



City of Columbia, Missouri

Meeting Minutes

City Council

Tuesday, January 16, 2018
5:00 PM

Work Session

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

I. CALL TO ORDER

The meeting was called to order at approximately 5:05 pm.

Present: 7 - Ruffin, Trapp, Thomas, Peters, Treece, Skala, and Pitzer

This item is open to the public: Labor Group Presentations:
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 & Light Association

Attachments: [FY 2019 Labor Negotiations Work Session Materials](#)
[Human Resource Director handout](#)
[CPOA Handout](#)

City Manager Mike Matthes stated that this is the annual meeting to talk through upcoming bargaining unit communications. This will be followed by a closed session. Mayor Treece understood that last time we agreed upon multi-year contracts. Mr. Matthes stated that is correct, but there are some items that have specified topics as "re-openers". Mayor Treece understood that the Council is not required to close the session. Mr. Matthes stated that is correct, but Council may wish to have communications in closed session and the decision is then made public through the process that comes. Council discussed the option of closing the meeting and/or keeping some staff in the room should the meeting be closed. Mayor Treece asked if Council changed collective bargaining dates. Ms. Buckler stated that it was changed and was part of contract negotiations. She passed out a handout with the changes highlighted and deadlines noted. Mr. Matthes stated that all groups were invited tonight to speak, only CPOA is attending. Ms. Buckler stated the the published agenda included work session materials and the groups communication is included there.

Dale Roberts provided a handout and stated that he represents the CPOA. He stated that the department currently has 16 openings in the patrol division. There are some people in training which could fill those vacancies assuming they complete training. There are a number of re-openers to discuss, but he is only going to speak on a few tonight.

The first issue is public safety impact fees for private "for profit" events. They feel taxpayers should not be helping to fund for profit entities events. Many officers are drafted to work these events and the officers are not paid a competitive wage to do this work. The

group discussed the agreement for Roots and Blues as an example which includes free tickets for low-income neighborhoods, solid waste service and public safety service. They provide their own security, but CPD also provides staff mainly for traffic control and officers inside the event footprint for security. Mr. Roberts stated that CPD worked a total of 751 hours at the RBBQ event which equates to \$32,600. Some of these hours are comp time and some are overtime eligible. Any paid hours go toward pension. Mr. Roberts stated they desire an ordinance that will appropriately calculate and recover those costs for the officers. Mr. Skala recalled that these waivers for RBBQ were intended to help gain initial success and support for the event. Mr. Matthes explained that the terms of the agreement are up to Council for approval each year. They also have traffic officers attend football games by having a set number of officers attend the games. That agreement has not changed in several years. Ms. Buckler added that an officer that has worked 40 hours would be working these events as overtime eligible. Mayor Treece understood that we are not recovering the costs for these types of events. A CPOA Representative stated that the officers felt they should make time and a half when drafted for events regardless of time already worked. Mr. Pitzer asked if there would less drafting for events if overtime were offered. A CPOA Representative stated that they hoped that would be the outcome.

Mr. Roberts stated that the City commissioned an organizational review of CPD years ago. Pay compression was mentioned in the study as being an important issue for some time and that this needs to be addressed when budget allows. This leads to the second issue where officers feel the current pay system is not working since after five years of service, 70% of officers are paid below midpoint and 67% of sergeants are below mid-point. This has a direct impact on morale among officers, as well as recruitment and retention. Ms. Buckler noted that the Council did approve the compensation model which states that it is dependent upon available funding. Mr. Roberts noted that positions above sergeants were adjusted and addressed. The officer and sergeant ranks were not addressed. The handout Mr. Roberts provided includes each officer and sergeant that does not meet mid point pay after five years. Mr. Matthes added that every department has employees that have been here five years and do not make mid-point pay and have similar vacancy rates. Mr. Pitzer asked how many retirements are coming up this year. Deputy Chief Schlude estimated there are approximately ten eligible this year.

Mr. Roberts concluded that with the rise in crime, the CPOA asks Council to consider these requests. Mayor Treece asked how morale is among the department. Mr. Roberts felt that it's getting somewhat better, but there are officers counting down days to retirement too. He added that in the future they will likely request ergonomic vests which carry more weight on shoulders as opposed to all on the hips. Each vest runs approximately \$500 and would last two years compared to the five year replacement schedule for the current vests.

This item is open to the public: Motion for the City Council of the City of Columbia, Missouri, to meet on Tuesday, January 16, 2018 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 5:52 p.m., Mr. Trapp 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. Ruffin.

Yes: 7 - Ruffin, Trapp, Thomas, Peters, Treece, Skala, and Pitzer

This item is closed to the public: See Notice of Closed Meeting

Attachments: [Notice of Closed Meeting](#)

At approximately 5:53 p.m., the City Council went into closed session pursuant to RSMo Section 610.021 (9).

II. ADJOURNMENT

The meeting adjourned at approximately 6:59 pm.