



# City of Columbia, Missouri

## Meeting Minutes

### City Council

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Tuesday, January 17, 2023  
5:00 PM

Pre-Council

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

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#### I. CALL TO ORDER

Mayor Buffaloe called the meeting to order at approximately 5:00 p.m.

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

##### CPOA

Mayor Buffaloe welcomed Clint Sinclair from the Columbia Police Department. Sinclair shared a summary of the goals and objectives for the upcoming collective bargaining process.

CPOA proposals seek to improve compensation by:

- Finishing implementation of the pay step plan
- Give across-the-board raises sufficient to improve real wages
- Improve pension plans
- Increase the overtime rate for special events
- Increase shift differential
- Create a new rank/position for FTOs and detectives (senior police officer).

The proposals seek to safeguard against unwarranted discipline by allowing officers to appeal discipline and grievances to a fair, neutral, and unbiased arbitrator.

The proposals also seek to promote officer wellness and safety by allowing officers time to exercise while on-duty; and by allowing donation of sick time for City employees who need it.

The proposals seek to promote efficient operations by changing the timing of the annual patrol shift bid process; adding all commissioned law enforcement officers (park rangers, airport safety officers, etc.) to the police officer job classification; requiring a standardized application process and eligibility roster for all specialty assignments; and improving clarity in miscellaneous contract provisions.

The proposals seek to improve working conditions by allowing employees to run for (non-City) public office without requiring a leave of absence and allowing employees to serve in (non-City) public office), requiring the City to pay for all aspects of City-ordered medical treatment/testing and considering employees to be on-duty while obtaining medical treatment necessitated by work related injury/illness.

##### CPLA

Don Weaver presented the Council with six goals and objectives from the Columbia Police Lieutenants' Association for the 2023 collective bargaining process.

Goal and Objective #1: Police Lieutenant compensation

TBD based on consultant class and comp study. If the class and comp study is not completed prior to the execution of an agreement with the city, pay negotiations will open within 90 days of the completion of the study pursuant to Exhibit A of Resolution 77-22.

**Goal and Objective #2: Fully integrated collective bargaining agreement**

At the conclusion of the 2023 collective bargaining process, the CPLA would like a fully integrated collective bargaining agreement (CBA). Initially, the CBA would last one year with future agreements potentially having a longer duration. The CPLA envisions this CBA being similar in structure to the 2017 CPLA CBA signed by the city, with changes in content.

**Goal and Objective #3: Deferred compensation match**

The CPLA is requesting the city contribute matching deferred compensation contributions of CPLA members up to 2%. This match would remain a benefit for anyone achieving the rank of Police Lieutenant or higher. Any person covered by the CPLA CBA demoted below the rank of Lieutenant would be subject to the terms, conditions, and benefits of any other CBA for which they would be covered (i.e. the CPOA CBA).

**Goal and Objective #4: Post-employment health care**

The CPLA requests the city agree to provide health care coverage for those employees and their dependents who retire on or after July 1, 2023. The coverage will extend to employees who retire at the rank of Lieutenant or higher, meeting normal service requirements (i.e. 20 or 25 years of service depending on pension plan) or a service-connected medical retirement. The health insurance coverage is to be substantially the same as that currently provided for employees and their dependents. Additionally, employees that retire will be required to pay the requisite health care premium for such coverage, should they choose to continue such coverage.

**Goal and Objective #5: Vacation accrual limits**

The CPLA is requesting the removal of limits in our vacation accrual hours. The amount accrued each pay cycle would not change and continue to be based upon service time.

**Goal and Objective #6: Take home vehicles**

The CPLA requests the city agree to assign new police vehicles to each Police Lieutenant position. The vehicles should be designed and equipped with specifications provided by the CPLA. While the CPLA understands the importance and difficulty in fleet management, we believe it is as or more important to adequately equip members of the police department for the duties of an assigned position. Members of the CPLA will continue to have the option of a take home vehicle or receive a per month vehicle allowance.

**IAFF Local 1055**

The Columbia Professional Firefighters president, Zach Privette presented Council with their 2023 collective bargaining goals and objectives. These goals and objectives include the following:

- Compensation
- Standby Compensation / Chapter 19-97
- Missouri Critical Illness Trust
- Promotions / Section 2.03

The Union will propose a substantial across the board increase to our current pay plan to match current consumer price indices as well as inflation rates and in-line with Federal Cost of Living adjustments.

The Union will also propose two options regarding stand-by compensation, defined in chapter 19-97 of the Code of Ordinances. Proposal 1 will include a substantial increase to the stand-by compensation rate defined in 19-97 to adequately remunerate employees who are bound by ordinance to be "at the ready" for work should they be called in for duty. The current rate of \$15.00/day is an outrageously low compensation rate for the expectations the City asks of employees. Proposal 2 will include a change in the schedule for Assistant Fire Marshals, moving them to 56 hour shifts, similar to other firefighters, that will essentially negate the need for this policy to apply in the Fire Department.

The Union will propose the exact same proposal as last year for the City to enter the Missouri Critical Illness trust at the maximum eligible benefit for the employees.

The Union will also request that the City agree to open section 2.03 of the agreement to codify a number of proposals to improve the promotional process. Through recent promotional processes, the Union Identified multiple egregious process problems. After discussion with Human Resources regarding those problems and multiple meetings with Human Resources and Fire Administration, we have identified multiple solutions for those problems that need to be codified into the collective bargaining agreement.

#### LiUNA Local 955

Andrew Hutchinson with Laborer's Local 955 presented Council with their goals in bargaining with City Staff. Goals include:

- Move away from the midpoint system and implement a longevity step-based system for raises in regards to employee pay.
- Fix the grievance process by having a third party binding arbitration as a final step.
- Changes to paid family leave and bereavement leave
- End pre-employment drug testing

Council Members and presenters discussed briefly their goals and objective

**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.
- Sealed bids and related documents, until the bids are opened; and sealed proposals and related documents or any documents related to a negotiated contract until a contract is executed, or all proposals are rejected pursuant to Section 610.021(12) RSMo.

**At approximately 5:48 p.m. Mayor Buffaloe made a motion for the City Council to go into a closed meeting, seconded by Council Member Waner.**

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

At approximately 5:49 p.m. the City Council went into the closed session. The closed meeting adjourned at approximately 6:51 p.m.

## II. ALL OTHER ITEMS COUNCIL MAY WISH TO DISCUSS

None.

### III. ADJOURNMENT

Mayor Buffaloe adjourned the meeting at approximately 6:51 p.m.