



City of Columbia, Missouri

Meeting Minutes

City Council

Saturday, August 20, 2016
8:30 AM

Budget Work Session

Council Chamber
Columbia City Hall
701 E. Broadway

There will be coffee, light breakfast and networking in Conference Room 1A/1B from 8:30-9:00 am.

I. CALL TO ORDER

The meeting was called to order at 9:03 am.

Present: 6 - Trapp, Thomas, Nauser, Peters, Treece, and Skala

Absent: 1 - Ruffin

II. CITY MANAGER OVERVIEW

Presentation

Attachments: [Full FY 2017 Budget Work Session Presentation](#)

City Manager Matthes provided a general overview of big picture budget items. Ms. Nauser would like tax rates for Columbia compared to other cities. Mr. Matthes mentioned challenges including historically low sales tax growth, rising healthcare costs and the affordable care act, and overtime expenses increasing, grants ending, and no general fund savings from FY2015. Due to the loss of STP Funding, projects on the CIP list will need to be canceled or pushed back.

Mr. Matthes noted goals that guided the budget for FY2017. He explained that there will be no fleet replacements, the 45-day hiring delay that started in FY16 will continue, the debt on City Hall will be refinanced and there were \$1 Million in departmental budget cuts. We have about a 10% turnover rate each year, the hiring delay does not apply to public safety jobs or utility positions. Mayor Treece asked if savings from vacant positions in the general fund could be applied to police. Mr. Matthes stated that could not be done in a meaningful way since the vacant positions are spread throughout other departments and it would be a struggle to other staff to forgo those positions long term. Mayor Treece would like a better assessment of how critical those positions are and if those FTE's could move to CPD. Ms. Nauser agreed. Mr. Matthes stated that we do analyze every vacant role and the other departments are more understaffed than CPD, as Police & Fire have always been kept whole as we have made cuts to the other departments in past years. Many departments have been cut repeatedly, but we can analyze the vacant roles. Mr. Thomas does not agree with nickel and diming other departments to add more to CPD. The group discussed recruiting and vacancies in the police department. Mr. Skala would like to see an analysis of vacancies, but we will need to offer some kind of tax proposal to add more officers rather than putting additional hardship on other departments. Ms. Nauser felt that when budgets are down, people need to pull together to pick up the slack. Public safety is the number one function of government and citizen satisfaction shows public safety is the number one concern for residents, so the priority

should fall to increasing response times and getting more officers on the streets. She supports not hiring in other departments in order to hire more in CPD.

Mr. Matthes continued that they are closing the City's most expensive health insurance plan to new enrollees leaving two plans. Current employees in that plan can remain there. The proposed budget will add some positions to the general fund including 3 new police officers (4 with Mayor Treece's amendment), an entrepreneur coordinator position in Economic Development. Transportation sales tax will fund that position. The contribution to REDI will remain unchanged. Mayor Treece noted that the General Fund is adding 5 FTE's. The Community Relations positions are being added to grow the contact center and there are additional bus driver positions being added. They discussed the Office of Sustainability and Ms. Nauser asked if their savings are being tracked. Matthes replied it is and we will add a Pre-Council discussion for Ms. Buffalo to overview the savings. Mayor Treece would like to see metrics for all departments that are measurable each year, as part of the budget. Mr. Skala added that a one page summary including savings, for each department would be helpful.

Mayor Treece left the work session at 9:45.

Additional overview information (budget in brief, new fees, etc.)

Mr. Matthes reviewed residential utility rate changes, park fee increases, sewer connection fees and criminal record check fees. He noted pension funding progress explaining that LAGERS plans are above 80% funding level and Police & Fire pensions are making progress as well and are now 60% funded. Mr. Matthes stated that sales tax continues to erode due to online sales. Sales taxes are used to provide funding for Police, Road and sidewalk repair, bus system, airport, parks and recreation, Fire and many other things outside of City Utilities. The erosion of sales tax per capita amounts to \$10 Million each year. Ms. Nauser suggested adding information on this issue to the City newsletter. Council agreed to send a letter to State Representatives regarding their support of Marketplace Fairness and will do a Press Release on this as well. Ms. Nauser added that we should reinforce that this is not a new tax, it's the sales tax that pay for Police and Fire.

Budget Amendments

Attachments: [FY 2017 Budget Amendment Sheet](#)

The group will revisit this topic when Mayor Treece returns.

III. FINANCIAL OVERVIEW AND FORECASTS

Capital Projects - STP Funding

Ms. Nix stated that City staff received notification from MoDOT that the STP funding program has been eliminated. She reviewed projects that this impacts and added that the 1/4 Cent Capital Improvement Sales Tax will need to be revisited as well since original growth estimates was 2% and actual was 1%. The shortfall has been mitigated since there is money in contingency and inflation. If there are additional reductions to funding sources, it may impact project completion going forward. Ms. Nauser was nervous to take so much money from contingency when many projects don't get completed as budgeted due to supplies and wage rates changing. Mr. Skala asked if projects could be ranked based on projects that may logically run into funding issues in the future. Ms. Nix

will keep that in mind moving forward. Mr. Thomas added that the MoDOT cut is likely a trend and this should be a wake up call that we need to do long term planning to bring down the cost of transportation.

General Fund

Ms. Nix reviewed General Fund (GF) revenues and monthly sales tax collection data from the past few years, PILOT receipts, GF expenditures at 9 months. Nix added that a lot of overtime has occurred as part of the hiring delay. The Federal changes on FLSA moving forward will have an impact the ability to allow overtime. Margrace Buckler explained the FLSA changes and how they impact OT here. Close to 200 employees will move from exempt to non-exempt. Those are entry to mid-level positions. Funding to give them all a pay increase isn't there. Some groups will stay exempt as we can shift the pay scale slightly. Ms. Nausser suggested that more people be hired so that there isn't so much need for OT. Matthes explained that the number of people that are OT eligible will double and there aren't funds available to hire more people, so the best option is to flex time as we can. Nix reviewed the GF budget which totals \$82,918,666. She noted it is down \$2.8 Million and reviewed proposed cuts including no fleet replacements, continued 45 hiring delay, refinanced debt of City Hall and \$1M budget cuts. She continued to review the GF by service area noting discretionary funds versus dedicated noting that 98% of the general fund sources are allocated to public safety. Nix explained the GF positions for the FY17 budget which includes 686.17 FTE's. This includes 3 additional officers and the position in Economic Development. Ms. Peveler reviewed the changes in amounts for each department in the GF noting that the Council Reserve of \$66,000 is included in the City General Budget and reflect a 3% budget cut. The total dollar change is \$1,091,895. Skala noted that there are significant cuts among departments and he would like a summary chart to illustrate the extend to which we have been doing that over time.

Transportation Departments

Mr. Matthes noted that the pink square on the Transportation chart is what we expect for FY17; the addition of electric busses and the impact made by the one we have has been substantial. This budget will add more bringing us to 9 total. The cost of these busses compared to diesel is almost nothing and that should be huge cost savings moving forward; enough so that the unassigned cash reserve issue moving forward should alleviate. The cash reserve projected on this chart would be what is expected to happen if we stay with diesel. Without the electric busses there is no sustainable plan for transit moving forward. Peveler added that another cost issue with Transit is the amount of OT, which should also be saved moving forward as we give more drivers.

Mr. Matthes noted that the pink square on the Transportation Sales Tax chart is the forecasted cash reserve for FY17 at \$4.44M. The concern is that the current practice is to allocate all of the new growth each year. Over time we will use down existing balances and may not have matching funds for future capital balances. This is not a concern right now, but something to consider.

Mr. Matthes noted that the focus will be on major maintenances on the 6th And Cherry garage; replacement of obsolete parking meters & other equipment; convert all garages to an arm system for entry/exit over 5 years. *(Mayor Treece rejoined the meeting at 10:54)* Mr. Nichols added that the arm system will make it a more consistent method of permitted spots/paid spots in all garages. Mr. Thomas thought we adopted a policy to add metered spots on first floors of garages. Mr. Nichols stated that as we go to gated arms that will be looked at. Mayor Treece asked if there is still a wait list. Mr. Nichols said yes, as a name comes up, someone can get one spot at a time. If a group requests

a block, an agreement comes to Council for consideration. Mr. Thomas felt that usage of permits should be audited consistently to see what resources are actually available. Skala noted that he has heard groups are buying blocks and reselling them at a higher rate than we charge. The City will look into that. Parking will continue to transfer \$270,273 to Transit each year. Cash reserves are projected to be above the target over the next 5 years.

Mr. Matthes stated that Railroad and Transload are functions that are still alive, but we must get another customer or close them.

Mr. Matthes briefly reviewed Capital Improvements Sales Tax explaining that this is money that comes in and is spent on one time projects. The Public Improvement Fund is general sales tax that can be used for any general government capital project.

Parks Operations

Mr. Matthes noted that this area looks good and with increases will be able to maintain cash reserves. Mayor Treece asked how many park rangers we have. Matthes replied 2, we are looking to train to them at the police level, but will not carry guns. The two current rangers have been through LETI post certification. Mr. Griggs added that there were recent concerns about commissioned officers not reporting to the Police Chief, so they are not commissioned anymore. Mayor Treece felt that we should look to extend our officer capacity, not remove certifications. Mr. Matthes noted that it's a nationwide movement due to liability. Mr. Griggs added that rangers are funded through Parks Sales tax and they do more than just enforcement. They also serve as maintenance and more.

Utility Departments

Mr. Matthes noted a 2% operating rate increase for water and electric. They are also dealing with the Transmission Line project; and are waiting for analysis on easements before coming back with more detail on the new Option E. At some point we will have to build a sub-station. Mr. Johnsen added that from a reliability standpoint, the Perche Creek substation is a priority. Mr. Thomas would like an update sooner than spring on the MillCreek substation. Mr. Johnsen expects that to come this fall. An impact fee for new development is being looked at, Mr. Johnsen was unsure when something would come forward. Matthes added that we have been conducting a legal analysis to see if that needs to go to ballot or if Council can make that decision. Mr. Johnsen added that the next Water & Light Advisory Board meeting will discuss that and the issue has not been dropped. Council will receive input from the Water & Light Advisory Board on budget impacts. There is currently about \$22 Million in the reserve fund. Mr. Windsor added that the fund reserve is cash. In the CAFR, there is a number larger than what is true, but half is restricted enterprise cash for capital projects and the rest is unrestricted. W&L is a combined utility, but we separate out the appropriate cash for each utility. Ending fund equity would be \$199 Million that includes everything. Matthes added that the budget and CAFR uses different language which can be confusing. The accounting side talks about "cash" which includes more than what most expect. Mayor Treece asked where depreciation money goes. Mr. Windsor stated that it is reinvested in infrastructure for repairs, etc. Ms. Nix added that depreciation isn't necessarily cash; it's an accounting way to show each year an asset is less valuable monetarily. Mr. Windsor stated that the goal is that we reinvest in the system. Mayor Treece felt Council should get more information on this to reconcile. Skala added that this would be a useful one page summary. Staff will work on that. The group discussed base charges and how we have made small changes in that area. It's up to Council how they want to structure that but staff recommends continuing the way we are. Nauser would like an analysis of the

invested system versus a flat fee.

Matthes briefly overviewed fees and how we compare to other cities. Mr. Glascock explained that recycling is rolled into the rate. We used to charge everyone the same, but the cost of service showed that a 2 person truck is a premium service, so we broke it down to be more equitable that way. We have not seen a lot of people leaving after the increase. Some did, but they came back as we provide better service than private.

Public Comment:

John Clark felt that we need to have a coordinated significant discussion about how we are going to finance operation improvements across all departments over the next 25 years. Even if we fix the Internet sales tax issue, we need to rebalance in other ways. We should internalize the cost of stuff where it makes sense and allocate rationally. He is concerned about moving the REDI director to the airport. It is a big part of economic development, but he feels developing our transit system is more important.

Traci Wilson-Kleekamp is concerned about the focus on sales tax. The growth we have had is not paying for itself. We keep hearing about the number of officers. Race Matters would like a policy that defines how we treat everyone in the community. There should be a core value about how everyone is treated and then do policies and budgets around that. The department is not 21st Century oriented. She asked how racial and social equity issues are being included in sustainability and requested metrics for each department. She felt we should consider what other metrics we might include in CPD that may be more valuable than the number of calls. In regard to sales tax erosion - we should look at how we finance government. Mayor Treece would like more information from Ms. Wilson-Kleekamp at some point, on how we can include social equity on all metrics moving forward. Ms. Wilson-Kleekamp commented on vehicle stop reports and asked what we are we going to do differently to track data and what changes will we make. She asked what the Sustainability office and Health department does on social equity. And asked what we should be doing to see unemployment go down. She asked why we don't have more minority owned businesses. Ms. Nix added that the business license form has just been modified to track that information.

Rachel Taylor noted that the morale in CPD is still a crisis. She is glad to see officers being added. People are being abused every day and we are not immune. Budget impacts our priorities and we should keep working on that issue.

IV. BREAK FOR LUNCH (on your own)

The group broke for lunch at 12:02 and readjourned at 1:08.

Council Discussion and Questions:

Mayor Treece inquired on the terminal. Matthes replied that the terminal is in three distinct pieces, each is considered a separate piece by the FAA with separate funding. We will talk to them on August 23rd about the final plan and the State about their participation. We have choices left to make, but hope to be completed in about 4 years. Mayor Treece would like to look at local labor on that as much as possible and encourages a percent for art program. We should also think creatively about getting done ahead of schedule. Skala mentioned The Orlando Blueprint which shows what they did in the minority community and ways they could participate in projects. Mr. Thomas added that Albuquerque NM offers day labor to homeless people which was extremely successful.

Mayor Treece asked about Municipal Court fines and fees and how are we assessing

finer and ensure this is not an expression of an overworked Police Department not writing as many tickets. Judge Aulger replied that fines are set by the Supreme Court, there is a rule stating the Judge may set a schedule of fines. This is done yearly without knowing details of any case. He considers economic circumstances of the general public. From experience, he determines a fine for violations. Fines do not include court costs. Fines did not change for next year as circumstances from this year to next have not changed much. PD trends have not changed, that has been a downward pace for 3 years going from about 17,000 cases down to about 8,000-9,000 cases. They also get housing and animal control cases and all have been trending down.

Mayor Treece asked if we are we seeing growth in areas that will require a new fire station. Mr. Matthes replied that as the city grows, there is an expectation that fire service meets that growth. We strive for 4 minutes of response time and there are areas that don't meet that metric. We would like to have staff before we build a station, which takes funding. Chief White added that there are areas of concern that don't meet the 4 minute travel time measure. Old Hawthorne area has rivers that separate the City, that is divided by highways. This makes it difficult for stations to reach those areas in adequate time. The CIP this time allowed \$1 Million for fire station sites and \$1.1 Million for station improvements. There are no dollars for an additional station. Nauser noted that the last CIP had a North and South service center. Matthes replied that there is money for land, but not a station. Chief White added that there is a minimum of 9 staff needed for a station. As of August 15th, we will be down 1 FTE as 8 were recently hired for a new class and there are currently two FTE's out on leave.

Mayor Treece asked if there is adequate reserves in the self insurance fund for projected liabilities. Lynn Cannon stated that we have excess coverage that the city retains. We pay the first \$500,000 and the City retains excess coverage beyond that. She added that we do G&A Fees to put into a fund for that. We are at 90% funded, which is what our actuarial recommends. Those fees are paid by department accruing that.

Budget Amendments

Attachments: [FY 2017 Budget Amendment Sheet](#)

Mr. Matthes reviewed the recommended changes to the CIP projects including Fairview and Chapel Hill Intersection improvements moving out to FY2024. He reviewed the reallocation recommendations. Funding sources for officers beyond FY17 is a long term funding source, which is new PILOT money from the energy center. (Ms. Peters arrived at approximately 1:43) Mayor Treece asked where money goes when departments underspend on projects for the year. He asked if we could keep capital improvement dollars available for something else. Mr. Matthes replied that we get through a year and before the year-end, we stop purchases and close the books and then begin an audit to see where we ended the year. If we didn't spend the money it goes to the fund balance which becomes available for future year spending. Mayor Treece inquired that if we budgeted \$132,000 for snow and spent \$89,000, where the remaining \$45,000 goes and if we could use it for bus shelters. Mr. Matthes stated that the underspend is great in that section, but we need to ensure the entire fund doesn't overspend. So we don't want to spend that immediately before knowing where the entire fund is as a whole. Council gets audit results around March. Mayor Treece would like a less formal report on that prior to the audit results. Mr. Matthes added that unforeseen revenue can be spent at any time and there are other funds set up to handle unforeseen expenses, such the contingency and council reserves. Mr. Skala asked if surplus finds go into contingency. Mr. Matthes replied that if it were in the General Fund, it would go to the General Fund reserves. He added that Council could set up a policy whereby extra funds could be allocated prior to

the audit results.

Ms. Nauser felt that moving Chapel Hill to 2024 and losing MoDOT funding and moving money from the contingency is concerning; she suggested removing Chapel Hill all together since the residents don't want that project and we wouldn't have to worry about funding that down the road. Mr. Matthes agreed that is an option that could be considered and though it was listed in the ballot; residents don't want it. Mr. Thomas added that there was no evidence that it is needed. Ms. Peters felt that it could turn out to be a problem as other projects begin to funnel traffic through there and people then don't want the traffic wait time. Mr. Skala noted that roundabouts are expensive and more affordable improvements could be made other than a roundabout. The group was supportive of the amendment. Mayor Treece felt that the bus shelters are much needed and while we are looking to change routes, it is reasonable to determine main routes where shelters will be needed. Ms. Nauser asked the cost of a shelter. Mr. Nichols stated costs of specialty shelters are about twice the price of a regular shelter. Mr. Skala felt it is important to have ADA accessible shelters. Mr. Nichols stated that we have CDBG money and other funding and we are looking to add shelters soon in areas where routes won't be changing. We have had a Public Hearing and have about 12 shelters that we are working on that won't be moving due to route changes. A report should be coming forth soon on the shelters, options and costs. Council does not want to eliminate the specialty shelters all together, but agrees that majority might be the manufactured style. Mayor Treece suggested advertisement opportunities on shelters similar to the busses, which might help offset costs.

Mr. Matthes noted that the Discover Parkway amendment would move the Gans to New Haven construction from FY2021 to 2020, cash flow would require Nifong-Providence to Forum 4 lane project from 2020 to 2021. Mr. Skala suggested looking at other smart growth enhancements other than a 4 lane road. Ms. Nauser stated that the widening of Nifong-Providence has been a problem for many years, to move this out further when growth has already happened in this area is short-sided. This should be built sooner rather than later, as it will just become more difficult to build down the road as MoDOT STP funding is decreasing. Mayor Treece felt the need for this amendment is due to new developments coming in Gans to New Haven area and the need for connectivity.

Mr. Matthes noted that a street closure fee report will come at the next meeting and that this does not have to come with the budget cycle. The budget is balanced regardless of this item. Council will discuss this when report comes to Council. Council discussed right of ways and ownership of streets. Nancy Thompson stated that it depends how areas are platted, so ownership and right to use varies.

Mr. Matthes noted the amendment to increase CAT-TV funding from \$25,000 to \$50,000 similar to last year. Mr. Thomas recommended lowering the City Channel funding by \$25,000 to allocate to CAT-TV. Matthes reviewed cable franchise fees noting that these pre-date the peg channels. Revenues are falling as many people are not pursuing cable anymore and this is not a good recommended source for stable funding. It's a revenue source for Community Relations which consists of City Channel, Contact Center and Communications. CAT-TV was funded with Council reserves previously through a transfer to Cultural Affairs who manages it. He recommends using the operating bond contingency fund for funding CAT-TV and we will try to replace that in the contingency to replenish that. Mr. Thomas felt that CAT-TV is a tremendous benefit to our community and \$50,000 is not much to consider. They have done a great job with the declining funds given to them and have replaced funds through fundraising. Not funding them could be detrimental to their valuable operations. Mr. Skala asked what it would mean for \$25,000 to come from City Channel. Mr. Matthes replied that they broadcast council meetings

and the budget that pays for interpreter services. We created Budget 101 and 102 videos and many other educational videos and they are an award winning production team. You do have to subscribe to cable to get the City Channel, but many videos are also on our YouTube channel. It would be easier to use contingency to keep City Channel whole. Ms. Nauser is concerned about using contingency when we have no way to know what needs may arise. She recommended spending half up front and coming back after 6 months to analyze needs and funding availability then; as we consider a long term solution. Ms. Peters asked how much is in contingency versus reserves. Staff replied that there is \$100,000 in citywide contingency and \$66,000 in Council reserves. The recommendation is to fund \$25,000 from each of those funds. Mr. Thomas wants to keep funding at \$50,000. Mr. Skala agreed to \$25-\$35,000 and to look at contingency funds in a few months to see what needs are. Ms. Nauser agreed to use \$35,000 from Council reserves, but is not comfortable with using contingency and would prefer coming back later to re-evaluate. If this should be a permanent expense we should put it somewhere and plan for it so we don't have to have this conversation every year. Trapp agreed. Council would like to consider adding this back the General Fund for FY18 and have \$35,000 come from reserves for FY17.

The funding for the Boys and Girls Club is at \$500,000 from General Fund reserves. There is over \$5 Million in excess GF reserves for any public purpose Council wishes. Skala added that this is related to the strategic plan and social equity piece and deserves funding. Nauser suggested public/private use of that building with this expense. Matthes replied that is the intent with this implementation through an agreement with the Boys and Girls Club where we would be purchasing a service from them; such as use of the facility.

Mayor Treece asked if there is a shelf-life for the Naloxone kits for CPD and Fire. Chief White replied they are good for 18-24 months and need no refrigeration, just a controlled environment. Depending on the type of call, either Fire or CPD could arrive first. Fire needs approval from a medical director to be approved to use this, but he doesn't see an issue there. He feels one kit per car is acceptable. Of the 90 kits: 30 would go to Fire and 60 to CPD. Training will be done in house. Ms. Peters asked if this could be funded through the Health Department. Trapp stated that as a Council request for this year, Council reserves could get it started. The Health Dept would look to fund this permanently and could be funded through grants.

Ms. Peveler explained that a 10 week paid parental leave addition would cost about \$200,000 from the General Fund. This estimate is based on time used in 2015 where 38 employees would have been eligible for this leave. Matthes reviewed the current practice for maternity/paternity leave and suggested this may be a conversation to be had through the annual Meet & Confer process. Staff will also look into a new option that is a national model of a fee for all employees that would help fund this leave. Mayor Treece asked for an update on Meet & Confer. Matthes stated that Council meets early in the year to discuss requests. There are specific items from this year that have not crossed the finish line yet. Meetings are scheduled in coming weeks to continue discussions.

Mr. Matthes noted some staff amendments including DWI Checkpoint grants; HOME funding changes and Transit funding for 5 electric busses. Mr. Nauser asked about Downtown CID funding. Matthes replied that their Executive Board is interested in adding a public safety aspect, which they are considering. Nauser felt the Downtown CID should take over the downtown cameras and \$50,000 should go back to the CPD budget if the CID takes that over. Mr. Skala recommended the Council request additional voting representation on the REDI Board.

V. HEALTH CARE

CBIZ consultants: discussion on self insured plan

Margrace Buckler stated the the major part of this fund is medical. Everything is due for bid in the next budget process. Columbia has cost shared with employees in the past and we look to minimize impact for both the City and employees. We have had large claim experience this year and prescription costs have risen significantly. Nausier feels that making health and wellness changes could have an impact on costs. Ms. Buckler replied that our wellness staff has activities and programs that do have an impact in some areas such as diabetes, etc, bit minimal or no impact in other areas. Ms. Buckler introduced CBIZ consultants Karen Grasso and Rusty Besancenez.

Mr. Besancenez provided a brief history of the medical plan noting that it has been self funded for 30 years. The last 10 years have had less than a 2% increase in medical claims. Medical claims are going up a bit each year, but compared to other norms, that's pretty good for medical. Pharmacy claims only were over \$25,000 for 2015, 34.6% more than the year before. Rates have increased from 2011 to 2016 at 2% for the \$750 plan, 1% for the \$1500 plan and .4% for HDHP. He reviewed projected versus actual medical trends and the same comparison for pharmacy trends noting that self insured entities keep the savings in projected versus actual costs, which over time saves money.

Ms. Grasso discussed medical trends being an 8-10% cost increase nationally. Due to inflation, increased utilization of services, government regulations, against population, fraud and abuse, technology advancements and specialty prescriptions. She also discussed specific drivers that are very costly in areas of diagnostics, specialty prescriptions and large claims.

Mr. Besancenez described characteristics of a fully insured plans: the employer pays a fixed premium to the carrier; carrier provides set of administrative services; carrier takes 100% of the claims risk; plans are state-filed so there is limited flexibility; premiums include a risk charge, tax and profit margin; the carrier pays taxes and fees; and the carrier controls the plan.

Health Insurance: Plan Types & Fees

Mr. Besancenez explained that the self-funded model characteristics include: employer paying a fixed monthly cost to vendors; there is a third party administrator; stop-loss reinsurance; rent a network of providers; there is a prescriptions benefits manager; and claims are paid after the member pays their share. They reviewed self funded projections for 2017.

Mayor Treece asked if there was a hybrid to provide a subsidy to someone wanting to go on the open market. Ms. Grasso stated that is not currently happening in the market. Mr. Besancenez added that the city would be subsidizing people you are not currently paying for. Ms. Grasso explained that FY18 is a bid year, they will begin discussions in February 2017 to discuss strategic planning. They will collect and organize information for the bid process. In March the y will coordinate an RFP process; April will recommend finalists and May 2017 will finalize costs and plan designs; June will make final decisions and set budgets; July through October will communicate final decisions to vendors and implement new processes and prepare for Open Enrollment.

VI. COLUMBIA POLICE DEPARTMENT

Focused Deterrence

Chief Burton stated that there are some items the Police is called for, that aren't police matters. Commanders were sent to Kansas City for NOVA training (No Violence Alliance), but that was not a good fit for this department. Instead, Asst. Police Chief Hunter attended a different training on focused deterrence. Mr. Hunter provided an overview of this model of policing noting that this is a crime reduction strategy that partners law enforcement with the community to identify repeat offenders who are responsible for the majority of violent crimes and giving them assistance in resources for change. If alternatives are not taken, the law enforcement kicks in. He reviewed a 25 year violent crime index for North Carolina showing the population growing as violent crime trends decrease significantly after the implementation of this model. He discussed the benefits of this strategy: it is a law enforcement tool; it can be applied to many types of offenses; it can be applied to individuals or groups; can be used for non-violent groups; promotes partnerships; engages the community; produces crime reductions with fewer arrests. A small number of offenders commit most of the crime and they can be easily identified. Mayor Treece asked how mental health issues are handled. Hunter stated that mental health care has been considered among other barriers such as transportation, ability to obtain a birth certificate for employment, etc. He reviewed steps to apply this strategy: select the area of focus; create a master list of offenders based on a number of criteria; choose a delivery method; track prohibited offenses; give special attention to those who offend. Nauser added that this was a recommendation of the Violent Crime Task Force.

He reviewed the criteria used in High Point, NC to determine who gets on the master list. It includes age, past records and history of crimes and probation details. The Executive Board would set the criteria for this community. MU PD and Boone County Sheriff's office have looked into this as well and are considering it. If we move forward with this, there would be some kind of Memorandum of Understanding with partners. Mr. Hunter discussed the custom legal assessment which is an effort to inform impact players about the potential sanctions they face for crimes. All entities show buy in and together submit the custom legal assessment. He showed an example letter that educates them on the legal ramifications of continued offenses. He reviewed post notification operations including meetings with family members, providing services and follow ups, etc. He discussed the ways this builds community trust by engaging the community and repairs relationships and builds trust. He added that the design of these programs in NC were open to the public for input; and programs were highly supported. This strategy can work in this community as it is highly customizable. Ms. Nauser asked how juveniles are handled in this process. Deputy Chief Schlude replied that this would be customizable just like the everything else in this process; CPS would likely be involved as well. She would like to have the University partner on some case study work at the front end, to see the impact. Mayor Treece would like to know if there is community support on this, at another time, where we can get community and stakeholder feedback. Hunter added that almost all stakeholders have been presented to and the recommendation is to adopt his and develop an Executive Board. Officers seem to be supportive of this strategy. Thomas feels a community forum to present this would be a good idea moving forward. Council would like to continue conversation on this.

VII. OTHER ITEMS THE COUNCIL MAY WISH TO DISCUSS

Public Comment:

Traci Wilson-Kleekamp reminded Council and staff that some people take medications due to predisposed conditions and other reasons out of their control. This should be discussed without having judgement. We have a crime problem directly tied to poverty and reach and these conversations must be held in the community. We shouldn't move forward without community buy in.

Jennifer Erikson thanked Council for the discussion and consideration given to CAT-TV. She reminded Council that during budget cut considerations; the Community Relations budget is going up 9%. The City Channel is a paid channel as is CAT-TV, which is a gold standard.

John Clark was offended by staff talking to Council about consensus on amendments at a work session as that is prohibited. Excess funds in Water & Light are supposed to move to the General Fund. The Boys & Girls Club should be funded, but dollars should be replaced by W&L excess funds. Boston had an effective program to interrupt violence. High Point North Carolina adopted a harsh felon law that mirrors the 3 strikes you are out approach. Proceed slowly as this program is as color blind as you can get. This does not fit where we are. This should be a community based strategic plan process. It should be more than a community forum about this plan, but a long term conversation about a strategy that would fit our community better and formed with equal participation from the community.

Leah Donnell agrees that the CPD is called to do matters that are not police related. There are a lot of cultural differences to consider. The community was not engaged to see what they think about this. As officers, they are authorized to use deadly force, but are not required to undergo neurological evaluations. It is their job to protect us, not threaten us as we live our daily lives.

VIII. ADJOURNMENT

The meeting adjourned at approximately 5:03 pm.

Members of the public may attend any open meeting. For requests for accommodations related to disability, please call 573-874-7214. In order to assist staff in making the appropriate arrangements for your accommodation, please make your request as far in advance of the posted meeting date as possible.