



City of Columbia, Missouri

Meeting Minutes

City Council

Monday, February 20, 2017
5:00 PM

Work Session

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

I. CALL TO ORDER

Mayor Treece called the meeting to order at approximately 5:05 pm.

Ms. Peters arrived at approximately 5:14 pm. Mr. Thomas arrived at approximately 5:50 pm.

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

Absent: 1 - Nauser

This item is open to the public: Medical Tourism Task Force Recommendations

Attachments: [Medical Tourism Task Force Recommendations](#)

Guy Collier, Chair of the Medical Tourism Task Force, summarized briefly the recommendations of the Task Force. He explained that the concept was to make Columbia a destination for medical tourism. The Task Force agreed that the intent is to market Columbia for this purpose. We have terrific academic centers, hospitals, specialists, a Veterans hospital, and many hospitality providers at varying price points. We look to a 25 county area to recruit medical tourism. The City should move to professional marketing at this point and bring in a professional bid to focus on this effort. The marketing initiative should include a robust web portal. Over time, that should be a rich platform that will include referrals and eventually a concierge service. The Task Force recommends looking at State and Federal funding that might be available to help fund this and develop it more fully.

Mayor Treece asked if there are recommendations on what aspect should be marketed: the specialists, the facilities, the patient experience, etc. Mr. Collier replied that there are some unique niche markets here that should be marketed, but the entire context of Columbia as a destination for a complete package of care should be a key message. Mr. Collier stated that a strength of the Task Force was that it brought together multiple medical facilities to work together. Amy Schneider added that this is a great opportunity to utilize the Columbia Tourism Ambassador Program as well. She requested guidance from Council on next steps. She suggested a day-long feasibility discussion with providers to discuss needs; and may potentially look to bid out marketing. Mr. Matthes suggested that Council may request at the meeting tonight for staff to come back after some time with a more detailed implementation plan.

This item is open to the public: Columbia Financial Enterprise Resource System (COFERS) Update

Attachments: [COFERS Update Presentation](#)

Jim Chapdelaine, Chief Information Officer, explained that COFERS (Columbia Financial Enterprise Resource System) is the overarching name for many back-office applications. We opted to make this move in order to move away from multiple systems into a more centralized location. There are many modules that are included in this suite which we expect to be a better support to staff; it will allow us to take advantage of best practices, and will significantly improve the efficiency and effectiveness of our customer service and business processes. He reviewed some of the main features of Tyler/Munis, the customizability for staff users, and some of the information it can provide. He reviewed the modules that are being used live at this point including: payroll, time entry, HR, budgeting, Utility billing, and other core financials. He noted that we are currently working on implementing the Tyler system which can provide citizen self-service, applicant tracking, EnerGov, which includes permits, business licenses, and more. Future steps include additional rollouts of work orders, bid management, vendor self-service and the phase out of the numerous "shadow systems". He reviewed some objectives of the Project Management Office to help assist with project management strategies and support for all departments.

This item is open to the public: Meet and Confer:

International Association of Fire Fighters (IAFF Local 1055)
Columbia Police Lieutenants Association (CPLA)
Local 773, Laborers International Union of North America (LIUNA)
Fraternal Order of Police, Columbia Police Officers Association,
Lodge #26 (CPOA)
Water and Light Association

Attachments: [Local 1055 Presentation](#)
[Local 1055 - Memo on Items of Fiscal Consequence](#)
[NFPA 1582 - 2013 Edition](#)
[1710 2016 Revision - Highlighted](#)
[NIST High Rise Report](#)
[NIST Residential Report](#)
[LIUNA Local 773 - goals and objectives](#)
[CPLA goals and objectives](#)

Mr. Matthes explained that this is an annual opportunity for labor groups to present bargaining items to the Council. We will hear from five bargaining units today and then move to a closed session.

International Association of Fire Fighters (IAFF Local 1055):

Kurt Becker, IAFF District Field Service Representative, provided a brief overview of why they are here, which is to collectively bargain in good faith. He noted that the big ticket item of request is related to a staffing increase from 36 up to 62. This proposal is based on the national staffing standards set forth on the 2016 revision of NFPA 1710, which calls for a minimum daily staffing of six personnel on an Engine Company, Ladder Truck Company, or Heavy Rescue Squad when units are responding to incidents in "high hazard" regions. Columbia Fire Department (CFD) presently staffs nine Engine companies with 3 personnel each, two Ladder Truck Companies with 3 personnel each, a Heavy Rescue Squad with 2 personnel, one Battalion Chief and one Division Chief. This current staffing level does not meet minimum safe staffing standards.

The second request of note today, is related to NFPA 1582, which is the standard on

comprehensive occupational medical programs; or how we care for fire fighters on a daily basis which includes a comprehensive medical physical.

Mr. Becker added that the competitiveness in the marketplace is of concern due to compensation and benefits. CFD Fire Fighters are ranked in the bottom half to third of peer municipality cities in Missouri. The City should allocate funds in the FY2018 budget to adjust the Fire Fighter pay scale that is of scale of the peer municipalities.

Mr. Becker reviewed the cost of compliance and compensation noting that 95 full-time Fire Fighters would be an approximate total of \$5.4 Million per year. The health and wellness item would cost approximately \$65,000 per year. Comparable salaries for tenured CFD employees would cost approximately \$350,000. He summarized that the approximate annual increase required to bring CFD into compliance with national standards, and to have personnel that are compensated at an average market rate is \$5,875,000 annually.

Columbia Police Lieutenants Association (CPLA):

Lt. Geoff Jones stated that they appreciate the opportunity to bargain. They learned a lot in the last process and look forward to another process. The only request is to get current items in writing to be memorialized.

Local 773, Laborers International Union of North America (LIUNA):

Jim Shovelin, Local 773 Representative, reviewed goals and objectives for this group. He stated that their main priority is to negotiate and memorialize the Chapter 19 personnel policies, procedures, rules, and regulations into a collective bargaining agreement that the employees can be proud of and depend on as the practices of their workplace. This agreement is an opportunity to reach a milestone in the relationship between the City of Columbia, Missouri and LIUNA Local 773 because it will guide the direction of our future. In addition, it will assist the City with its strategic priority of providing jobs that support families, strengthening and connecting the community, ensuring public safety, and providing high-level service from engaged employees. These goals are contingent on the joint involvement of the parties and their demonstrated good faith. If the City makes reasonable proposals and counterproposals at the bargaining table, they will certainly recommend ratification to their members. Likewise, they expect the same attitude from the City - that reasonable proposals and counterproposals from the Union will be met with acceptance.

Columbia Police Officers Association:

Alan Mitchell stated that they want to memorialize items into a contract and want to bring more structure for officers and that the City come to the table to bargain fairly and be prepared to compromise.

Water & Light Association:

Kevin Thornton, employee and representative, stated that their first request is an across the board raise and they would like to follow the CBIZ recommendations to get employees to mid-point pay for those that have been here more than five years. There is an issue with overtime when employees are worked more than 16 hours, they are sent home. If it falls on regular scheduled shift time, that shift time is lost. If 16 hours is worked, they shouldn't be punished for that time. Standby should be raised, as it has not been changed in a long time and should be 3 hours of the overtime rate. They would like a lump sum payment for those that have not seen a raise since the CBIZ analysis was done.

This item is open to the public: Motion for the City Council of the City of Columbia, Missouri, to meet on Monday, February 20, 2017 pursuant to the

City Council Work Session agenda, in Conference Room 1A and 1B of City Hall, 701 East Broadway, Columbia, Missouri, for a Closed Meeting to discuss negotiations with employee groups as authorized by Section 610.021(9) of the Revised Statutes of Missouri.

At approximately 6:08 p.m., the City Council went into closed session pursuant to RSMo Sections 610.021(9).

At approximately 6:06 p.m., Mayor Treece 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, 701 E. Broadway, Columbia, Missouri, to discuss negotiations with employee groups as authorized by Section 610.021(9) of the Revised Statutes of Missouri. The motion was seconded by Mr. Trapp.

Yes: 6 - Ruffin, Trapp, Thomas, Peters, Treece, and Skala

Absent: 1 - Nauser

This item is closed to the public: See notice of closed meeting.

Attachments: [Notice of Closed Meeting](#)

II. ADJOURNMENT

The closed meeting adjourned at approximately 6:50 p.m.