



City of Columbia

701 East Broadway, Columbia, Missouri 65201

Department Source: Human Resources

To: City Council

From: City Manager & Staff

Council Meeting Date: September 5, 2017

Re: Approving a Collective Bargaining Agreement between the Columbia Police Officers Association, Fraternal Order of Police Lodge #26 and the City of Columbia

Executive Summary

The City of Columbia and Columbia Police Officers Association (CPOA), Fraternal Order of Police Lodge #26 reached a tentative agreement on a three year labor contract. The contract requires City Council approval.

Discussion

City of Columbia management representatives and representatives of CPOA, including employee bargaining committee members, participated in a negotiation process on a collective bargaining agreement over several months this year. CPOA represents Police Officers in Training, Police Officers and Sergeants in the Columbia Police Department. A tentative agreement has been reached, and members of CPOA have ratified the contract.

If approved by council, the contract will be in effect October 1, 2017 through September 30, 2020. Section 1.03 of the contract includes a list of open bargaining items that the parties have agreed to discuss as part of the FY 2019 budget/negotiation process. The contract also includes an annual compensation/wage reopener clause. The proposed agreement is attached.

Fiscal Impact

Short-Term Impact: All costs associated with implementation of the contractual obligations have been included in the FY2018 Budget.

Long-Term Impact: N/A

Strategic & Comprehensive Plan Impacts

[Strategic Plan Impacts:](#)

Primary Impact: Operational Excellence, Secondary Impact: Not Applicable, Tertiary Impact: Not Applicable

[Comprehensive Plan Impacts:](#)

Primary Impact: Not Applicable, Secondary Impact: Not applicable, Tertiary Impact: Not Applicable



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Legislative History

Date	Action
None	

Suggested Council Action

Approve the proposed contract.