

Columbia City Council Pre-Council Minutes

Monday, February 2, 2015 6:00 p.m.

City Hall – Conference Room 1A/1B

701 East Broadway

Council members present: Mayor McDavid, Mike Trapp, Karl Skala, Ian Thomas, Laura Nauser, and Barbara Hoppe

Absent: None

Mayor McDavid called the meeting to order at approximately 6:02 p.m.

Meet and Confer Discussions: City Manager Mike Matthes explained that tonight will begin as an open meeting and then will close for further discussions. He introduced the Director of Human Resources, Margrace Buckler. Ms. Buckler explained that she and Cavanaugh Noce, Assistant City Counselor, are the City staff leads for this process. She introduced the Meet and Confer representatives in attendance tonight.

1055 IAFF: Captain Steve Forrest, President of the Columbia Professional Firefighters Local 1055, noted accomplishments from the meet and confer process last year and presented their goals for meet the process this year. The items of importance were listed as follows:

1. Discontinue the City/County Territorial Agreement.
2. Continue with Phase 2 of the Classification & Compensation Study brought forth by the City Manager and Human Resources Department. Phase 2 is the move to mid-point for employees who have been at their current rank for 5 years or more.
3. Allow three (3) employees to utilize vacation each day.
4. Time and a half to be paid for emergency call back and mandatory staffing.
5. Reclassify the Assistant Fire Marshalls to supervisory status.
6. Compressed work schedule for the Assistant Fire Marshalls

Councilperson Hoppe asked for further explanation on the first request. Mr. Forrest explained that the territorial agreement has expired. They are asking for the agreement not to be renewed in the current form. Currently the City of Columbia makes an annual payment of \$350,000 per year to the Boone County Fire Protection District. They ask that this money be allocated for fire fighter

positions. This action will enable Engine 2 to be "in-service" on a more consistent basis. Currently Engine 2 is closed 45% of the time. They would still go to the calls in the areas needed. Councilperson Nauser understood that many neighborhoods in Ward 5 have a dual response and she understood that the entity in charge is the first to arrive on scene. Mr. Forrest replied that the entity in charge is whoever the jurisdiction is of the site. Chief White added that the territorial agreement refers to certain areas that were recently annexed, etc. Ms. Nauser asked if other communities have this type of agreement. Chief White replied that he has not seen anything similar and noted that there is an automatic aid system to dispatch both City and County units. Mr. Forrest explained that when Proposition 1 didn't pass, this was a solution discussed. Ms. Hoppe understood that there will still be areas where there is dual response, the recommendation is just that the City not pay the County and we all just mutually coordinate. Ms. Nauser asked if we get money from the County. Mr. Matthes replied that we do not. Council person Thomas confirmed that the agreement has already expired. Mr. Matthes stated that the agreement expired in March. He indicated this could be discussed this further in closed session. He added that he could not find other cities with similar arrangements. Mr. Forrest added that this agreement began around 1995 with a ten year agreement, which renewed for an additional 5 years. They are asking that the agreement remain expired.

The letter submitted to Council from 1055 IAFF can be viewed at the following link:

<http://www.gocolumbiamo.com/Council/Commissions/downloadfile.php?id=16540>

LiUNA Local 773: Regina Guevara (local business agent) and Paul Prendergast (attorney) are the Field Representatives for Local 773. Mr. Prendergast noted that there was an additional item not included in the original letter which would be a discipline article. Mr. Prendergast outlined their goals for the meet and confer process as follows:

1. \$.75 cent cost of living adjustment for all bargaining unit members. While appreciated, in the last 2 years the City offered modest .25 and .27 cent increases. Union is requesting a moderate increase to cover increased property tax and utilities/sewer rates.
2. Include seniority in occupation/classification pay plan policies for 2015(FY2016) and reset classification dates for those that were not included in 2013(FY2014). As a result of employees who's classification date was reset based on the guidelines of the class and comp study separation of classification definitions implemented in 2013 (FY 2014) they became ineligible for a move to midpoint in many cases. Compared to employees who had less seniority in city service and in classification who were not reset because they were included in

the separation of classifications guidelines. They are now are making more than that of their counterpart causing inequity in pay for same classifications.

3. Move all bargaining unit members with 5 years or more in classification to midpoint of respective classification grade. Last year it was understood during the majority of discussions around move to mid-point that the increase would be to full mid-point. After the end of negotiation's City managers' recommendations were reduced to only pay 20% of the difference to mid-point for all employees with 5 years or more in classification. The intent was to move to full midpoint and we request the full move to midpoint be implemented for (FY2016).

4. Increase boot allowance to \$175.00 per year from the current \$75 per year. Wear and tear on boots is a natural hazard in Public Works, Parks and Rec, and the Power Plant. Especially for employees working in inclement weather, they can go thru boots every 6-12 months. A good quality pair of boots cost \$150-200 on average.

5. Requested changes to Job Selection Process to include the performance testing to be pass or fail; eligibility rosters to always be used and ranked by seniority; job bids with disputes shall not be filled until dispute is resolved thru the grievance procedure.

6. Change start of the standard city workweek from Sun. 7am to Sun. 12am for waste water division to address lost time for shift workers.

7. Extensions requested during the grievance procedure to be mutually agreed upon between the Union and Human Resources and investigations to be conducted with all parties involved prior to grievance responses.

8. Bus Drivers wages to be reviewed and increased to \$15.00 per hour start pay to address recruitment and retention issues. Councilperson Hoppe asked what bus drivers are currently paid. Kathy Baker from Human Resources replied that the pay range begins at \$13.51 with a midpoint of \$15.879.

9. Enter into a Collective Bargaining Agreement for the purposes of a labor agreement between City Public Works and Parks and Rec representative Laborers International Union of North America Local 773 (LiUNA L773) and the City of Columbia. Essentially the City workers are asking for dependability in the form of a labor agreement to memorialize the practices we are currently doing. To alleviate the worry of entering into a CBA we have to understand the definition. Collective bargaining is "Negotiation between organized workers and their employer to determine wages, hours, rules, and working conditions" that is exactly what we are doing and have done since 1978. We currently have CBA's with the City of Centralia and Boone Co. Public Works. This is the 8th year we

have brought a contract forward to the City of Columbia and would like it to be included in the City Managers recommendation to the City Council for a vote this year.

Ms. Nauser asked in regard to the scoring of test, how they are currently calculated. Ms. Guevara replied that the scores of all portions of the test are averaged.

The letter submitted to Council from LiUNA Local 773 can be viewed at the following link:

<http://www.gocolumbiamo.com/Council/Commissions/downloadfile.php?id=16542>

CPOA: Dale Roberts, Executive Director of the Columbia Police Officers Association, was not in attendance.

The letter submitted to Council from CPOA can be viewed at the following link:

<http://www.gocolumbiamo.com/Council/Commissions/downloadfile.php?id=16541>

Mike Matthes thanked the representatives for attending.

Other items Council may wish to discuss: None.

At approximately 6:24 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 negotiations with employee groups as authorized by Section 610.021(9) RSMo. The motion was seconded by Ms. Hoppe.

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

At approximately 6:25 p.m., the City Council went into closed session pursuant to RSMo Section 610.021(9).

There being no further discussion, the meeting adjourned at approximately 6:55 PM.