



City of Columbia, Missouri

Meeting Minutes

City Council

Tuesday, January 21, 2020
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 p.m. Councilman Thomas arrived at approximately 5:10 p.m.

Present: 5 - Trapp, Thomas, Peters, Skala, and Pitzer

Absent: 2 - Ruffin, and Treece

This item is open to the public: Labor Group Presentations

- Fraternal Order of Police, Columbia Police Officers' Association, Lodge #26 (CPOA)
- Water & Light Association
- Local 773, Laborers International Union of North America (LiUNA)
- International Association of Fire Fighters (IAFF Local 1055) (not speaking)

Attachments: [CPOA Handout](#)

[Water & Light Association Handout](#)

[Local 773 Handout](#)

[Local 1055 Presentation from November 18, 2019 Pre-Council](#)

City Manager John Glascock stated that tonight will be labor union presentations. The first presenting group is CPOA and he introduced Alan Mitchell, President of the CPOA.

Mr. Mitchell thanked the Council for their work over the last year and felt that the change in leadership has been beneficial. He stated there are three issues for 2021; the step-plan, sergeant pay correction and retirement.

Mr. Mitchell noted that the proposed step-plan includes 15 steps, a 5-year midpoint, 10 year to 3/4 point, and 15-Year top pay. The sergeant pay-scale needs to be corrected as those positions did not receive a partial "get-caught-up" pay raise for FY 2019 as other positions did. The proposal includes moving the bottom of the scale to \$33.14, a move to the top of the scale, and to implement a 10-step Step-Plan for sergeants. He added that the proposal for retirement includes a review of all possibilities for the members on the 25 year retirement and possibilities for new recruits being hired. This is being worked on now and by the time negotiations begin, there should be some numbers to provide with options. Mr. Mitchell stated that a lot of morale issues include benefits and internal leadership. With the improvement in leadership over the past year, they hope to begin working on these issues in a better effort to make further improvements especially for

recruitment and retention.

Mike Mastin, represented the Water & Light Association. He thanked the Council for the changes made over the past year. Their proposal includes CDL Operator Name Change or category change, a 5% across the board increase, performance pay annually, 5% match on the 457 retirement plan which has been decreased to 2%, and an increase in the stand by pay to \$25/weekday and \$30/weekend.

Jim Hobbie represented Laborers' Local 773. He stated that he is from Illinois and the previous representative has relocated. Mr. Hobbie has been filling in since then and trying to familiarize himself with the processes in Missouri and with the City of Columbia. He summarized their proposal which includes a 4% increase in wages, review of pension modifications, review of clothing allowances, review of the quarterly labor management meeting process to be sure it is more efficiently and effectively utilized, review of premium pays to more accurately reflect responsibilities, training and licensing, and review of the work with the City in advancing membership in the union for current and new employees. Ms. Buckler added that in 773, there are multiple departments represented and it has been a challenge to get all of them together for the quarterly meetings. Mr. Glascock agreed and stated that is something the can be addressed moving forward.

Mr. Glascock added that Local 1055 was not speaking, but wanted to include their previous presentation for Council review.

This item is open to the public: Motion for the City Council of the City of Columbia, Missouri, to meet on Tuesday, January 21, 2020 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.

At approximately 5:56 p.m., Mayor Pro Tem Skala 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 and 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 motion was seconded by Mr. Trapp.

The vote was recorded as follows: VOTING YES: TRAPP, SKALA, THOMAS, PITZER. VOTING NO: NO ONE. ABSENT: TREECE, RUFFIN, PETERS (Ms. Peters stepped out of the meeting room during the vote to go into a closed meeting but returned prior to the beginning of any discussions during the closed meeting).

Yes: 4 - Trapp, Thomas, Skala, and Pitzer

Absent: 3 - Ruffin, Peters, and Treece

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

Attachments: [Notice of Closed Meeting](#)

At approximately 5:58 p.m., the City Council went into closed session pursuant to RSMo Sections 610.021(9) and (2).

II. OTHER ITEMS THE COUNCIL MAY WISH TO DISCUSS

No other items were discussed.

III. ADJOURNMENT

The meeting adjourned at approximately 6:16 p.m.