



# City of Columbia, Missouri

## Meeting Minutes

### City Council

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Monday, December 3, 2018  
6:00 PM

Pre-Council

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

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#### I. CALL TO ORDER

The meeting was called to order at approximately 6:03 pm.

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

**This item is open to the public:** General discussion on short-term priorities.

**Attachments:** [Handouts](#)

Interim City Manager John Glascock stated that he wanted to take a few minutes tonight to discuss some of the short-term priorities with the council. He stated that he would like direction from council on their interest in pursuing the Priority Based Budgeting (PBB) and the interest in continuing to utilize the Incentive Based Budgeting (IBB) approach. Councilperson Skala stated that the NLC Conference presented some information on PBB and it sounds interesting for something to look into further, but we are not ready to move forward at this time. Councilperson Peters understood that PBB would be a lot of staff time, additionally she would like to see the current budget become more stable before we consider incentivizing savings. She thought more information on PBB would be helpful. Mr. Glascock suggested waiting on PBB until a new Finance Director and City Manager is hired. Mr. Glascock agreed with Ms. Peters that we stabilize the current budget before continuing on with IBB. He added that Finance also has a hard time tracking IBB, so holding off on that for the time being is recommended until a new City Manager and Finance Director are online. Councilperson Pitzer asked if we have paid for anything on PBB. Mr. Glascock replied that we have not, other than the costs associated with the presentations done earlier this year. Mayor Treece stated that he did not see a need to pursue PBB at this time, although there were aspects of that concept that are appealing, but could potentially be done internally. There were no objections by council in not pursuing PBB.

Mayor Treece felt that IBB should be discontinued immediately so that staff can be made aware. Councilperson Thomas felt that there should not be a directive to have staff find savings. Mr. Skala felt that this concept was very well received at the NLC Conference, but the need to continue it should be weighed out. Mayor Treece had concerns that savings were being found through holding open vacant positions and he did not feel that was a true savings and that personnel savings were being rolled into capital projects. Mr. Glascock added that he also plans to remove the 45 day hiring freeze and leave it up to department heads to find their own savings without the hiring freeze. Ms. Peters confirmed that FY2017 savings would still be split using IBB and that this change is taking place with FY2018 going forward. Mr. Glascock confirmed that is correct.

Mr. Glascock provided handouts relating to sales tax and noted that a supplemental sales tax payment was received December 14, 2017 and totaled \$1,020,416.38. Ms. Peveler added that payment had to be booked in 2018, even though it should have been booked in 2017. Mr. Glascock added that these are unaudited numbers, but he wanted council to see where we are at this time.

Mr. Glascock asked if the council would like to consider benefits such as holiday pay, sick leave buyback, etc. as negotiating terms with the labor groups. The council agreed that those items should all be considered in negotiations. Mr. Glascock stated that in the past we have just mediated and not truly negotiated. Mayor Treece and the council agreed that the Interim City Manager should have the authority to negotiate and utilizing benefits as terms to negotiate would be acceptable. Mayor Treece asked if there is a preference for having those meetings open or closed. Human Resources Director Margrace Buckler stated that the ordinance doesn't specify, but she had concerns that there wouldn't be enough time to set the ground rules for doing the meeting in an open setting and that there may be hesitancy for truly open discussions on that type of setting. She felt it would be helpful to have more time to prepare for having the meetings in an open setting.

**This item is open to the public:** Motion for the City Council of the City of Columbia, Missouri, to meet on Monday, December 3, 2018 pursuant to the City Council pre-council 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 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) of the Revised Statutes of Missouri.

**At approximately 6:20 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 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) of the Revised Statutes of Missouri. The motion was seconded by Mr. Skala.**

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

**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 6:21 p.m., the City Council went into closed session pursuant to RSMo Sections 610.021(3) and 610.021(13).

## II. ADJOURNMENT

The closed meeting adjourned at approximately 6:56 p.m.