



City of Columbia, Missouri

Meeting Minutes

City Council

Monday, July 20, 2020
5:30 PM

Pre-Council

Council Chamber
Columbia City Hall
701 E. Broadway

I. CALL TO ORDER

The meeting was called to order at approximately 5:36 pm.

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

This item is open to the public: International Association of Firefighters (IAFF Local 1055) discussion with City Council.

Attachments: [IAFF Local 1055 Presentation](#)

IAFF Local 1055 Representative T.J. O'Brien stated that this meeting was requested by the Professional Firefighters, not jointly by all parties of the collective bargaining agreement. He reviewed the goals of the process which include an improved bargaining process for the current and future contracts, to move forward with bargaining and prevent unwarranted delays which do not meet the requirements of the Missouri Constitution for Collective Bargaining, and to improve relations as they relate to negotiating.

Mr. O'Brien felt that the City's current bargaining team does not understand the Missouri Constitution and requirements and case law. He provided some examples: the City did not put together a proposal as required, they only responded to the proposal provided by Local 1055. Additionally there were no counteroffers, only disapprovals to requests by Local 1055. He added that the City still seems to be trying to do blanket bargaining for all departments and has a mind set that if something is done for the Fire Department, it must be done for everyone, and if it can't - then nothing is done, which is not acceptable. Local 1055 only represents the Fire Department and we know that firefighters are essential and are risking their own health and safety and the putting their families at risk by responding to COVID calls. He noted further complications where City staff members have to report back to get instructions which causes lengthy delays. They do not get the opportunity to meet with decision makers. He provided details on delay issues including their refusal to discuss or negotiate items that involve financial considerations including compensation.

Mr. O'Brien suggested ways to improve such as only having those with decision making authority responsible for bargaining and negotiating, and adding a City Council member to the process in order to keep the Council informed and make needed ordinance changes. Additional suggestions include looking harder at the Financials and immediately commence collective bargaining negotiations with the Missouri State Law and Constitution.

Mr. O'Brien reviewed City Financials noting that while there have been some drops, but compared to 2019 and Year to Date it looks like we are \$178,000 above where we were at this time a year ago. He felt that what's important watching these numbers Month to Month through different years, is that there are times it goes down, but that's followed by

a time it goes back up and changes. However a 4 Year Trend consistently shows \$23 million. City responses however, have indicated that there is an expected deficit of over \$3 million at the end of FY20. In May they were told deficits would be \$4 million. So in two months, the deficit has decreased by \$1 million. He stated that we are well over in Reserves and given that we've just faced a global pandemic, this is a good time to utilize those, especially for compensation.

Mr. O'Brien discussed the pay history which included a 2-3% per year COLA, 10-15 years with no COLA, so all raises incurred are moving toward that needed adjustment. Almost every firefighter has a second job to supplement years of no COLA adjustments. He noted that compensation is the biggest concern for firefighters right now. Now is the time to reward essential employees that need it.

In October 2019 Council asked how much salaries will cost each year. Mr. O'Brien stated that the 1055 Plan will provide exact numbers to Finance every year and only require additional COLA calculations making it easier for Council and City Management to figure it each time. He reviewed the benefits for rank structures.

He stated that prior to COVID, bargaining for financial impact items wasn't done until May or June, but this year the City will not bargain on these items at all. He reviewed the requests that do not have fiscal impacts and then the items that do include financial impacts. He reviewed a list of what they are looking for including: someone who can and will bargain, has authority, recognized the COLA issue, understands the shortcomings and impacts, a Council member to join the City team, better preparation by the City team, and a willingness to use reserves. The Local 1055 brought forth a funding source that would generate \$300k annually, but complications were cited by the City. Mr. O'Brien summarized his presentation.

Mayor Treece asked if it is a policy that if we do something for Fire, we must do the same for other employees. Mr. Glascock stated it is not. Mayor Treece asked Mr. O'Brien his thoughts on having the collective bargaining process open to the public. Mr. O'Brien would need to ask his lawyer for a recommendation on that. The group briefly discussed inspection fees noting there are no proposed fee increases, but fire inspection and other fees are all rolled into one development fee.

This item is open to the public: Motion for the City Council of the City of Columbia, Missouri, to meet on Monday, July 20th, 2020, 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) 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 6:05 p.m., Mr. 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 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. Pitzer.

The vote was recorded as follows: VOTING YES: PITZER, PETERS, FOWLER, TRAPP, SKALA, THOMAS. VOTING NO: NO ONE. ABSENT: TREECE. (Mayor Treece stepped out of the open portion of the pre-council meeting at approximately 6:00 p.m., but returned for the start of the closed meeting.)

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

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

Attachments: [Notice of Closed Meeting](#)

At approximately 6:12 p.m., the City Council went into closed session pursuant to RSMo Sections 610.021(3) and (13).

II. ADJOURNMENT

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