

Columbia City Council Pre-Council Minutes

Monday, August 4, 2014 6:00 p.m.

City Hall – Conference Room 1A/1B

701 East Broadway

Council members present: Mayor McDavid, Ginny Chadwick, Mike Trapp (arrived at approximately 5:04), Karl Skala, Ian Thomas, Laura Nauser and Barbara Hoppe (arrived at approximately 5:02)

Absent: None

Mayor McDavid called the meeting to order at approximately 5:00 p.m.

Meet and Confer Discussion with Columbia Police Officers Association:

Human Resource Director Margrace Buckler explained that we have been going through the meet and confer process since the beginning of the year. They have reached the point in the process, where by ordinance; the unions can request to talk to the City Council if they are not satisfied. She explained that we provided our final offer to the union groups on July 11, 2014. The Columbia Police Officers Association has since then made the request to speak to Council at this session. She introduced the President of the Columbia Police Officers Association, Dale Roberts.

Mr. Roberts provided a handout and stated that the CPOA members had some concerns with the proposed changes including; the feeling that the changes are being forced on them; the timing of the changes; and the long-term affect these changes will have on recruiting and retention. He referenced their initial request from February 2014, where they asked for five things, some of which had no cost involved and CPOA members felt these were very modest requests. He also referenced the Policy Resolution adopted by City Council in October 2013, which supported a compensation philosophy for employees that reflect the values and goals of the City. He also referenced the Columbia Police Department's Career Development Guide and the Law Enforcement Management Principles (LEMP) procedural manual and a Meet and Confer Outcome and Implications document.

The first issue Mr. Roberts addressed was the proposed change to uniform clothing allowance. The City proposes changing the current \$0.44/hour plain clothes allowance to an annual allowance of \$916, paid quarterly to eligible employees. The City has multiplied the uniform allowance \$0.44 times 2080 (40 hours a week x 52 weeks) and rounded the number up to \$916 per year, to be paid quarterly. The concern is that officers will no longer be reimbursed for uniform wear and tear when they work overtime. These officers work a significant amount of overtime and the proposed payments will not reflect that. They were told that the new software could not make payments for uniform allowance by the hour, but CPOA members feel that the software

should accommodate the needs of the user rather than the opposite. They do not feel that this change accomplishes the Council's directive noted in Policy Resolution #PR194-13.

The second issue addressed was shift differential pay. The City proposes to pay shift differential only for any work done from 6:00 p.m. to 6:00 a.m. Employees with a loss of scheduled hours covered by shift differential would have the hours lost calculated and converted to an hourly amount. That hourly amount would be added to base pay. There are multiple shifts in the Police Department who currently receive shift differential pay. Converting current shift differential to a gross annual amount and simply adding a shift differential payment to those individuals will create future inequities. In October the department will open its bid process to allow officers to change assignments. Officers who had the "Shift Differential pay bump" added to their base salary can now move to day shift and take that additional shift differential pay with them permanently. They also feel that this change does not accomplish the Council's directive noted in Policy Resolution #PR194-13.

The third issue addressed was employee development. The City proposes eliminating the current career development and LEMP programs; current participants would have their program amount added to base pay. Career Development is a promise the city made to its police officers. Instead of pay for "time served" which only rewards an employee for continued employment and provides no benefit to the city, Columbia chose to promote professional improvement. This well-structured and extensively documented Career Development plan placed significant improvement demands on the officers and, in return, provides the Columbia Police Department with Police Officers whose motto is "constant improvement." They are concerned that there is no proposal coming to replace the Career Development plan, it will simply be eliminated; and the removal of this program will negatively impact recruiting and retention. They fear that the city is abandoning its goal of promoting professional improvement and this change does not accomplish the Council's directive noted in Policy Resolution #PR194-13.

The last issue addressed was timing. Many of the issues presented by the city are proposed in terms of eliminating hourly benefits and rolling that money into base pay. That means very little to CPOA members. The city has already agreed to keep its promise from meet and confer in previous years, and to continue to correct pay compression. This year the city has agreed to move officers a certain percentage toward midrange on the pay scale. However, because the city is rolling in the "gross pay benefit in lieu of hourly benefit", the increase is meaningless. If the pay bumps were to come after the move to mid-point the officers would see an increase. We are losing hourly benefits and in many cases actually getting nothing in return. Mr. Roberts concluded by asking the City Council to give these issues serious thought before moving forward.

The handouts provided by CPOA can be viewed at the following link:
<https://www.gocolumbiamo.com/CMS/bcmanager/downloadfile.php?id=14813>

At approximately, 5:16 p.m., Mayor McDavid made a motion for the City Council of the City of Columbia, Missouri, to immediately hold a closed meeting in Conference Room 1A/1B of City Hall, 701 E. Broadway, Columbia, Missouri, to discuss (1) preparation, including any discussions or work product, on behalf of a public governmental body or its representatives for negotiations with employee groups as authorized by Section 610.021(9) RSMo; (2) information relating to the hiring, firing, disciplining or promoting of particular employees when personal information relating to the performance or merit of individual employee(s) is discussed as authorized by Section 610.021(3) RSMo; and (3) individually identifiable personnel records, performance ratings of employees, or applicants for employment as authorized by Section 610.021(13) RSMo. The motion was seconded by Mr. Trapp.

The vote was recorded as follows: VOTING YES: MCDAVID, CHADWICK, TRAPP, SKALA, THOMAS, NAUSER, HOPPE. VOTING NO: NO ONE.

At approximately 5:18 p.m., the City Council went into closed session pursuant to RSMo Section 610.021 (9), (3) and (13).