



City of Columbia, Missouri

Meeting Minutes

City Council

Monday, April 2, 2018

6:00 PM

Pre-Council

Conference Room

1A/1B

Columbia City Hall

701 E. Broadway

I. CALL TO ORDER

The meeting was called to order at approximately 6:00 pm. Mr. Skala arrived at approximately 6:04 pm.

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

This item is open to the public: Labor Group Discussions:

- 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: [CPOA Salary Presentation](#)

[CPOA Vest Presentation](#)

City Manager Mike Matthes stated that this is the mid-process point where labor groups can speak to City Council. Human Resource Director Margrace Buckler stated that the CPOA and Local 773 are here to speak. The others did not wish to speak.

Local 773, Rex Taggart stated that the employees he represents handle many vital services to the community and their salary has not been highlighted over the past few years. Salary and compensation needs to be prioritized and those employees need to be at the top of the priority list. These employees provide excellent service and should be compensated more adequately. Wages are important for recruitment and retention. He understood that times are tough and money is tight, but these employees should be given priority in their compensation. Mayor Treece asked how many employees he represents in Local 773. Mr. Taggart was not sure of an exact number, but it was several hundred. Mayor Treece asked the average tenure among the group. Mr. Taggart was not sure of the average since there is some fast turnover and also some that stay long-term. He represents employees from trash, parks and recreation, streets, and almost anything not covered by Water and Light or first responder groups. Mayor Treece asked how the negotiation process has been so far. Mr. Taggart replied it was good thus far, but they would like to know more about the compensation issue. He added that they are also looking for employees the give input on how raises should be paid to them (across the board, etc.)

CPOA Executive Director, Dale Roberts, stated that President Mitchell will be presenting. Mr. Mitchell stated that the biggest monetary issue will be salary. Compression issues are terrible and as we talk about adding more officers, that will get worse. He reviewed

charts depicting current officer salaries and where officers fall on the pay scale based on years in service. He reviewed the same data for sergeants, lieutenants and command staff. He noted that the command staff pay has been done correctly based on years of service where only one is just slightly under mid-point and is at two years of service. He provided several options that would correct these issues by various incremental steps over time and eventually maxing out officers at the highest pay point after time. Option 1 would cost \$1.5 Million annually, option 2 would cost just over \$1 Million and option 3 would cost just under \$1 Million. Without giving anyone a chance to hit the top of the pay scale, it will impact recruitment and retention.

Mr. Thomas felt that the council agrees to increase revenue for the police department and this will require a long-term funding source, which should be an approach that the CPOA is agreeable to. Mr. Mitchell agreed that is something that needs to be done to bring in quality applicants. Ms. Peters asked what officers feel would be an appropriate approach. Mr. Mitchell stated that the surplus funds that are found from time to time could be utilized. Instead of giving that money back, it could be permanently cut to fund officer pay. A tax ballot is an option as well, but needs to be better organized with a set plan for what the funds would be spent on. He added that the pay scale itself is adequate, it just needs to be utilized. Mr. Thomas asked if surplus funds could be used, should that be used for current officer salaries or new officers. Mr. Mitchell stated current officer salaries. Salaries have not kept up with cost of living. Mayor Treece asked if there have been representations that anyone would make mid-point or top out at a certain point. Mr. Mitchell stated there were no promises of that, but there was a distinct line when raises stopped. Mr. Thomas added there should be a meeting soon to discuss a campaign to move forward with a ballot.

CPOA member Ryan Brunstrom stated that the other big request for this year are ergonomic load bearing vests. He explained that in recent years, an outer carrier has been worn. He reviewed the benefits of the ergonomic vests to include: comfort, more appropriately dispersed weight on the vest and more. They surveyed members about this and many responses indicated that the current duty belts are causing discomfort, pain and other issues. The proposed vest is a Bothell carrier and allows for weight dispersment, better police department identifiers and more. He noted that many other cities are utilizing these vests or similar styles and have noted improved ability to access items in the vest. He summarized the benefits of this style and added that this would also positively impact morale. COU Officers have started utilizing these and feel that they have been positively received. Community members have not noticed that change in vests unless pointed out. These vests run \$300-\$350 per vest compared to current vests around \$100, but require more frequent replacement. He displayed images of several of our officers wearing both styles. These vests should last at least twice as long as current vests.

Mayor Treece asked if there is management opposition. Mr. Matthes replied no, there was previous concerns among the community to have a more demilitarized look. Mayor Treece asked if there a policy or expectation that everyone wear the same uniform or would a rank/duty require the ergonomic vest over another job function. Mr. Brunstrom replied that K9 officers have additional vest coverage. These vests would also transfer with an officer into other positions including speciality assignments since it's so versatile. Mr. Roberts added that this would also impact workers comp costs and sick time for officers that have encountered issues with current vests.

Mr. Matthes added that there are still a few months left to go on the negotiation processes. The council was in agreement that further consideration will be needed to try to address these pressing issues.

This item is open to the public: Motion for the City Council of the City of Columbia, Missouri, to meet on Monday, April 2, 2018 pursuant to the Pre-Council meeting agenda, in Conference Room 1A and 1B of City Hall, 701 East Broadway, Columbia, Missouri, for a Closed Meeting to discuss hiring, firing, disciplining or promoting of particular employees by a public governmental body when personal information about the employee is discussed or recorded as authorized by Section 610.021(3) RSMo, and to discuss individually identifiable personnel records, performance ratings or records pertaining to employees or applicants for employment as authorized by Section 610.021(13) RSMo.

At approximately 6:50 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 the hiring, firing, disciplining or promoting of particular employees by a public governmental body when personal information about the employee is discussed or recorded as authorized by Section 610.021(3) of the Revised Statutes of Missouri, and individually identifiable personnel records, performance ratings or records pertaining to employees or applicants for employment as authorized by Section 610.021(13) of the Revised Statutes of Missouri. The motion was seconded by Mr. Trapp. The vote was recorded as follows: VOTING YES: PITZER, PETERS, TREECE, RUFFIN, TRAPP, SKALA, THOMAS. VOTING NO: NO ONE.

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

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

Attachments: [Notice of Closed Meeting](#)

At approximately 6:51 p.m., the City Council went into closed session pursuant to RSMo Sections 610.021(3) and (13).

II. ADJOURNMENT

The meeting adjourned at approximately 6:59 p.m.