



City of Columbia, Missouri

Meeting Minutes

City Council

Tuesday, January 22, 2019
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. (Mr. Ruffin arrived at approximately 5:06 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)
- Local 773, Laborers International Union of North America (LIUNA)
- Fraternal Order of Police, Columbia Police Officers' Association, Lodge #26 (CPOA)

Attachments: [IAFF Local 1055 Contract Negotiation Summary](#)

[REVISED IAFF Local 1055 Presentation](#)

[IAFF Local 1055 Presentation](#)

[Local 773 City of Columbia Wage Opener Proposal 2019](#)

[CPOA Request for Council \(letter\)](#)

[CPOA presentation to Council](#)

[CPOA Handout](#)

International Association of Fire Fighters (IAFF Local 1055): Mr. Zachary Privette, Secretary/Treasurer of Columbia Professional Firefighters, IAFF Local 1055, stated that tonight is an overview of the major things to cover on the negotiations. He provided a brief history of the 2017 and 2018 negotiation processes noting that they failed to reach an agreement both years on compensation, staffing and union insignia and in 2018, the collective bargaining process ended and mediation began in June. He stated that Local 1055 would again like to talk about these issues as well as some clean up items in Chapter 19 relating to collective bargaining.

Mr. Privette stated that 1055 has presented twice to City Council on compensation and they will propose once again a step pay plan with the goal of making incentives currently offered equal, across the board. They will also submit a proposal for 60 new firefighters for the Fire Department. They intend to submit a grant, which if approved, will allow for additional staffing. This issue has been overlooked and must be addressed in order to plan long-term. Local 1055 we will again submit a proposal for members to display the IAFF logo on various apparel and apparatus. The IAFF logo is recognized as a sign of the efforts of the members who work for better pay, safety and benefits of the members, and signifies a shared brother/sisterhood amongst members. Local 1055 will also submit a proposal to move from the current mediation process, to binding arbitration. It will be less

costly than the current process and provides a better solution to the issues than, rather than a non-binding mediator's opinion. Lastly, Local 1055 would like to clean up sections of Chapter 19, which they believe will streamline processes and more narrowly define certain items relating to the negotiation timeline and complaint and grievance processes.

Mr. Privette noted that they are interested in finding solutions to the issues and are willing to do the work necessary. He also added that their bargaining group is the only one that has continually operated strictly by the guidelines in Chapter 19 during the negotiation cycles.

Mayor Treece asked what type of grant they intend to apply for that will address staffing. Mr. Privette stated that it would be a 2 or 3 year Safer Grant through FEMA. Chief White added that the grants typically fully fund positions for a certain number of years. Details on the grant will be released in March.

Mayor Treece asked if there was more confidence that a mediation process would yield movement, would 1055 still want binding arbitration. Mr. Privette stated that they would be prepared for whatever the decision is.

Councilperson Skala understood there are priorities in the request. He asked if the salary issues are more important than the other issues. Mr. Privette replied that the salary issue would be the top priority and with that issue fixed, many other issues may subsequently be fixed.

Councilperson Trapp stated that the public school did a ten-year funding plan for capital improvement projects. He asked if a model similar to that is what they have in mind. Mr. Privette replied that something like that would be great, so they could be better equipped to plan for issues on a long-term basis.

Councilperson Thomas stated that an impact fee should be charged for growth that could pay for salaries for workers going forward.

Local 773, Laborers International Union of North America (LIUNA): Eric Scott stated that this is just a wage opener since they have a contract in place until 2020. Local 773 was very pleased with the progress made last year in terms of addressing ongoing issues of underpayment. Council took a lot of steps to rectify lack of raises for experienced employees and to bring up the floor for new employees. Most of what they are looking for this year is to build upon that so that employees are continually receiving cost of living increases and moves to midpoint. Mr. Scott stated that there are four primary pieces to their proposal: cost of living increase, continuation and expansion of moves to midpoint, recalibration of wage scales, and continuation of market increases.

According to the Bureau of Labor Statistics for the region, the Consumer Price Index (CPI) has risen 4.416% from December 2017 to 2018. The Midwest CPI has increased 8.175% since December 2016. Based on data collected, they propose a 4.5% increase for all eligible employees to alleviate pressure on employees from rising costs.

Local 773 would like to see the midpoint enacted again this year and every year so that employees are not getting differential treatment for when they happen to hit the 5 year point. Additionally, employees accepted promotions, which made them no longer eligible to receive a move to midpoint, but in some cases, this was less money than declining the promotion and receiving the move to mid pay in the lower rank. They propose years of service to the City, not time in position. In addition, they propose a similar program for those with ten years of service to the City to further encourage longer term City

employment.

Due to the City's decision to implement the \$15 minimum wage, many pay scales have been compressed. They would like to update the wage scales to decompress the salary ranges under the new minimum wage and allow for movement within the scales.

Last year employees received a .45 cent/hour increase, move to midpoint, increase to \$15 minimum wage, and \$2/hour solid waste utility increase. They further propose a \$2/hour increase to other union-eligible positions beside Solid Waste utility to bring those divisions in line with the progress already made within the utility.

Fraternal Order of Police, Columbia Police Officers' Association, Lodge #26

(CPOA): Alan Mitchell, President of the CPOA, stated that they are in the 2nd year of a 3 year contract, so these are more economic requests. Mr. Mitchell reviewed current hourly pay for officers and sergeants and stated that they are proposing a step plan for pay increases that will implement over 15 years for officers and 10 years for sergeants. They also plan to propose the implementation of a new rank between officer and sergeant titled "corporal/detective" as well as a new rank of "detective/sergeant" in between sergeant and lieutenant ranks. Years in position would need to count toward both pay scales instead of starting over for time in position.

CPOA would like to implement a 4% increase incentive pay for specialty assignments such as SWAT, CNT, FET, K9, Crash Investigator, DRE, and Bomb Techs. These are additional responsibilities that require specialized training and there is no incentive provided for people to stay in these positions. Officers removed from these teams would have the increase removed.

They are also proposing a lateral entry pay plan to improve recruitment of experienced officers. Lateral entry for officers would allow them to move to a place on the step pay scale equal to their years of service up to four years. The pay increase would be a static move and the officer would remain at the step until their years of service matched their placement on the scale.

CPOA is also proposing that school resource officers comp time be adjusted to allow them to bank 320 hours so that they can bank time to spend over summer or spring breaks in order to work the same or similar hours as the school operates.

The last proposal is to increase the department training budget by \$200,000 for outside training for officers and sergeants. Many times the good training opportunities are outside Missouri.

Mr. Mitchell provided a cost estimate for each of these items totaling \$1,362,924. This estimate did not include the lateral entry costs as it would vary based on experienced officers hired.

Councilperson Pitzer asked what the current training budget is for the department. Acting Chief Schlude stated that it is \$255,575 which is spread among divisions. Approximately \$45,000 of that is also for training new recruits for at the Academy.

This item is open to the public: Motion for the City Council of the City of Columbia, Missouri, to meet on Tuesday, January 22, 2019 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 and to discuss the leasing, purchase or sale of real estate by a public

governmental body where public knowledge of the transaction might adversely affect the legal consideration therefor, as authorized by Section 610.021(2) of the Revised Statutes of Missouri and 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 5:49 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 leasing, purchase or sale of real estate by a public governmental body where public knowledge of the transaction might adversely affect the legal consideration therefor as authorized by Section 610.021(2) of the Revised Statutes of Missouri; 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. Skala.

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

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

Attachments: [Notice of Closed Meeting](#)

At approximately 5:50 p.m., the City Council went into closed session pursuant to RSMo Sections 610.021(2), (3), (9), and (13).

II. ADJOURNMENT

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