181.07	243,704.87	178,016.96	0.76%					
9	Apr	2,511,332.49	2,191,461.71	2,109,121.16	2,254,248.61	2,103,671.46	150,577.15	393,460.02	2,266,540.99	162,869.53	15,147.42	0.06%					
10	May	2,066,632.35	2,415,657.87	2,344,143.02	2,077,144.39	1,862,430.25	214,714.14	178,745.88	2,225,894.41	363,464.16	348,316.73	-1.49%					
11	Jun	1,149,895.50	1,305,689.95	1,536,420.59	1,445,611.99		1,445,611.99		1,359,404.51	1,359,404.51		0.00%					
12	Jul	2,615,716.19	2,321,465.01	2,318,898.81	2,436,024.19		2,436,024.19		2,423,026.05	2,423,026.05		0.00%					
13	Aug	1,876,856.32	1,787,915.97	1,810,987.60	1,935,330.28		1,935,330.28		1,852,772.54	1,852,772.54		0.00%					
14	Sep	1,326,150.45	1,510,438.73	1,562,317.13	1,653,856.77		1,653,856.77		1,513,190.77	1,513,190.77		0.00%					
15																	
16																	
17		23,327,431.87	23,307,445.31	23,771,804.75	23,196,049.64	15,903,972.29	7,292,077.35		0.00	23,400,682.89							-1.28%
18																	
19																	
20																	
21																	
22																	

Sheet1 Sheet2 Sheet3

Ready

12:42 PM 7/19/2020

Possible Shortfall?

- City council considered putting new revenue sources in place earlier this year, but due to the emergence of Covid-19 the council decided that any increase in taxes and fees would hurt the local economy, and potentially be counterproductive in terms of city revenue.
- Because of Covid-19 we anticipate a deficit of over \$3 million when FY 2020 ends on September 30, 2020, rather than the \$2.1 million originally anticipated. - **\$1M reduction from 05/14/20 Meeting**

Unassigned Cash Reserve

Financial Sources Over/(Under) Uses		\$34,164	\$515,782	(\$4,800,626)
Beginning Unassigned Cash Reserve		\$30,096,991	\$30,096,991	\$30,612,773
Unassigned Fund Balance	\$28,937,833			
Less: GASB 31 Pooled Cash Adjustment	\$1,632,285			
Less: IBB* Amount to be Appropriated	(\$473,127)			

Projected Unassigned Cash Reserve	<u>\$30,096,991</u>	<u>\$30,131,155</u>	<u>\$30,612,773</u>	<u>\$25,812,147</u>
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Total Budgeted Financial Uses	\$83,511,190	\$85,023,203	\$85,023,203	\$90,418,132
x Cash Reserve Target%	x 20%	x 20%	x 20%	x 20%
Budgeted Cash Reserve Target	<u>\$16,702,238</u>	<u>\$17,004,641</u>	<u>\$17,004,641</u>	<u>\$18,083,626</u>

Above/(Below) Budgeted Cash Reserve Target	\$13,394,753	\$13,126,514	\$13,608,132	\$7,728,521
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* Gross Receipts taxes are collected on telephone, natural gas, electric (Boone Electric), and Cable Franchise Fees. Other Local Taxes include Cigarette Tax, Gasoline Tax, and Motor Vehicle Tax.

** Intragovernmental Revenues include General and Administrative Charges which are charged to the funds outside of the General Fund for the centralized services that the Administrative Departments provide to those funds (such as payroll, accounts payable, etc.).

^ Transfers include PILOT (Payment-In-Lieu-of-Taxes) which is an amount equal to the gross receipt tax that would be paid by the Water and Electric Fund if they were not a part of the City.

++ Other Local Revenues include Licenses and Permits, Fines, and Fees in the General Fund, as well as miscellaneous revenues in all of the other funds.

^^ GASB 16 and GASB 68 do not apply to the General Fund.

Pay History

- Cost of Living Adjustment – 2-3% per year
- 10-15 years no COLA – 20-45% below
- Any raises are moving towards that Adjustment NEED.
- Almost every Firefighter has a second job to supplement years of no COLA Adjustment
- **Compensation is the #1 concern for the Columbia Fire Dept. right now for Recruitment & Retention – 2/8 Quit**

Pay History

- General Fund Reserves were increased and overfunded on the backs of the Columbia Fire Dept.
- Now is the time to reward the current ESSENTIAL Employees.

Compensation

- City council asked on 10/2019 “Can we know how much salaries will cost every year?”
- 1055 Plan will provide exact numbers to Finance every single year and only require additional calculations if given a COLA across the department.
 - Makes it easier on Council, City Management, & Finance to figure out each and every year

Benefits of Rank Structure

- 9 Captains - \$39,312
- 27 Lieutenants - \$117,936
- 36 Engineers - \$209,664
- 59 Firefighters – \$82,204
 - 5 Current Openings
 - 5 – 10 year
 - 13 – 5 year
 - 13 – 3 year
 - 23 – <3 years

Benefits of Rank Structure

- Rank Structure Recycles
 - High paying Capt. Retires
 - Lt. Promotes to lowest Capt. Pay
 - Eng. Promotes to lowest Lt. Pay
 - FF. Promotes to lowest Eng Pay
 - Hire new FF at lowest FF Pay
- Salaries recycle every 5-10 years depending on retirements & promotions

Fiscal Impact Items

- Prior to COVID-19 bargaining about financial impact items wasn't done till May or June.
- This year the city cannot bargain on Fiscal Impact Items at all because of COVID-19

Compensation

- Name of Plan – **No Fiscal Impact**
- Ranges \$ - \$\$\$ – **No Fiscal Impact**
- Grade overlap or not – **No Fiscal Impact**
- How you move in pay – **No Fiscal Impact**
 - Yearly
 - Promotion
 - % or \$ increases
- Annual Evaluation Requirements – **No Fiscal Impact**
- Funding the Plan – **Fiscal Impact**

Compensation

- Funding the Plan
 - Fund the entire Plan
 - Fund the Entire Plan at a reduced rate 95-85-75-etc...%
 - Fund a particular grade

Compensation Bargaining

- Name of Plan – **Columbia Fire Plan**
- Grade Ranges – **\$14-27/hr**
- Grade overlap or not – **No Overlap**
- How you move in pay – **Yearly \$ increase**
- Annual Evaluation Requirements – **2.0 or >**
- Funding the Plan – **Fund at 95%**

Teacher Salary Schedule 2019-2020 187 Day

\$ 37,500
\$ 37,500

Step	I BS/CTE I			II MS/CTE II			Grandfathered *		III 2nd Masters/Adv Degree/CTE III			Step
	Salary	Index	Incr	Salary	Index	Incr	Salary	Incr	Salary	Index	Incr	
1	\$ 37,500	1.000		\$ 40,313	1.075		\$ 44,321		\$ 43,125	1.150		1
2	\$ 38,250	1.020	\$ 750	\$ 41,063	1.095	\$ 750	\$ 45,325	\$ 1,004	\$ 43,875	1.170	\$ 750	2
3	\$ 39,000	1.040	\$ 750	\$ 41,813	1.115	\$ 750	\$ 46,328	\$ 1,003	\$ 44,625	1.190	\$ 750	3
4	\$ 39,750	1.060	\$ 750	\$ 42,563	1.135	\$ 750	\$ 47,332	\$ 1,004	\$ 45,375	1.210	\$ 750	4
5	\$ 41,025	1.094	\$ 1,275	\$ 43,838	1.169	\$ 1,275	\$ 48,335	\$ 1,003	\$ 46,650	1.244	\$ 1,275	5
6	\$ 42,300	1.128	\$ 1,275	\$ 45,113	1.203	\$ 1,275	\$ 49,339	\$ 1,004	\$ 47,925	1.278	\$ 1,275	6
7	\$ 43,575	1.162	\$ 1,275	\$ 46,388	1.237	\$ 1,275	\$ 50,677	\$ 1,338	\$ 49,200	1.312	\$ 1,275	7
8	\$ 44,850	1.196	\$ 1,275	\$ 47,663	1.271	\$ 1,275	\$ 52,015	\$ 1,338	\$ 50,475	1.346	\$ 1,275	8
9	\$ 46,125	1.230	\$ 1,275	\$ 48,938	1.305	\$ 1,275	\$ 53,353	\$ 1,338	\$ 51,750	1.380	\$ 1,275	9
10	\$ 47,400	1.264	\$ 1,275	\$ 50,213	1.339	\$ 1,275	\$ 54,691	\$ 1,338	\$ 53,025	1.414	\$ 1,275	10
11	\$ 48,675	1.298	\$ 1,275	\$ 51,488	1.373	\$ 1,275	\$ 56,029	\$ 1,338	\$ 54,300	1.448	\$ 1,275	11
12	\$ 49,950	1.332	\$ 1,275	\$ 52,763	1.407	\$ 1,275	\$ 57,367	\$ 1,338	\$ 55,575	1.482	\$ 1,275	12
13	\$ 51,225	1.366	\$ 1,275	\$ 54,038	1.441	\$ 1,275	\$ 58,705	\$ 1,338	\$ 56,850	1.516	\$ 1,275	13
14	\$ 52,500	1.400	\$ 1,275	\$ 55,313	1.475	\$ 1,275	\$ 60,043	\$ 1,338	\$ 58,125	1.550	\$ 1,275	14
15	\$ 52,500	1.400	\$ -	\$ 56,588	1.509	\$ 1,275	\$ 61,381	\$ 1,338	\$ 59,400	1.584	\$ 1,275	15
16	\$ 52,500			\$ 57,863	1.543	\$ 1,275	\$ 62,719	\$ 1,338	\$ 60,675	1.618	\$ 1,275	16
17	\$ 52,500			\$ 59,138	1.577	\$ 1,275	\$ 64,057	\$ 1,338	\$ 61,950	1.652	\$ 1,275	17
18	\$ 52,500			\$ 60,413	1.611	\$ 1,275	\$ 65,395	\$ 1,338	\$ 63,225	1.686	\$ 1,275	18
19	\$ 52,500			\$ 61,688	1.645	\$ 1,275	\$ 66,733	\$ 1,338	\$ 64,500	1.720	\$ 1,275	19
20	\$ 52,500			\$ 62,963	1.679	\$ 1,275	\$ 68,071	\$ 1,338	\$ 65,775	1.754	\$ 1,275	20
21	\$ 52,500			\$ 64,238	1.713	\$ 1,275	\$ 69,074	\$ 1,003	\$ 67,050	1.788	\$ 1,275	21
22	\$ 52,500			\$ 65,513	1.747	\$ 1,275	\$ 70,078	\$ 1,004	\$ 68,325	1.822	\$ 1,275	22
23	\$ 52,500			\$ 66,788	1.781	\$ 1,275	\$ 71,081	\$ 1,003	\$ 69,600	1.856	\$ 1,275	23

What we're looking for

- Someone who can and will bargain with the L1055.
- Someone who has the authority and resources to bargain on the spot
- Someone who recognizes the history of no COLA for 10 years
- Someone who understands the shortcomings of last years plan that left 33 of our employees receiving less that individuals who have been here for a shorter period and lesser rank

What we're looking for

- City Council member or Mayor who is skilled in financial matters and allocating funding to join the City team.
- City Negotiation Team to come up with a comprehensive proposal and be prepared to bargain on future items that they deem important.
- City to be willing to utilize the Reserve Funds they promised were needed to fix the shortfalls of last years plan and 10 years of no COLA.

Funding Source

- L1055 brought forth a Funding source not currently being used that would generate \$300k a year
 - Complications provided to L1055:
 - Council would have to approve it
 - Money would have to be divided amongst other departments.

Closing

- The Question of Compensating the Fire Dept. over others
 - Firefighters answered the call during a global pandemic and risked their lives & the lives of their families for the wellbeing of the residents & visitors of Columbia.
 - If anyone thinks the compensation requests are above and beyond what it takes to do this job, we're currently accepting applications for a new hire process in October.

Closing

- What is more important, being a full-service city or taking care of the Essential Employees you currently have while also being competitive to recruit new essential employees after a Pandemic?
- It is very important to L1055 to be a competitive career for qualified potential applicants.
- Lastly, what would you like me to tell the employees who have been here for 10 years or more and are making \$8-10k less than employees who are in a lower rank and/or shorter time in grade?



Questions?

