



City of Columbia, Missouri

Meeting Minutes

City Council

Monday, November 19, 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 5:01 pm. Ms. Peters arrived at 5:04.

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

Absent: 1 - Trapp

This item is open to the public: International Association of Fire Fighters (IAFF Local 1055) presentation to City Council.

Attachments: [IAFF Local 1055 Compensation Presentation](#)

City Manager Matthes stated that tonight will focus on a presentation by the IAFF Local 1055, followed by a closed session. Mr. Matthes added that there is an ordinance that prohibits Council from bargaining at the table, this session is just for the labor group to present information. Mr. Matthes introduced Margrace Buckler, Human Resources Director who handles labor group bargaining processes. Ms. Buckler noted that the city agreed to work through a process to discuss pay with this group. She added that this is the first meeting on this topic, prior to negotiations beginning next year. There is another discussion work session planned in December. Ms. Buckler introduced Travis Gregory, President of IAFF Local 1055 and Zachary Privette, Secretary/Treasurer of IAFF Local 1055.

Mr. Gregory stated that the intent is for this to be a discussion not just a presentation. They will be back in December for a follow up discussion on this item. He reviewed Chapter 19 and the process that we go through for collective bargaining. Mr. Gregory reviewed the City of Columbia compensation philosophy from PR194-13. Mayor Treece asked how many firefighters were impacted by the recent move to midpoint. Mr. Gregory replied it was between 16-20 out of around 130. Mr. Gregory continued to explain that there are pay compression issues in the department. In 2017 it would have cost \$435,000 to get each person to the step they are ranked at. He added that 2018 negotiations included mediation, which is what brought about the current contract which allowed for this discussion time. He reviewed other cities to see how we compare in pay. Pay comparison for Columbia did not compare well to comparable communities in terms of firefighter base pay across a 21 year time period. He reviewed base salary averages showing Columbia's average to be lower than the industry average. He displayed charts with Firefighter pay showing that brand new recruits are making more than firefighters that have been there for several years. Moving from Firefighter I to II is a promotion. This change occurs when you have one of the following: 5 years in service as a Firefighter I, obtain an EMT license, or complete a college degree. A Firefighter must apply for these promotions and would then receive a 10% pay increase. These promotions do not need to have vacancies. He reviewed the same pay charts for Engineers, Lieutenants, Captains, and Fire Marshalls. Engineer ranks received the most benefit from the move to midpoints

that occurred this fiscal year.

Mr. Gregory explained that a step program can alleviate these issues. Based on current information, it would cost the City \$362,738 to get each person to where they should be. He stated that the group is proposing a hybrid plan that would be partially based on a cost of living increase and the other half based on performance. This plan would maintain the current pay ranges, but is built with the idea that performance will be rewarded and would eliminate compression. He proposed another hybrid plan similar to the first one, but removes a pay grade and combines Lieutenant and Captain into one Fire Officer pay grade and removes steps for Firefighter I positions. This plan would also eliminate pay compression issues. Councilman Pitzer felt that if you compress the ranks, there would be fewer opportunities for promotion. Mr. Gregory added that this plan could be implemented citywide. He felt that fewer new firefighters coming in expect to retire from the City of Columbia.

Mr. Gregory briefly reviewed previous collective bargaining discussions on the need for more firefighters noting that there is a need for 60 firefighters at this time, which is still not the NFPA 1710 standard. Mr. Gregory stated that our current Insurance Services Office (ISO) rating is a 2 with 1 being the best. The weakest points of the report were staffing and deployment analysis. We received bonus points in some areas, which without those points, we would likely have scored a 3.

Mr. Gregory reviewed past citizen survey data noting that public safety remains a priority to our citizens. He stated that it would be approximately \$5.7 million in new funds to address the compensation and staffing issues. They understand this is a large amount of money and recommend a future ballot initiative utilizing a personal property tax raise of .41 cents per \$100 of assessed value. There are also some grant funds available that could be applied for. There is also the Wayfair decision that may provide additional financial resources. The IAFF 1055 is 100% committed to help work on this issue with the City Council. He added that the public supports a comprehensive audit and IAFF 1055 supports that as well. They also support an internal auditor role so long as it is independent of a city office. They will be back on December 17th for further discussion and to answer any questions the Council may have. Mayor Treece asked if there is a preference for open or closed collective bargaining sessions next year. Mr. Gregory stated they have no preference and are agreeable to open sessions.

This item is open to the public: Motion for the City Council of the City of Columbia, Missouri, to meet on Monday, November 19, 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 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, to discuss 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 and to discuss legal actions, causes of action or litigation involving a public governmental body and any confidential or privileged communications between a public governmental body or its representatives and its attorneys as authorized by Section 610.021(1) of the Revised Statutes of Missouri.

At approximately 5:51 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 the 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, to discuss 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 and to discuss legal actions, causes of action or litigation involving a public governmental body and any confidential or privileged communications between a public governmental body or its representatives and its attorneys as authorized by Section 610.021(1) of the Revised Statutes of Missouri. The motion was seconded by Mr. Skala.

The vote was recorded as follows: VOTING YES: PETERS, TREECE, RUFFIN, SKALA, THOMAS, PITZER. VOTING NO: NO ONE. ABSENT: TRAPP.

This item is closed to the public: See attached 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 Sections 610.021(3), 610.021(13) and 610.021(1).

II. ADJOURNMENT

The closed meeting adjourned at approximately 7:01 p.m.