



Columbia City Council Meeting Recap
Council Chamber, Columbia City Hall
7:00 PM
Monday, April 15, 2019

INTRODUCTORY ITEMS

Pledge of Allegiance
Roll Call

(Recited as indicated.)

(Present: Treece, Ruffin, Trapp, Skala, Thomas, Pitzer, Peters)
None absent.)

Approval of Minutes
Adjustment of Agenda

(No minutes were presented for approval.)

(B89-19 was moved from Consent to Old Business. R59-19 was moved from Consent to New Business. Trapp asked to abstain from PH15-19.)

SPECIAL ITEMS

SI3-19 Oath of Office of Newly Elected Mayor (Council Member At-Large) Brian Treece.

SI4-19 Oath of Office of Newly Elected Third Ward Council Member Karl Skala.

SI5-19 Oath of Office of Newly Elected Fourth Ward Council Member Ian Thomas.

(Action: Thomas apologized for an indiscretion negotiating a zoning deal for which he is currently being investigated. He further indicated that he will disclose all ex-parte discussions in the future prior to each council meeting just like they do at P&Z meetings.)

APPOINTMENTS TO BOARDS AND COMMISSIONS

BC4-19 Board and Commission Applicants.

(Action: Skala asked to revert to an old model for selection for rule-making bodies, including the Board of Adjustment and the P&Z Commission. He wants to be able to interview all candidates in advance of voting. He suggested holding over these appointments. This practice was suspended in 2010. Peters agreed to the idea. The idea received general acceptance. The City Clerk asked about readvertising those types of positions and council indicated that the positions could be held open for a few additional weeks.)

Board of Adjustment – (No appointment made.) (Readvertise)

City of Columbia New Century Fund – (Position left open since applicant was a member of the School Board. The Mayor will continue to serve on this board as a council representative.)

Columbia Vision Commission – Danielle Burrow

Downtown Columbia Leadership Council – (Neighborhood Association Rep) Andrew Hutchinson; (General) Readvertise.

Liquor License Review Board – Brian Gardner

Planning & Zoning Commission – (3 positions) Tootie Burns, Rhonda Carlson, David Maynard, Joshua Moore, Lee Russell, Blake Willoughby all applied. Due to the earlier action, these slots were left open for the time being. Interviews will be scheduled during pre-council meeting times if possible. There will be some positions that expire soon. During the May 6 pre-council meeting, some of these interviews could occur. The Clerk indicated that sometimes the interview list is whittled down ahead of time. Candidates are not required to attend such interviews.) (Readvertise.)

Tax Increment Financing Commission – (2 positions) Caleb Hall, Steven Spellman (appointed by Mayor with agreement of council.)

Tobacco Retailer License Review Board – David Maynard

SCHEDULED PUBLIC COMMENT

SPC23-19 Nina Hampton - Community Policing and Community Involvement.

(Action: The speaker focused on the Citizens Police Review Board. This depends on citizen voices to be effective. During the last meeting, there was very little turn out. But at that meeting one retired police officer was disappointed in how the board had been functioning. It was announced that new training would be offered to board members. An accreditation speaker later gave a rousing speech that made many people feel good. Unfortunately, city staff started to explain why all the things that were discussed just couldn't be done. She was disappointed. She thinks this board would be a wonderful forum for seeking community input. This is a stellar opportunity. There needs to be some way to accept public comment through this channel. A simple answer from the city staff representative would be helpful. Staff just drones on and on and maybe they have done this too long. Right now, it's just a waste. Maybe the city can put something on the website. We need to move forward. Why can't we give weekly instead of monthly input on important issues.

SPC24-19 Carol Brown - Community Bail Fund.

(Action: A representative of Race Matters, Friends appeared and wants to see real citywide community policing instituted soon. She wanted to address the new bail fund. That fund tries to address the criminalization of black and brown people. If you spend time at the courthouse you would think that we are a black, poor town because of who you see there. The jail and bail system is complicated, but now we have a fund and are listed with bail bond people. Sheriff Carey was of no help in this. We have now bailed out 7 individuals at a cost of about \$4,500 with no fees. Black people are often charged money they don't have. People with resources can bail out immediately. Others cannot. We want to interrupt this structural racism. White people avoid their own discomfort by not talking about. But, that does not move our community forward. White people need to move this discussion forward and until then we can bail people out of jail until the cows come home with no real impact.

You can see racism in our community. There is pushback to inclusionary zoning. Infant mortality is terrible in this community. We need to talk about racism. Nobody ever died from an uncomfortable conversation. Let's do it.

PUBLIC HEARINGS

PH12-19 Consider the installation of traffic calming devices on Primrose Drive between Stadium Boulevard and Sunflower Street.

(Action: The estimated cost of the project is \$30,000. Primrose Drive scored as the fourth highest priority project within the 2017 Neighborhood Traffic Management Program (NTMP), with a score of 78.10 out of a possible 100. The scoring system takes a number of factors into consideration including speed, volume, pedestrian generators in the area, proximity to schools, bike routes, and recent crash

history. The majority of the scoring (2/3) is based on speed and volume of vehicles. The speed limit on Primrose Drive is 25 mph; however, this street scored at the 85th percentile speed of 37.70 mph and has over 2,700 vehicles traveling on it per day.

Trapp asked about the fact that we have accepted some fee in lieu of funds earlier to allow some development. He wants to expend those funds on this project to reduce the overall project cost.

A speaker from the public appeared in support of this project. He believes that this will protect neighborhood children.

The public hearing was closed.

Trapp noted that this was an important project. It is important to be front yard people instead of backyard people and the more conviviality we can create is important. This is an important project. We will build sidewalks in the area. This is affordable and meaningful. He is proud to support this and made a motion to approve and use fee-in-lieu of funds on this project.

An amendment to use those funds along with the motion to approve the project was made and passed unanimously.)

PH13-19 Proposed replacement and installation of additional security cameras in City-owned parking garages.

(Action: City staff has worked with Kenton Brothers Consultants to develop a scope of services to include:

- Converting analog camera systems to an IP system which will allow for a clearer video image, centralized staff access to video footage and increased security for all City-owned parking garages.
- Add cameras to the entrances and exits of all garages to support the transition to an automated payment system.
- Add cameras to the top level of the 5th and Walnut Parking Garage for increased surveillance opportunities. The proposed project locations are: 10th and Cherry, 8th and Cherry, 6th and Cherry, Short Street, 8th & Walnut (Plaza) and 5th & Walnut parking garages.

The cost of the project is \$249,418 and is being funded from the FY2018 Parking Enterprise funds allocated for an FY2019 Parking Capital Improvement project.

Pitzer asked if these were new funds. Staff indicated that there is an ongoing maintenance fee and that the cameras require regular maintenance.

No public comment was forthcoming.

A motion to approve passed unanimously.)

(The following two items are being considered in tandem. The vote is reported in item B90-19.)

PH14-19 Proposed construction of the Cosmo-Bethel Park improvement project to include the renovation of eight (8) tennis courts, installation of a new park entry sign and renovations to the north parking lot.

[See B90-19/Mayor Memo]

(Action: The Parks and Recreation Department is requesting approval of an ordinance authorizing maintenance related improvements at Cosmo-Bethel Park and appropriation of funds for the project.)

Staff is also requesting Council authorization allowing the City Manager to enter into an agreement with Columbia Public School District (CPSD) for the resurfacing of the Cosmo-Bethel Tennis Courts, which are located on both City and CPSD properties.

The proposed improvements at Cosmo-Bethel Park include resurfacing of the tennis courts, new park entry sign, and improvements to the asphalt parking lot. The total project budget is \$125,000 and is one of the projects identified and funded by the 2015 Park Sales Tax. The project funding was originally scheduled in the FY 2020 Capital Improvement Program, but at the request of CPSD, the Parks and Recreation Department is requesting a mid-year appropriation to facilitate the tennis court resurfacing project during CPSD's desired timeframe.

B90-19 Authorizing construction of the Cosmo-Bethel Park improvement project to include the renovation of eight (8) tennis courts, installation of a new park entry sign and renovations to the north parking lot; appropriating funds; authorizing an agreement with Columbia School District No. 93.
(Action: A motion to authorize this work was approved unanimously.)

PH15-19 Proposed replacement of streetlights in the Downtown Community Improvement District.

(Action: This public hearing is for the replacement of streetlights in the Downtown Community Improvement District. Partial funding for this project has been allocated under project number E0180 of the Capital Improvement Program. E0180 has approximately \$270,000 in remaining funds that have already been appropriated. The City is anticipating that the Downtown Community Improvement District will contribute \$30,000 in funding giving a total of approximately \$300,000 for this project. It is estimated that 94 streetlights could be replaced with this funding level.

In 2001 a demonstration project was started to replace the existing streetlights in the Downtown Community Improvement District (The District) with acorn style lights. Many of the acorn lights fixtures have failed over the years and have been replaced with the standard streetlight that was available at the time. This has created a very diverse streetlight population in the downtown area. Many of the poles that were painted black, especially those that were initially galvanized, are now peeling. This project would consist of the strategic replacement of peeling poles and mismatched luminaires with new black powder coated poles and arms with new luminaires.

The enhanced safety features would include an advanced photocell controller attached to the luminaire on the lower sidewalk arm. This luminaire would have the ability to be dimmed and brightened on a separate schedule from the upper street side luminaire. The upper street side luminaire would consist of a 3000K Cooper Navion luminaire operated from dusk till dawn. The lower sidewalk arm luminaire would consist of a 6000K Cooper Navion luminaire. The lower sidewalk arm luminaire would be operated on the proposed schedule:

- Come on at dusk at a dimmed level.
- Full power at bar closing to enhance safety and discourage loitering in the downtown area.
- Return to dimmed level after ~30-45 minutes
- Off at dawn

The Mayor asked about LEDs in the lights. Staff indicated that upper and lower would both be LEDs with different intensities. The Mayor also asked if the new lights had helped disperse crowds. A police representative indicated that it had been difficult to test, but that statistics show that more lighting helps reduce crime. Staff indicated that the first lights to be changed should probably be in areas where there is the most activity.

Skala asked if there should be an additional pilot period. Staff suggested that we will benefit from the new installations now. Skala also noted that the lights may allow for better identification of individuals. Ruffin asked about the timeline for completion of the project. Staff said that this will allow us to move forward and we could start installation this summer. Staff suggested that lights could be controlled by timers or independent control of individual lights.

A public hearing was opened.

The first speaker indicated that she is the chair of the Downtown CID. She is excited to see this move forward. She asked for clarification about funding sources. She noted that the CID is providing funding for safety and noted that there are two sources of funds for this overall project. This is a great investment and supported the project.

Another speaker wanted to make sure that the council was aware that the Water and Light Advisory Board did NOT approve of this project and wanted to wait on safety information. He was concerned about the impact on ratepayers. Water and Light is paying for this and it will benefit downtown, but not all ratepayers. There is a financial burden here that is not equally shared. We addressed safety and cost more so than aesthetics. The feedback from the interested parties meeting was split. Our opposition to this was not noted in staff comments. I am in the bad position of not being an expert, but it is not in the best interests of all rate payers. The Mayor asked if Water and Light always pays for street lights? Staff said that they have for at least the last 5 years.

Another speaker thought these funds could be better used for line workers.

The next speaker appeared as the Executive Director of the Downtown CID. We have worked closely with the police and city on this project. We are contributing to this project. The photo cells cost \$300 per light pole. This is all about safety and the welfare of people who come downtown, including the police. These lights will allow officers to respond more quickly and will help prevent vandalism and destruction of private property. We are preventing problems before they become a part of crime statistics. This will help disperse people at the downtown bars at closing time. We turn on lights around our homes. We can do it around our businesses, and this is a proven strategy. We did talk to the police department about crime statistics. We need to evaluate this over a longer period of time – not just 6 months. We need to get moving on this.

The public hearing was closed.

Pitzer asked how many lights are currently located downtown. Staff said there are more than 400. Ruffin asked about buildings of more than two stories and whether this will propose problems for upper stories. We do run into some conflicts, but we can install shields when complaints occur. Skala asked about an older lighting policy and wanted to know if there is any shielding on these lights. Staff stated that these are very directed light sources, so they do not require a lot of shielding. Skala said that there were problems with glare from the point source and believed that there will need to be some shielding installed when it becomes problematic. Staff said they have that capability. The Mayor asked if these new heads are more energy efficient? Staff said they are about the same.

A motion to move ahead was made.

Skala said he will support this but wants to make sure that in the spirit of safety and aesthetics, this is a good project.

The motion was approved unanimously.)

PH16-19 Proposed replacement of the water distribution infrastructure along Crown Point and Orchard Court.

(Action: This Public Hearing is for the replacement of aging water distribution infrastructure along Crown Point and Orchard Court. The estimated cost for this improvement is \$420,000 and funding has been appropriated under project number W0267 of the Capital Improvement Program.

The existing water mains within the project corridor consist of 6-inch cast iron pipes that were installed in the mid 1950's. These aging water mains are nearing the end of their useful service life and are requiring increased levels of maintenance. Staff is proposing to replace these mains with 6-inch PVC piping installed within the existing right of way. The new water mains will provide greater reliability for customer's water supply and available flow to the area for fire protection purposes. Existing fire hydrants will also be replaced and spaced to meet current fire code. Customer's water services will be transferred to the new water main at no cost to them.

There were no questions from the council and no speakers from the public.

The motion to approve was passed unanimously.)

OLD BUSINESS

B83-19 Amending the FY 2019 Annual Budget and the FY 2019 Classification and Pay Plan to address department operational issues, correct personnel funding issues, adjust pay band assignments for certain department director classifications and line worker series classifications, and provide for salary adjustments to line worker classifications; transferring funds; appropriating funds.

(Action: Staff is proposing amendments to the FY 2019 Classification and Pay Plan, the FY 2019 budget, and the transfer and appropriation of funds. These are mid-fiscal year changes to address department operational issues, correct personnel funding issues in the City Clerk and Department of Economic Development, change pay band assignments to department director classifications and line worker series classifications, make salary adjustments to line worker series employee's pay based on market salary data provided by the consultant, change reporting relationships for department directors, and make a correction to the Public Health and Human Services Department budget.

The following amendments to the FY 2019 budget have been requested to address department operational issues:

1. The City Manager's Office and City Utilities Department request deletion of two vacant Apprentice/Journeyman Line worker positions and one vacant Line Foreman position. Those funds will be used to increase the pay of employees currently in Line worker/Foreman positions to the adjusted market midpoint.
2. The City Manager's Office requests to eliminate one Deputy City Manager position.
3. The Finance Department requests to eliminate one Pension Administrator position.
4. The City Utilities Department requests to eliminate 2.00 FTE Associate Power Plant Operator positions in Electric Production, pay grade A8, overtime eligible (currently vacant), and add 2.00 FTE Utility Locator positions in Electric Distribution, pay grade A8, overtime eligible.

The following budget amendments are requested to address funding issues for department head/assistant department head salaries that were approved by the former City Manager at a higher amount than was budgeted in the FY 2019 budget:

1. City Clerk: \$19,298 - will require an additional FY 2019 transfer of funds from City General.
2. Assistant Director of Economic Development: \$10,440 - will require an additional FY 2019 transfer of funds from City General.
3. Assistant Director of Finance: \$15,040 - no additional FY 2019 transfer of funds due to turnover in the department.
4. Assistant Director of Health and Human Services: \$13,283 - no additional FY 2019 transfer of funds due to turnover in the department.
5. Assistant City Manager: \$7,863 - no additional FY 2019 transfer of funds due to turnover in the department.
6. Director of Community Development: \$8,973 - no additional FY 2019 transfer of funds due to turnover in the department.
7. Director of Convention and Visitors Bureau: \$1,160 - no additional FY 2019 transfer of funds due to turnover in the department.

The City's classification and pay consultant completed a market pay survey for executive level positions in the city manager's office and positions at the assistant and department director level. The data provided by the consultant resulted in the following pay grade assignment recommendations:

1. Assistant City Manager, pay grade E9 to E8 - no fiscal impact to the FY 2019 budget.
2. Assistant Director, Economic Development, pay grade E8 to E7 - no fiscal impact to the FY 2019 budget.
3. City Clerk, pay grade E9 to E8 - no fiscal impact to the FY 2019 budget.
4. City Counselor, pay grade E9 to E10 - no fiscal impact to the FY 2019 budget.
5. Director, Convention & Visitors Bureau, pay grade E9 to E8 - no fiscal impact to the FY 2019 budget.
6. Director, Economic Development, pay grade E9 to E8 - no fiscal impact to the FY 2019 budget.
7. Director, Finance, pay grade E9 to E10 - no fiscal impact to the FY 2019 budget.
8. Director, City Utilities, pay grade E9 to E10 - no fiscal impact to the FY 2019 budget.
9. Municipal Judge, pay grade E9 to E8 - no fiscal impact to the FY 2019 budget.
10. Class separation of the Assistant Director, City Utilities, pay grade E8 to a new classification of Assistant Director, City Utilities P.E., pay grade E9 - no fiscal impact to the FY 2019 budget.

The City's classification and pay consultant completed a market pay survey for electrical positions in the City Utilities Department. Based on the data provided, the following pay grade assignment and pay increase recommendations are proposed:

1. Electric Distribution Manager, pay grade E6 to E7 - no fiscal impact to the FY 2019 budget.
2. Journeyman Line worker, pay grade A13 to A14 - will increase all current employees to the midpoint of \$34.514/hour - no fiscal impact to the FY 2019 budget due to the elimination of two vacant Apprentice/Journeyman Line worker positions and one vacant Line Foreman position.
3. Create new pay grade A15: Minimum: \$31.70 per hour/\$65,936 per year Midpoint: \$38.83 per hour/\$80,766 per year Maximum: \$48.97 per hour/\$101,858 per year
4. Line Foreman, pay grade A14 to A15 - will increase all current employees in this classification to the midpoint of \$38.83/hour - no fiscal impact to the FY 2019 budget due to the elimination of two vacant Apprentice/Journeyman Line worker positions and one vacant Line Foreman position.

5. Line Superintendent, pay grade D10 to D11 - will increase all current employees in this classification to \$38.85 to comply with Ordinance 19-81(b) which requires supervisors to make more than those supervised - no fiscal impact to the FY 2019 budget due to the elimination of two vacant Apprentice/Journeyman Line worker positions and one vacant Line Foreman position.

The City Manager is realigning the reporting structure so that all department directors report directly to the City Manager, rather than through a Deputy City Manager or Assistant City Manager.

The Public Health and Human Services Department appropriated \$75,801 in expenses and revenues for the Live Well Boone County appropriation in Ordinance 023750; however, these expenses had already been appropriated in the FY 2019 adopted budget. The Public Health and Human Services Department FY 2019 budget needs to be reduced by this amount.

There is no fiscal cost to the City.

Pitzer asked about the places where pay grades were changed and if this would change future pay rates? Staff indicated that it only changes pay scales, not actual rates at this time. In the future, there could be some mathematical increases, but right now, there are no changes forecasted. He also asked about one vacant position being reassigned and the city manager indicated that there were two roles that could be combined in the Finance Department. It was pointed out that this was generally revenue neutral.

Trapp asked how the decision was made to set line worker pay rates. The HR director indicated that there was a study and we also looked at our overall pay plan and department heads. She added that they need to keep our relative pay structure intact. There were requests to increase all line worker pay levels, but the current proposal will work from several different points of view. The city manager acknowledged that this was not a complete fix but that it was a good first step.

Peters asked if this achieves some pay increase but kept the goal of staying budget neutral. The city manager indicated that that was a correct assumption. Peters asked how much it would cost to bring the line workers up to a level that was more acceptable to the line workers. Staff did not have an estimate. Skala said he was reading tea leaves but believes that there will be new increases in the future. Staff said that is true and that they are currently working on new budget numbers and across all pay grades.

The public hearing was opened.

The first speaker indicated that he wanted to address the line worker situation. He believes this proposal is misguided and will not solve the problem. Why didn't the council get this report when it was completed 5 months ago. Why did we ignore the dictates to pay at least the median rate? Doesn't this prohibit some line workers from getting raises in the future. Why do you think that paying 37% of the competitive rate will attract workers? There was an estimate. To bring these workers up to a more acceptable level, it would cost \$300,000 plus the cost of benefits. Are you sending the wrong message to workers and encourage them to retire or stay away? We need to maintain our system.

The next speaker lives in Sturgeon. He works for the electric department. I want to retain highly trained personnel. These raises are not enough. They can go to most of the rural coops and get as much as \$10

per hour more. Our pay is significantly less than other major cities. Wages are important. We need to come up with a plan we will lose our workers. We have a moral and legal obligation to provide a safe and reliable system. We are already working below capacity. We have other people who are about to retire. There are safety issues involved. Let's give the raises to line workers, not the foremen. We need to fix this. If you won't face the problem, sell the utility. We are the cash cow. There is a lot of work that needs to be done.

A speaker said the previous speakers had told him a similar story before. I have known some of these people since kindergarten. We may need to suggest paying our workers more than \$40 per hour. I had a childhood friend who had a problem when he was young. His father died when he was young. These linemen are in danger. The young man got a stepfather, but his life was never the same. These guys do deserve raises. Go over \$40 an hour and show your concern.

The next speaker said she was speaking on behalf of all the line wives who go to work every day. Accidents with injuries happen frequently. This is one of the most dangerous jobs in America. The men are brave, and they are supported by their families. They are called out at difficult times, and our lives are regularly upended, even on holidays and late at night. Our kids do things all the time without their dads because they go to work to protect and serve you. The sacrifices are countless. The danger is real. We feel stressed and helpless in dealing with these issues. They work in harsh conditions and in understaffed conditions. Don't add more risk. What are we going to do to fix this? We have lost a lot of years of experience. Qualified linemen are going to other places to get better pay. We are short on staff. Without the linemen, we cannot address customer needs. We need to address the wage problem. These men are more than their job titles. They are courageous people. They should feel safe while performing their dangerous jobs.

The next speaker indicated that he serves on the Water & Light Board. He said that the board recommended the passage of this pay change and noted that it is just a first step. This should be looked at as an enterprise fund, and not just another part of the broader city scheme. This is all being merged into a city plan. These jobs in this utility need to be looked at independently. Enterprise funds should remain standing on their own economy. This is a good first step. I applaud the employees who have come forward tonight. I know it feels risky. It shows courage and tenacity.

The public hearing was closed.

Thomas asked staff about lineman vacancies and wondered if we hired outside contract labor to fill in where vacancies occur? Staff indicated that they do hire outside contract help when they are short. Staff did not know exactly what individual pay rates were for individuals since they hire crews, not individuals. Another staff member indicated that we pay almost double for each worker that we hire as a contract worker, but we do not know how much money those people directly receive those funds.

The Mayor asked how we got into this situation? In FY 2013 we changed our overall pay structure and we went to a mid-point pay structure. Linemen go to that level immediately. The Mayor asked when attrition began to occur. Staff said that attrition started shortly after that. However, we have not kept up with the pay range structure to keep us competitive. Staff said we have not done anything in 3 of the past 5 years to address market rate pay for line workers. The Mayor asked if the Water & Light director ever asked for a budget increase to cover more salaries. He indicated that that was not the general policy but that he has spoken to city managers about this problem. He acknowledged that there are 9 vacancies currently in the line worker group. Technically, there are 18 line worker vacancies among

journeymen and apprentices. We have 11 out of 12 foremen. We didn't interview some applicants because we can't hire people for whom we have no supervisory capacity. We have a residency requirement to live within a 30-mile radius. The Mayor asked if that was working. The director said he thought it can work well.

The Mayor said he heard that we should just wait and do this during the regular budget, or we should address this directly now. Staff said this is a first step and he thought this should go forward. The director acknowledge that recruitment was a problem and that improving our apprentice program would be important, but you don't want to short-circuit that program. The Mayor said he thought there used to be a program for medical students to go to underserved areas. Could we sponsor some sort of scholarship to attract new graduates like the IBEW does? The apprentice program is a four-year program, but if you have had earlier training you can complete the program in a shorter time. There are a lot of different sorts of training required.

Pitzer asked if the director was proposing to eliminate 3 positions to be able to pay other people? The director said that was true and that was because they were trying to remain budget neutral and they did not think they could fill the vacant positions this year. The director said he did not think they would ask for those positions to be restored in September. Pitzer then asked about paying contract labor. The director said he did not have actual numbers tonight. Pitzer wants to know how much is spent on contract labor and how much they would spend if they were fully staffed. He then asked about the requirements to live within 30 miles. The director said it was really a time response requirement. When people are on call, they respond, then they have to call people who live further away. At any one time, typically a single line crew is on call unless there are conditions that they know will require additional staffing. Stand by duty workers are required to report, others are not and can be asked to come in voluntarily.

Peters asked if these line workers are paid out of the enterprise fund? The answer is yes. Peters asked if there was any additional funding in the utility. Staff said that we did not use all the available money, but we did move everyone to the pay grades authorized by the budget. The Mayor said he was frustrated that we have seen this coming five years ago and we never reacted. Should we take this out and address it like Mr. Windsor said. An audience member disputed that characterization, but the Mayor contended that is what was stated. Skala said that there is no reason to have a policy if we don't implement it. To the extent that we can we should use what we are saving and use that revenue to put this first fix on and then try to bring these salaries up during the next budget cycle. Let's do what we can now and then do more later. This is the major role for Water and Light and we need to fix it.

The city manager agreed that it was imperative to fix this. We also don't have performance pay. We don't have a way to get people above the mid-point. We need to do more. Trapp thought it was important to do this tonight and to do more in the next budget cycle. We need to look for universal solutions to lift all boats, not just this one. We need to get back to a place where there is more equity. How do we get the money? We may have to raise rates. But we can't just give people raises in some divisions without looking across the board.

Pitzer agreed with Trapp and believes this is an accumulation of 5 years of problems. We are not going to fix this overnight. But, every step we take it seems that there are unforeseen circumstance and we are addressing some of those now. We can't let this build up over time anymore. If we don't do this know, it will set us back in the future.

**An amendment to increase one line item was made and approved.
A motion to approve the bill as amended passed unanimously.)**

B87-19 Appropriating grant funds received from the Missouri Highways and Transportation Commission and the Missouri Department of Natural Resources Volkswagen Trust Transit and Shuttle Bus Program for the purchase of one (1) electric bus.

(Action: MHTC awarded the Transit division a Section 5339 capital assistance grant in the amount of \$360,000, or 80%, toward the cost of one (1) battery electric bus. In addition, the Missouri Department of Natural Resources Volkswagen Trust Transit and Shuttle Bus Program awarded the Transit division \$98,000, which has been approved by MDNR and MoDOT to use as the City's 20% local match for the purchase of the electric bus. MDNR requires that the matching funds be used to replace government-owned 2009 and older engine model year Class 4-8 vehicles with a new diesel, biodiesel, alternate fueled or all-electric engine vehicle.

No one from the public appeared.

**An amendment to change an account number was made and approved.
The motion to approve the bill as amended was approved unanimously.)**

B93-19 Appropriating funds received from donations, miscellaneous revenue and Park Sales Tax revenue to the Parks and Recreation Department.

(Action: The Parks and Recreation Department is requesting Council action to appropriate funds in the total amount of \$234,668 from multiple park miscellaneous revenue accounts, donation accounts, and the 2015 Park Sales Tax for their intended use. This includes donations in the amount of \$16,740 for 8 African-American Heritage Trail historic markers, \$1,500 from a private citizen for the purchase of dog waste stations and bags, \$428 for the CoMo Bike Coop, \$8,000 for the purchase of memorial/heritage benches, \$8,000 for the purchase of memorial/heritage trees; and \$200,000 in Park Sales Tax for improvements to Gans Creek Recreation Area as part of the Southeast Regional Park – Gans/Philips Phase I project. All funds will be used to offset materials and supplies for various projects as vetted through the City's CIP process or through normal donation procedures.

**A technical amendment was made and approved.
The motion to approve the bill as amended was approved unanimously.)**

B98-19 Authorizing an agreement with the Boone County Fire Protection District to provide a stay in declaratory judgment action litigation as the parties seek a legislative fix to clarify the roles of the jurisdictions.

(Action: In 2018, the State Legislature enacted amendments to Section 321.320 RSMo which provided that any newly annexed territory of a municipality would no longer be automatically deannexed from a fire district. Since the enactment of the 2018 amendments, any removal of newly annexed territory from the BCFPD requires a request by the property owner and approval of a fire district board in order for the property to be de-annexed by the fire district. Unfortunately, the original legislation did not address the inherent conflicts created by a dual service territory where both a city and a fire district have obligations to respond to an emergency event and Boone County Joint Communications has no clear direction as to which jurisdiction to dispatch to a call for service. Currently, Boone County Joint Communications dispatches both city and district fire crews when calls are received from disputed areas.

A lawsuit regarding the situation has been filed to make a final determination regarding which entity is entitled to receive corresponding tax revenues paid by citizens and which entity has primary responsibility for answering calls when fires or other emergencies are reported. The City does not believe the judicial system is the proper mechanism to resolve the conflict because, among other things, the statute is silent on the issue; therefore, the City is opposing the declaratory judgment action. At the same time, there is a general recognition for the need to establish some type of mechanism to resolve the dispute between the jurisdictions in order to ensure the safety of the public as well as the safety of the firefighters who are dispatched to respond to calls.

This bill is an agreement between the city and the fire district to put a temporary hold on the lawsuit and give the state legislature time to pass a bill that will clarify the situation. The legislature adjourns on May 17th of this year. The agreement to put a temporary hold on the lawsuit will expire on June 1 if the legislature does not take action. That would mean the situation will continue as it currently exists unless the city and fire district can come to some sort of new mutual agreement.

Staff recommends the City Council authorize an agreement with BCFPD which, if approved, would request a stay in the litigation while the parties seek a legislative fix to clarify the roles of the jurisdictions.

Council discussion ensued.

Pitzer said he keeps hearing that the city doesn't get along with the fire district. How was it that we quit talking? The city manager said we do talk, we just don't always agree. We need to get this fixed. The fire chief said it was mutually beneficial to cooperate and we need to reestablish the working relationship. Pitzer asked if there are any other areas for negotiation. The city manager said that they are having discussions on Fire Station 12 to see if we can buy their station and have them move further out. The chief indicated that in the recent past, we always respond to every address in the city limits of Columbia.

Pitzer asked that if this is changed, will the Columbia fire department *not* respond in disputed areas? The city manager indicated that they *will* respond when asked. Pitzer asked if there were issues with response times for the fire district? The chief said there are not major issues, but there are issues with equipment and the volunteer model is different. The county's fire rating is a 4/5 rating. The city's is a 2. That would mean some places in the city would have a lower response time rating and the chief concurred.

Pitzer further asked about who responds first and then who takes over? City legal staff indicated that the legislature did not resolve that issue when they passed the new law. The state law takes precedence over our local ordinances. Staff said that there are rights to vote and confer, but there is a gap of guidance in terms of priority. They either need to remove jurisdiction or clarify this. Pitzer asked why they didn't take care of this? Staff said they intended to do that, but they didn't and did not know why. Pitzer supposed that it had to do with other priorities.

Skala said that this is about control. If they both show up at the same time, who takes the lead? The city manager said they don't want confusion out there when you are trying to fight a fire. Skala said these are unresolved issues. Peters asked if this will be resolved this year or will they just leave us hanging? The city manager said we have asked them to fix this. The fire chief explained that they often respond jointly and that there is a mutual aid agreement. Sometimes there is mandated mutual aid, and sometimes it is simply an agreement. In the past, we have had those f=defined territories. Peters noted

that under the new legislation, that has changed, right? The fire district has stated that the intent was to establish areas of priority, but the legislative solution produced confusion.

No public comment was offered.

Skala believes this buys a little time to fix the issue and indicated he would support this temporary fix. Pitzer indicated that he thinks legislative intent is a slippery slope, and the previous legislation was bad. It was not transparent. He does, however, believe in trying to fix the problem. He supports the discussion of these issues with the fire district. This shouldn't have become a problem. It was a bad law. I am not in favor of asking the state to relieve us of our responsibility to answer calls in the city. If this seems to indicate approval of that idea, I am not for this. I think we can work out some territorial agreements in a collaborative manner. This agreement does not address the underlying issues. I am only for repealing the old law. I am not in favor of this.

The Mayor said that he does not think taxpayers should be paying twice. Trapp said he will support this. We have problems when we quit working together. This is a symptom of our declining budget position. I would prefer that the state did not get involved, but since they have, we need to address the problem. There are other annexation problems that will not be addressed by this, and some of our tax money gets used for other things, and some city residents don't get city water and light. Let's reach out and repeal or codify this situation.

The Mayor asked about a potential Hammerschmidt challenge since this was passed on the last day. City legal staff said that was a potential course of action but could not say for sure.

The motion to approve passed 6 to 1 with Pitzer voting No,)

B89-19 Amending Chapter 5 of the City Code to establish a provision to exempt certain public and private schools and educational institutions from keeping chickens. **(Moved from Consent Agenda)**
(Action: Columbia Public Schools made a request on behalf of the STEAM schools to create a focus on Urban Agriculture and would like to keep up to 12 chickens. There is nothing that grants the power to grant an exemption. They could with livestock, but not with chickens. We can still enforce rules about setbacks, waste handling, etc. Peters asked how many chickens we are talking about? Staff side right now it is one school with 10 to 12 chickens. You can set a limit even if you grant an exemption and you can still enforce rules about smell, waste, noise, etc. The Mayor asked if there was a training requirement? Staff said no, but that training can be provided. Skala noted that some of this has been allowed for residential uses but it has not become a big problem.

One neighbor appeared and said she supported the proposal. She thinks it is good for her neighborhood.
With no further discussion, the bill was approved unanimously.)

CONSENT AGENDA

(All bills remaining on the Consent Agenda were approved unanimously.)

B84-19 Amending and reestablishing the City of Columbia, Missouri Tax Savings Plan for City employees.

B85-19 Approving the Final Plat of "Tiger Tots Place" located on the northeast corner of the Paris Road and William Street intersection; authorizing a performance contract (Case No. 52-2019).

B88-19 Appropriating funds from the Mill Creek Substation Transmission Capital Improvement Project to various FY 2019 electric transmission Capital Improvement Projects in the City Utilities Department.

B89-19 Amending Chapter 5 of the City Code to establish a provision to exempt certain public and private schools and educational institutions from keeping chickens. **(Moved to Old Business)**

B91-19 Accepting a partnership warranty deed from MBS Realty Partners, L.P., acting by and through its General Partner, MBS Associates, Inc., for the donation of property located on the southeast corner of the intersection of Worley Street and Fairview Road to be maintained as a wooded natural area park; naming the park "Fairview Hollow Nature Area."

B92-19 Authorizing the City Manager to execute an agreement for temporary construction easement to the Columbia Public School District for the construction of an accessible walkway to the raised landscape beds in Paquin Park.

B94-19 Authorizing Contract Amendment No. 2 with the Missouri Department of Corrections to provide tuberculosis screening and testing services.

B95-19 Authorizing a memorandum of understanding with the U.S. Fish and Wildlife Service and the 13th Judicial Circuit Court of Missouri for the development and implementation of the Youth Monarch Conservation Program.

B96-19 Authorizing an airport aid agreement with the Missouri Highways and Transportation Commission for the completion of a Documented Categorical Exclusion (CATEX) review relating to the proposed new terminal site at the Columbia Regional Airport.

B97-19 Repealing Ordinance No. 023806 which authorized the acquisition of a certain leasehold interest in property, identified as Hangar 350 at the Columbia Regional Airport, and enacting new provisions related thereto.

R50-19 Setting a public hearing: proposed replacement of the water distribution infrastructure along Ridgemont Road and Highridge Circle.

R51-19 Setting a public hearing: consider proposed options for the Flat Branch Park Expansion Master Plan.

R52-19 Setting a public hearing: voluntary annexation of property located on the south side of St. Charles Road and south of Talon Road (5200, 5202 and 5210 E. St. Charles Road) (Case No. 113-2019).

R53-19 Authorizing a cooking matters satellite partnership agreement with Operation Food Search.

R54-19 Authorizing the temporary closure of three (3) parking spaces on the west side of Sixth Street, between Broadway and Cherry Street, to facilitate the interior demolition and remodel of a building located at 19 S. Sixth Street.

R55-19 Declaring the results of the April 2, 2019 municipal election.

R56-19 Authorizing a state aviation trust fund project consultant agreement with Burns & McDonnell Engineering Company, Inc. to complete a Documented Categorical Exclusion (CATEX) checklist relating to the proposed new terminal site at the Columbia Regional Airport.

R57-19 Authorizing execution of a temporary construction easement agreement with The Islamic Center of Central Missouri, Inc. for property located along the eastern edge of Flat Branch Park.

R58-19 Authorizing an amendment to the grant award agreement with The Missouri Foundation for Health and Columbia Center for Urban Agriculture for a community food assessment and for construction and programming costs associated with the Clary-Shy Agriculture Park.

R59-19 Authorizing an agreement with Providence Bank for the subordination of CDBG loans executed by Nora Stewart Memorial School for property located at 505 E. Ash Street. **(Moved to New Business)**

R60-19 Authorizing a First Amended and Restated Cooperative Agreement with Community Foundation of Central Missouri to provide for reimbursement of the additional costs associated with temporary administrative assistance.

NEW BUSINESS

R61-19 Authorizing the notice of sale of Water and Electric System Revenue Bonds, Series 2019A.

(Action: This is simply the resolution to approve the sale of bonds for funds already approved. Pitzer asked if the recent bond rating change would affect the sale of these bonds. No. These are rated A+.

No public comment was received.

Pitzer noted that he had some concerns about water rates and when that discussion comes around again this year, I want to make sure that the bond statements and the measurement of rates is different than what was provided in our cost of service study. I am losing confidence in that old study. There is going to be a lot of missing information and I want to address this. The Mayor said he voted against the water rate increase last year. If we need money to buy equipment, it needs to be added into the water rates as a cost of service. Pitzer said that just because voters approved an increase in rates for the next few years does not mean we need to enact them.

A motion to approve the sale of the bonds passed unanimously.)

R59-19 Authorizing an agreement with Providence Bank for the subordination of CDBG loans executed by Nora Stewart Memorial School for property located at 505 E. Ash Street. **(Moved to New Business)** (Action: Nora Stewart recently experienced a reduction in funding from the Heart of Missouri United Way and is working to obtain short-term funding to support operations. The organization is currently working with Providence Bank to obtain a \$50,000 loan to be secured to the property. According to information obtained from Providence Bank, the \$50,000 loan will be drawn over a period of 12 months with monthly interest only payments. The loan will then convert to monthly principal and interest payments with a 120-month amortization with payments at \$530.00 per month.

A current appraisal of the property shows a value of \$475,000. The combined debt of the Providence Bank loan and City liens would be \$227,600 with a loan to value percentage of 47.9%. The City of Columbia's CDBG & HOME Program Guidelines currently only have provisions for loan subordinations involving homeowners participating in City programs, and there are no subordination guidelines for non-profit organizations receiving CDBG loans. Since there are no subordination guidelines in place for CDBG funded non-profits, City staff placed this request before the Community Development Commission and recommended using the loan subordination criterion for CDBG funded homeowners. CDBG & HOME Program Guidelines state that subordination requests for home owners must meet one of seven criteria. This loan subordination request would meet Criterion #4 which states that loan subordinations may be approved when owners have substantial equity in the value of the property and total property debt including new loans does not exceed an 80% loan to value.

Peters asked if we were considering the Nora Stewart School as a private residence and if they are paying off two loans at the same time? Staff indicated that they would be executing a new loan and that as long as they perform a CDBG function, they receive funds to repay loans. Our subordination simply puts us in second position in the event of a default, but we believe we are in solid financial position. Legal staff said the city subordinates loans in many cases, but the size of the loan was large enough to bring to city council. Our policy has been to subordinate government loans to the private lender. The benefit to taxpayers is that it is in the best interest of the city for this operation to continue and not become defunct due to the lack of funding or loan capability.

The Mayor asked why we don't have the same criteria for this type of operation than for single family residences. When did we do this in the past? Staff said we did this for Phoenix programs in the past and that that is performing. The CDBG funding basically takes care of some of the loan funding as long as they perform a CDBG function.

A speaker from the public asked why they need liquid cash? Don't they make money off the kids they take care of?

Another speaker said she represents the school. Yes, they do receive tuition from some kids, but they have a sliding scale so they don't always recoup all true costs. They currently serve 28 children.

A motion to approve passed unanimously.)

INTRODUCTION AND FIRST READING

B99-19 Authorizing the issuance of Water and Electric System Revenue Bonds, Series 2019A.

B100-19** Rezoning property located on the southwest corner of the Vandiver Drive and Mexico Gravel Road intersection from District PD (Planned District) to District M-C (Mixed-Use Corridor District) (Case No. 71-2019).

B101-19 Approving the Final Plat of "Tandy's Addition Plat 2" located on the southwest corner of the College Avenue and Wilkes Boulevard intersection; granting a design adjustment relating to street right-of-way (Case No. 72-2019).

(Will require approval by 2/3 of Council when vote occurs at a future meeting.)

B102-19* Approving the Final Plat of "On The Ninth at Old Hawthorne, Plat No. 1-A" located on the east side of Bunker Loop and east of Old Hawthorne Drive West (Case No. 65-2019).

B103-19* Authorizing a memorandum of understanding with the Missouri Department of Social Services - MO HealthNet Division for Medicaid reimbursements as it relates to the provision of paratransit services to qualified individuals.

B104-19* Authorizing an administrative services agreement with the Mid-Missouri Solid Waste Management District for administrative and grant coordination services.

B105-19 Appropriating funds for the replacement of the water distribution infrastructure along Ridgmont Road and Highridge Circle.

B106-19* Authorizing a first amendment to commercial mobile radio service antenna agreement with Sprint Spectrum Realty Company, LLC, successor in interest to Sprint Spectrum L.P. (successor by merger with Alamosa Missouri Properties, LLC), relating to the lease of property and space on the Shepard Water Tower (1160 Cinnamon Hill Lane).

B107-19* Amending Chapter 2 of the City Code to reduce the number of members on the Mayor's Council on Physical Fitness and Health.

B108-19* Authorizing a Memorandum of Understanding with the Missouri Department of Health and Senior Services for STD testing and treatment services.

B109-19* Appropriating Share the Light funds for the purchase of dental supplies and training materials and tobacco cessation materials.

B110-19* Appropriating funds for the redesign, printing, storage and distribution of the Convention and Visitors Bureau area guide.

B111-19* Appropriating funds received from the Community Foundation of Central Missouri to provide for reimbursement of the additional costs associated with temporary administrative assistance.

REPORTS

REP31-19 Amending Chapter 2 of the City Code as it relates to the Youth Advisory Council.

(Action: The Youth Advisory Council's (YAC) establishing legislation requires one non-voting staff liaison from each high school with YAC student representation, as well as a representative from the Columbia City Council and the Youth Community Coalition (YC2). The YAC has been unable to fulfill this requirement, in that there has not been a non-voting staff liaison from each school since the 2016/2017 school year. City staff, in agreement with Columbia Public Schools, is interested in removing this requirement from YAC's establishing ordinance. In addition to removing the requirement to having non-voting staff liaisons from each school, staff would also like to modify the language in the ordinance to better align with current attendance expectations. For instance, a previous YAC voted to adopt a policy

stating that any member who misses six regular meetings, whether excused or unexcused, would forfeit their membership – we would like to formally adopt this policy into the ordinance. The YAC meets nine times per academic year. While reviewing the ordinance, staff identified several minor changes in addition to the two more substantial changes detailed above.

Council agreed to move forward as suggested.)

REP32-19 Correspondence from the Historic Preservation Commission regarding the Preservation Plan.

(Action: The Historic Preservation Commission needs permission of the council to write a new preservation plan that can be considered for inclusion in the comprehensive plan. Unfortunately, the participant currently just like the speaker and they need more diversity. We need more outreach and we want to write a comprehensive meaningful plan. They have outlined a plan in their memo and want permission to seek input from neighborhood associations, churches, the Optimist Clubs, businesses, etc. The Commission is on board with this and want to create this plan to be included in the Comprehensive Plan update.

The Mayor asked if there was ever a plan like this? Did he write one a long time ago? The speaker said there was never a formal plan. Do you need this plan for grants? It's not a prerequisite, but it could help in the future and bolsters our case in the future. The Mayor asked about utilizing city staff and wants to make sure we are not spreading people too thin. A lot of our work will build on the work of other people and, as the Mayor noted, previous chairs. Skala and Treece both indicated that they need to adhere to Sunshine rules and make full minutes available. Survey Monkey will be one survey tool, but it will not be our only tool.

No further action was taken.)

REP33-19 Proposed Internal Auditor Policy.

(Action: This report came forward at the request of Pitzer and he helped write much of the policy suggested. He believes that this will create a true policy and will protect the independent operation of the internal auditor. This does not preclude the utilization of outside auditors. Basically, this formalizes the process and identifies areas for investigation. It is based on best practices of other cities and institutions. Safeguards are built in. This gives us tools to help manage the city manager and provides a critical piece of oversight.

In the future, I think we could formalize this with a policy resolution. This is being considered in tandem with the next item. Her report is the first I have seen from an internal auditor since I have been on the council.

The Mayor prefaced his remarks by saying he has full confidence in the city Manager and in Pitzer himself. He does not believe he has ever seen an internal audit. He is concerned that this plan puts more power in the hands of the city manager and that power should reside in the city council. It is impossible to know what we don't know. The Mayor wants a clearer line of reporting. He wanted to use the internal auditor's salary to hire a contract auditor, but that was not allowed. He believes that there are some checks and balances lacking.

Skala thought that originally the internal auditor was supposed to be somewhat independent. Perhaps what is necessary here is to change the charter. Maybe the city council should be the direct employer of such an auditor. That would require a referendum, and that could take a long time. This is a great document and I am glad that it creates a wall of independence. Skala thinks this does shift some responsibility to the city council and wants to head in that direction.

Trapp thought this was a good suggestion. Perhaps, a charter change could be useful. I think this shows a willingness to adopt transparency and oversight. The Mayor wants to refer this to the Finance and Audit Commission. The existing internal auditor said that she had not received much in the way from her predecessor, but that all city staff have been very responsive to requests for information. Her previous experience was with counties, the state and the federal government. She believes that reporting to the city council was appropriated. The Mayor suggested putting a charter change on the ballot and wants direction about when such a question could be placed on the ballot.

Pitzer said that if we want to amend the charter, he could support that. He agrees that a dotted line reporting structure was good, but he did do a lot of work and found that sometimes there is more corruption than there is here and what happens if an auditor is investigating the council itself. This needs to be considered carefully. The Mayor asked Pitzer if had an objection to creating a charter amendment. Pitzer said he thought this was a good solution to our current form of government. City legal staff thought there should be another line of reporting where the auditor could report findings to legal who would then be legally bound to report problems.

The Mayor suggested that this should not replace the idea of an outside auditor. Skala said he was not so sure about this and that an external audit could be expensive, etc.

REP34-19 Presentation of 2019-2021 Audit Plan.

(Action: The current auditor said that she created this document in consultation with city department heads and through professional judgment and observations. Some things are very specific to concerns of this city. Others are more generic. Legal staff suggested to the council that they cannot give the auditor direction, but they can share information or observations with the auditor without violating the prohibition.

If the city manager asked the auditor to ignore input from the city council, what happens. The city counselor said that if there is a significant change, she is required to report that to the council. What if the council member talked about pooled cash or the use of reserve funds and the city manager said that's a bad idea? It is the responsibility of the city manager to get approval for plan changes. Pitzer noted that there are target dates, timing, reports, etc. He thinks that there are annual reports due and that we can compare this against actual. We can refer this to the Finance and Audit Committee and go from there.

The Mayor asked if the auditor thinks the current structure works? The auditor said she thought it worked as long as there were certain people in place. Skala thought that sometimes these functions are routine but thought this was an important step in codifying the process.

GENERAL COMMENTS BY PUBLIC, COUNCIL AND STAFF

Public

A speaker indicated that he approached a brand-new home that was in the land trust. He said that people with an 800 credit score couldn't get into one of those homes. He has a problem with rent and now the water rates are going up and I don't know what the future holds for the poor in this town. The biggest expenditure in the whole town is the airport. The new auditor needs to know if too much money is going to the airport. I think at the beginning of every month we need a pie chart that says how many passengers fly in and out.

The next speaker wanted to speak as the chair of the Finance and Audit Committee. She was appointed to this committee in 2014. They used to meet just twice a year. We never got a written report. He only gave oral reports. Then he said he got taken off the job by the city attorney. They thought he was on to something – something big – and he got pulled off. The committee was told that the city manager did not intend to fill that position. Along with Pitzer, we believe that there should be an audit plan, but we also think they should report to the council, with regular reports to the committee.

Council

The Mayor wants to appoint Richard King and Dave Lineberry to the Bicentennial Commission. He also wanted to re-appoint Karl Skala as Mayor Pro Tem.

Thomas complimented the city staff for responding to the airport situation. He himself was caught by the short airport shutdown. He wanted to know what the process is for requesting reimbursement from the FAA. The City Manager indicated that documentation is required and that he believed that most costs will be reimbursed.

Peters brought up the concept of interviewing candidates for P&Z and the Board of Adjustment. The city Clerk indicated that the readvertisement period would have to end on May 3 to get a meeting by May 6. If you want to interview on May 20, two council members are gone. Do you want to do that? If current P&Z terms expire, they can be allowed to continue. On the Board of Adjustment, that person termed out and CANNOT remain in his position, but an alternate can apply.

Skala said he did not originally intend to readvertise, but he does want to interview the current crop of candidates. Ruffin said he agrees in theory, but he does not want to give any individual an unfair advantage because they can't make it to an interview meeting. Skala said he remembers when he first got on P&Z, there were 9 candidates, and all were interviewed. The change in interview policy happened under Mayor McDavid, then started it up again, then it went away again. Trapp thought it was valuable, but it was disbanded because of scheduling issues. Trapp thought it could cut both ways. Trapp thought he could take it either way. Skala reiterated his support for the interview process.

Peters asked if this is something we want to give consideration to and think about or do we just start right now? The Mayor suggested preparing written questions for all candidates and use that as an alternative to live interviews in some cases. The clerk mentioned that she can provide the council with a complete list of applicants before May 6.

Skala said he thought that under the new city manager the city has a better social media presence and better transparency.

Trapp complimented the CPRB and wants them to live up to their statutory obligations for transparency and reporting. He also mentioned that the power utility is the biggest city expense, more so than the airport or streets.

Staff
(None.)

ADJOURNMENT
(Time: 10:54 PM.)

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