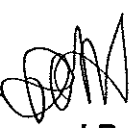


CR

TO: Bill Watkins
City Manager
FROM: Paula Hertwig Hopkins 
Assistant City Manager
SUBJECT: Meet and Confer Wage and Benefit Requests for FY 2010
DATE: 27 April 2009

Attached are the written wage and benefit requests from our four (4) meet and confer labor groups. Representatives listed below have indicated that they will be present for dinner and make a short presentation to Council at their Pre-Council meeting Monday, May 4, 2009:

➤ Local 773/Public Works, Parks and Recreation, Power Plant:

Regina Guevara, Local 773
Larry Winn, Public Works

➤ Water and Light Association:

Fred Eaton
Kenny Hudson

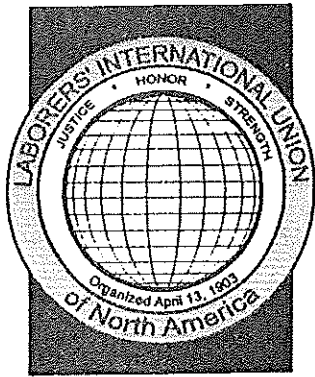
➤ IAFF Local 1055/Fire:

Brad Fraizer
Steve Forrest

➤ CPOA/Police:

Allan Bell
Jill Wieneke

cc: Margrace Buckler, Director
Human Resources
Bill Markgraf, Chief
Fire Department
Ken Burton, Chief
Police Department
John Glascock, Director
Public Works
Kraig Kahler, Director
Water and Light
Mike Hood, Director
Parks and Recreation
Sheela Amin, City Clerk
Carol Rhodes, Assistant to the City Manager



LABORERS' INTERNATIONAL UNION of NORTH AMERICA

LOCAL UNION 773

5102 Laborers' Way • Marion, IL 62959
Ph: (618) 993-5773 • Toll Free: 877-993-5773 • Fax: 618-998-1773
Office E-mail: laborer@local773.com

LIUNA Local 773 Proposals FY 2009-2010

City of Columbia

Proposals are listed in priority order

WAGES

\$.25/hr cost of living increase ATB.

MEDICAL BENEFITS

City continues to pay employee portion of medical insurance premium.

Decrease medical deductible back to \$500.00 per person \$1500.00 per family, per year, cap.

- Item having no fiscal impact

Provide vision insurance coverage for regular eye care at employee option.

401(A)

Increase of 1% City contribution to the 401(a).

LABOR WORK AGREEMENT

Work agreement updates to be completed by Oct 09 and a finalization of the decision from City Council.

Start Meet and Confer process earlier in the year, allow Union to submit proposals in February prior to budget meeting.

HOLIDAY PAY

Holiday pay to be paid at regularly scheduled hours:

8 hr employees to be paid 8 hrs holiday pay.

10 hr employees to be paid 10 hrs holiday pay.

12 hr employees to be paid 12 hrs holiday pay.

SHIFT DIFFERENTIAL

Increase shift differential from \$.65 to \$.75

OVERTIME

Overtime shall be distributed by seniority. Mandated overtime will be assigned with a prior five day notice to employees and will begin with the least senior employees. Any shift change related to overtime shall be voluntary first, then least senior, and then senior. Overtime policies will standardize for all divisions.

HOURS OF WORK

Street Division to begin work at 7:00 am all year long.

SICK LEAVE

Increase sick leave pay out to 50% of current rate of pay at time of retirement.

WINTER CLOTHING ALLOWANCE

City to allow purchase of Armour shirts and socks for inclement weather.

Edward M. Smith
President

John E. Taylor
Business Manager

John E. Price
Secretary-Treasurer
Field Representative

Kevin L. Starr
Vice-President
Field Representative

Danalynn Rice
Executive Board

Connie Treece
Executive Board

Robert Bandy
Recording Secretary

Bernie Wells
Sergeant-at-Arms

AUDITORS:
Bobby Bower
Melinda Motsinger-Karnes
Barbara Sumner

WEB SITE:
www.local773.com

OFFICES:
611 North Garth
Columbia, MO 65203
573-449-5723
FAX 573-449-4930



WATER & LIGHT ASSOCIATION REQUESTS FOR MEET AND CONFER FOR 2010 BUDGET YEAR

- **2% ACROSS THE BOARD RAISE**

- **MERIT = 3% OR .30 PER HOUR (minimum) TO 5%**

- **INCREASE STANDBY PAY TO EQUAL:
WEEKDAY= \$15 WEEKEND= \$20 HOLIDAY= 2x WEEKEND RATE**

- **AMEND STEP-UP PAY PROCEDURE**

- **CONTINUE SICK LEAVE BUY-BACK PROGRAM**

- **NO CUTS IN 401 PROGRAM**

From: Brad Fraizer
To: Paula Hertwig Hopkins
Date: 4/24/2009 2:46 PM
Subject: Meet and Confer

Hello Paula,

Following are Columbia Professional Firefighters list of recommendations for this years Meet and Confer Process listed in order of importance.....

Items with a fiscal impact:

Career Ladder for Firefighters
Salary step progression program for Firefighters and Engineers
Step-up pay in line with other City departments.

Items with little or no fiscal impact:

Modified Rule of Five promotional process
Fire Department fact finding procedure
Wireless internet at fire stations provided by Local 1055

Representatives for Columbia Professional Firefighters at this years Meet and Confer Process will be
STeve Forrest, John Ambra and I.

Thank you

Brad Fraizer - President
Columbia Professional Firefighters, Local 1055

COLUMBIA POLICE OFFICERS ASSOCIATION



Post Office Box 267, Columbia, Missouri 65205

April 23, 2009

Paula Hertwig Hopkins
Assistant City Manager
City of Columbia, Missouri
P.O. Box 6015
Columbia, MO 65205

Mrs. Hopkins,

In response to your request for a list of goals for the 2010 meet and confer process, please find the following goals, ranked in order of relative importance to our members:

1. **Establish Objective Selection Process**
Improve morale among department employees and ensure the City's ability to defend selection decisions for lateral specialty assignments, and for promotions within the Police Department by developing and implementing an objective selection process, based on objective numerical scores and rankings.
2. **Establish Police Officer Bill of Rights**
Enhance departmental accountability and protect officers' rights by establishing a city ordinance providing officers with a statement of rights in regard to internal investigations. While current department policies provide protocol for internal investigations, our members seek both increased accountability from department administration if these policies are not followed and an affirmation of City support as we near the prospective implementation of a Civilian Review Board.
3. **Establish Physical Fitness Program**
Improve recruiting efforts, reduce costs associated with job-related injuries, and ensure our officers' ability to safely and effectively carry out the often life-threatening functions of their jobs by developing a physical fitness program for the Police Department.
4. **Establish Equitable Shift Differential System**
Improve the ability to attract experienced officers to the busy evening and overnight shifts by establishing a shift differential pay system unique to the Police Department that includes an increase in differential premiums and two (2) tiers of differential that reflect the relative burdens of the evening and overnight shifts.
5. **Improve Salary Compression**
Increase morale among veteran employees by resolving the issue of salary compression. Continue to work with our members to achieve an effective solution to the current compression problem and support those officers who have served the citizens of Columbia throughout the years.

I look forward to working with you as we negotiate in good faith to better the working conditions of our members and ultimately improve the level of service delivered to the citizens we serve.

Sincerely,

Allan W. Bell III, President
Columbia Police Officers Association



MISSOURI LODGE 26

**LABOR GROUP PAY AND BENEFITS PRIORITIES
MEET AND CONFER PROPOSALS FOR FY 2010**

CPOA

1. Establish objective selection process
2. Establish Police Officer Bill of Rights
3. Establish physical fitness program
4. Establish equitable shift differential system unique to the Police Department
5. Improve salary compression

IAFF, Local 1055

1. Implement a Career Ladder
2. Salary step progression program for Firefighters and Engineers
3. Step-up pay in line with other City departments
4. Modified "Rule of five" promotional process
5. Fire Department fact finding procedure
6. Wireless internet at fire stations (provided by Local 1055)

Water and Light

1. 2% across the board increase
2. Merit pay of 3% or \$0.30/hour (minimum) to 5%
3. Increase standby pay to \$15 per weekday, \$20 per weekend day and two times the weekend rate for holidays
4. Amend step-up pay procedure
5. Continue sick leave buy-back program
6. No cuts in 401(a) program

Local 773

1. \$0.25/hour across the board increase 4% or \$0.50/hour ATB which ever is greater
2. City continues to pay employee portion of medical insurance premium
3. Decrease medical deductible back to \$500 per person, \$1,500 per family per year
4. Provide vision insurance coverage for regular eye care at employee option
5. Increase of 1% City contribution to the 401(a)
6. Work agreement updates to be completed by October 2009 and a finalization of the decision from City Council
7. Start meet and confer process earlier in the year, allow union to submit proposals in February prior to budget meeting
8. Holiday pay to be paid at regularly scheduled hours: 8 hours for 8 hour shift, 10 hours for 10 hour shift, and 12 hours for 12 hour shifts
9. Increase shift differential from \$0.65/hour to \$0.75/hour

10. Overtime to be assigned by seniority. Mandated overtime assigned with five days notice to the least senior employees. Shift changes related to overtime voluntary first, then least senior, then senior. Overtime policies standardized for all divisions
11. Street Division, Public Works, begin work at 7:00 a.m. year round
12. Increase sick leave conversion to 50% of current pay rate at retirement
13. Allow purchase of Armour shirts and socks for inclement weather

**CITY OF COLUMBIA
FY 2009 SALARY AND BENEFIT INFORMATION**

Across the board increase	\$0.25/hour
Performance pay	0 to 3% allowed
Pension plan changes	None (except funding contribution increases)
Health insurance	\$407.58/month City contribution per employee, plus City dependent coverage subsidies
401a City match	2%
Shift differential	\$0.65/hour
Standby pay	\$13/day, including holidays \$16/day on scheduled day off
Sick leave buyback	100% earned but not used in prior year, in excess of 1040 hours at 75% of pay
Sick leave – retirement conversion	\$2/hour for unused sick leave to PEHP
Meal allowance	\$13/day – Fire personnel \$8.66/day – Airport Safety personnel \$10/meal, \$2.25/day or \$0.20/hour all others
Holidays	7 paid holidays
Post Employment Health Plan (PEHP)	\$21/month City contribution \$2/hour for unused sick leave at retirement
Health insurance	Premium chart attached
Vacation	0-5 years = 10 days/year 5-10 years = 12/5 days/year 10-15 years = 15 days/year 15-20 years = 17.5 days/year 20+ years = 20 days/year
Floating holiday	3 days/year
Step-up pay	Minimum of higher level position or 5% \$0.50/hour Fire personnel

CITY OF COLUMBIA

GROUP INSURANCE RATES

(Effective 1/1/2009)

		GROSS PREMIUMS			
		Medical	Dental	TOTAL PREMIUM	Medical Subsidy
Active Employees	Single	\$ 374.46	\$ 33.12	\$ 407.58	\$ -
	Single + Spouse	\$ 763.91	\$ 66.06	\$ 829.97	\$ 111.88
	Single + Child(ren)	\$ 621.62	\$ 66.06	\$ 687.68	\$ 73.20
	Full Family	\$ 1,085.95	\$ 98.94	\$ 1,184.89	\$ 261.82
COBRA	Single	\$ 381.95	\$ 33.78	\$ 415.73	\$ -
	Single + Spouse	\$ 779.19	\$ 67.38	\$ 846.57	\$ -
	Single + Child(ren)	\$ 634.05	\$ 67.38	\$ 701.43	\$ -
	Full Family	\$ 1,107.67	\$ 100.92	\$ 1,208.59	\$ -
	Children Only	\$ 252.10	\$ 33.60	\$ 285.70	\$ -
NON-Medicare Retirees	Single	\$ 581.75	\$ 33.12	\$ 614.87	\$ 114.00
	Single + Spouse	\$ 1,035.52	\$ 66.06	\$ 1,101.58	\$ 232.55
	Single + Child(ren)	\$ 872.63	\$ 66.06	\$ 938.69	\$ 189.25
	Full Family	\$ 1,361.30	\$ 98.94	\$ 1,460.24	\$ 330.55
Medicare Retirees	Single	\$ 246.00	\$ 33.12	\$ 279.12	\$ 50.25
	Single w/spouse <65	\$ 437.88	\$ 66.06	\$ 503.94	\$ 102.50
	Single w/spouse >65	\$ 639.60	\$ 66.06	\$ 705.66	\$ 136.95
	Single + Child(ren)	\$ 506.76	\$ 66.06	\$ 572.82	\$ 107.50
	Full Family (sp. <65)	\$ 691.26	\$ 98.94	\$ 790.20	\$ 159.75
	Full Family (sp. >65)	\$ 902.82	\$ 98.94	\$ 1,001.76	\$ 194.15

DEDUCTIBLE KEY: \$750 individual deductible \$2250 family deductible