

Columbia City Council Retreat Minutes
June 3-5, 2010
Country Club Hotel – Lake Ozark, MO

Thursday, June 3

Council members present: Mayor McDavid, Paul Sturtz, Jason Thornhill, Gary Kespohl, Daryl Dudley, Laura Nauser and Barbara Hoppe

Session I: Personnel Costs and Issues

The City Manager thanked everyone for taking time from their busy schedule to attend this year's retreat. Over the next few days, the City Manager's goal is to bring Council up to speed on a number of issues they will face during the upcoming budget process.

Before getting started, the City Manager passed out an evaluation form to obtain Council feedback. He also passed out a card with a Harry Truman quote – "it's amazing what you can accomplish if you do not care who gets the credit". He noted that while we do not make decisions at the retreat, it is an opportunity to obtain Council feedback.

The City Manager reviewed the goals for Session I, including a status of the Water and Light Director selection process. He announced that the three Water and Light Director candidates would participate in a public meet and greet session, and that the candidate names would be released to Council on Monday. Interviews are set for June 11.

Margrace Buckler, Human Resources Director, reviewed the proposed compensation philosophy – purpose – competitive, consistent and equitable, increase flexibility and improve service; and, components – performance, labor market, internal equity and economic conditions. She also provided a general explanation of the city's pay system. Margrace reviewed health insurance issues, including health care reform, which is an issue that staff continues to monitor closely.

Council discussed the value of health benefits and the need to make a comparison to salary.

Margrace Buckler and Lori Fleming summarized and provided costs of the labor groups 2011 requests.

Staff explained that compression is not only a police department issue – it is a much broader, city-wide issue.

The cost of the police request – changing from 171.60 hours to 80 hours, is \$35,000. (retreat packet includes a complete list of requests/cost information)

Margrace explained the new "performance" pay evaluation system and indicated that the Police would like a performance incentive that would cost \$335,000 for the police department only. The Police parking request would cost \$32,000.

Lori Fleming reviewed the medical revenue chart (see retreat packet for chart).

Lori Fleming reviewed pension costs, including the following options:

1. continue to pay
2. change the benefits
3. liquidate and go to something else
4. new employees would receive a different pension benefit

Lori provided a series of cost savings options for pension plans.

The Council received a chart outlining the cost of doing nothing (personnel) which would equal a 3.12% increase from 2010.

Bill stated IBE has enough cards to represent them (electric and water distribution). He suggested if we move ahead, we proceed with the state provision for an election rather than acceptance of the cards. We will also be working with unrepresented groups, who may feel they do not have a voice, and we are going through a process to put together a non-represented group to improve communication.

Council discussed the HSA account model which could create a substantial savings if utilized.

Council received the sheet of 28 possible core values and were asked to pick their top 5 which would be collected, tallied and discussed during Session III on Friday.

Council was supportive of establishing a non-represented group and were interested in staff continuing to monitor pension plan costs for possible changes.

Meeting adjourned at approximately 9:30 p.m.

Session I: Personnel Costs and Issues
HAS (Health Savings Account) model – Council interested in exploring this model.
IBE – supportive of state provision for election
Pension – continue to review alternatives

Session II: Public Safety Issues

The Columbia Police Department, Columbia Fire Department and PSJC presented their budget requests. The Council received an update regarding the CPD 2010 Strategic Plan. Staff received Council support to pursue acquisition of the COSMO park site for future fire station.

Mayor pointed out that there is a perception that Columbia isn't as safe as it used to be.

Session II: Public Safety Issues
1. Budget Issue – staffing needs for CPD, CFD and PSJC
2. Fire Station site – Council support to pursue acquisition of COSMO park site
3. Continue working on public safety records management system with affected entities

Session III: Columbia's Vision, Mission and Core Values/Missouri Quality Award

Council interested in tangible benefits of receiving award and Ms. Hopkins indicated she would be participating in a telephone conference with the City Manager of Coral Springs next week. Council expressed some concern regarding the amount of staff time/commitment required to successfully complete this task.

Session III: Columbia's Vision, Mission and Core Values/Missouri Quality Award
1. Baldrige Award – Council supports efforts to receive MQA/Baldrige Award
2. Core Values – staff to develop and formalize based on top 5 city employee/city council rating (already have top 3) No Council involvement in development of core values; Council's role – finalize Core Values.

Session IV: Surveying to Assist in Priority Development

Mike Hood introduced Ron Vine ETC Institute – survey consultant who made a presentation on how survey information assists in priority development.

Council supportive of conducting a 2011 citizen survey.

Session V: Parks Master Plan/Sales Tax Extension

Mike Hood reviewed the history of the parks sales tax and presented staff's initial recommendations for a parks sales tax. The following issues need to be determined: 5 year or 10 year extension; funding level - \$12M (\$500,000 contingency; allocation of sales tax resources (categories); and, identification of specific projects. These recommendations were put together prior to receiving the survey results.

Session IV and V: Survey to Assist in Priority Development and Parks Master Plan/Sales Tax Extension
1. Council support to conduct 2011 citizen survey (include funding in 2011 budget – \$25,000)
2. Pre-Council topic June 7: 5 year versus 10 year; funding level \$12M (\$500,000 contingency); allocation of sales tax resources (categories and identification of specific projects)

Session VI: Vision Implementation "To Do's"

Council reviewed chart including task numbers and assigned priority. See attached sheet.

Session VII: Economic Development

Mike Brooks provided an update on several economic development projects.

Session VII: Economic Development
1. Continue to proceed with study of parking garage incubator
2. Continue entrepreneurship and efforts – joint city/REDI University Downtown Incubator

Session VIII: Budget Priorities

Council Guidance 2011 Budget	
	Manager's Suggestions:
Public safety priorities	Remain at current level
Street maintenance priorities	Remain at current level
Traffic Issues	Remain at current level
Social Service and Arts funding levels	No increase in level of funding (Bill's original proposal 2010); additional funding could come from Council reserve
Level of General fund funding for utility assistance	Explore possibility of a transfer from electric utility
Personnel Package Priorities	Live within projection – about 4% total increased costs
Employee Development	2011 budget - \$50,000
Starting Amount of Council Reserve Available to Allocate	\$125,000
Fee Changes and Cost Recovery Philosophy	Low priority; not recommending significant changes this year; made significant changes in 2010
Need for Increased General Government Contingency	\$100,000
Use of General Fund Reserves	Maintain 16% guideline
Utility Rate Increases – philosophy	Described current philosophy
Citizen Survey for FY2011	\$25,000 in FY2011 budget
Capital Expenditures	Follow CM recommendation as to where we need to be in CIP
Other priorities for consideration	Increase CARE funding, if possible *Revisit \$200,000 reduction/savings street lighting – electric utility absorb some of the costs versus General Fund 2011 Retreat Location in Columbia Consider business license fee changes – resend Finance Advisory Committee report Benchmark data – fire and police employees per 100,000 and salary

*\$200,000 savings in reduction of street lights - Send information/report to new Council members.

Friday, June 4 continued.....
(Paul Sturtz absent)

Session IX:

Open Council discussion

Pursue street light possibility – electric versus general fund (Kesphol)

Next year's retreat location – bring up during council comments on June 7 (Dudley)

Business License fees – intrigued by us not having raised fees in 15 years. Fleming clarified it requires a vote of the citizens (Thornhill)

Additional benchmarking info. Midwestern college towns, population 100-150,000. Interested in knowing how we're doing compared to other cities..Colorado Springs, Champagne, IL, Iowa City, IA.
(Mayor)

Benchmark data – firefighters per 100,000 and police officers per 100,000 and what they are being paid.
(Mayor)

(4) unfunded fire personnel are high priority (Kesphol)

Explore cost savings – payment in lieu of salary dependent subsidy coverage (Kesphol)

Adjourned 8:17 p.m.

Saturday, June 5, 2010
(Sturtz absent)

Session X: Transit, Storm Water Airport, Railroad

Session X: Transit, Storm Water, Airport and Railroad
Transit – staff prepare ordinance for Council consideration – implement before school starts in fall
Airport – Begin conceptual plan for terminal expansion/improvements; 2015 ballot issue – include possibly \$5M for terminal funding source
Railroad – proceed with plan to operate; re-evaluate in 1-2 years; budget (2) personnel, as proposed
Stormwater – requires future ballot issue April 2011; Move forward with appointment of Storm water Advisory Commission; phase in consultant report recommendations; expedite changes to regulations/redevelopment.

Meeting adjourned at approximately 11:00 a.m.