City of Columbia, Missouri

Meeting Minutes

City Council

Monday, April 1, 2019 **6:00 PM**	**Pre-Council**	**Conference Room** **1A/1B** **Columbia City Hall** **701 E. Broadway**

I. CALL TO ORDER

The meeting was called to order at approximately 6:03 p.m.

Present: 6 - Trapp, Thomas, Peters, Treece, Skala, and PItzer

Absent: 1 - Ruffin

This item is open to the public: Labor Group update to City Council

Attachments: Handout: FY 2020 Labor Negotiations Update

Director of Human Resources Margrace Buckler, distributed a handout and provided an update on the status of the 2020 labor negotiations. Meetings are ongoing with economic issue discussions beginning in April. Financial related requests have been given to Finance so they may provide total payroll and other ongoing cost estimates for the requests. Ms. Buckler provided a summary of meetings and requests for each group.

LiUNA Local 773 has met twice and discussions have been limited to wage reopener provisions only. She reviewed their proposals which included continued move to midpoint pay increases, cost of living adjustments, “three quarter point” pay increases, a $2.00/hour increase for union eligible positions except reduce collectors (who already received that increase last year), hazardous weather pay of $1.00 per hour, and paid rest time during weather emergencies. The group discussed the paid rest time and what the current process is. The proposed option would require a higher management of leave time and oversight on overtime.

CPOA has met three times on wage opener provisions and “open” non-financial issues. Non-financial issues included no mandatory drafts for special events not sponsored by the City of Columbia, on-duty attendance of lodge meetings, arbitration of disputes instead of mediation, limitation of attorney practice, and amendments to Chapter 19-25 language. Financial proposals included continued move to midpoints, a 15 and 10 year step plan for officers and sergeants, two new ranks, incentive pay for speciality assignments, lateral entry pay, and wellness incentives.

IAFF 1055 has held three meetings. The CBA is open to negotiation but the current CBA expires on September 30, 2019. 1055 has proposed amendments to 27 sections of the current CBA as well as appendices amendments. Non-financial issues presented included a Joint Labor Management Committee, management rights, union meeting and attendance at City Council meetings, union representation, union insignia, prevailing rights, hiring processes, promotions, grievance procedures, shift changes, extreme weather events, FLSA and payroll, EAP benefits, injury leave, length of new CBA terms, arbitration of disputes, and Chapter 19-25 amendments. Financial proposals included a step-plan, incentive pay changes, apparatus staffing, wellness changes, shift changes,

holidays, meal allowances, pension matching, paid training for specific courses, bulletproof apparatus plates, and a new classification.

Ms. Buckler stated that meetings are scheduled into June, but cost discussions will be occurring soon. Financial information will be brought forth as available. Councilperson Skala understood there was a pension rating downgrade. Mr. Glascock stated that there are always going to be issues when there are unfunded liabilities, which we are addressing and will continue to do so.

This item is open to the public: Motion for the City Council of the City of Columbia, Missouri, to meet on Monday, April 1, 2019 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.

At approximately 6:34 p.m., Mayor Treece 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. The motion was seconded by Mr. Skala.

Yes: 6 - Trapp, Thomas, Peters, Treece, Skala, and PItzer

Absent: 1 - Ruffin

This item is closed to the public: See notice of closed meeting.

Attachments: Notice of Closed Meeting

At approximately 6:35 p.m., the City Council went into closed session pursuant to RSMo Section 610.021(9).

II. ADJOURNMENT

The closed meeting adjourned at approximately 6:58 p.m.