



City of Columbia

701 East Broadway, Columbia, Missouri 65201

Department Source: City Manager

To: City Council

From: City Manager & Staff

Council Meeting Date: April 5, 2021

Re: Approving amendments to the Collective Bargaining Agreements between the Columbia Police Officer Association, Fraternal Order of Police Lodge #26 (CPOA), Laborers' International Union of North America, Local 955 (LIUNA) and the City of Columbia

Executive Summary

The City of Columbia has negotiated labor contract amendments with Columbia Police Officer Association, Fraternal Order of Police Lodge #26 (CPOA) and Laborers' International Union of North America, Local 955 (LIUNA) for a mid-year wage adjustment. The contract amendment requires City Council approval.

Discussion

The City of Columbia Code of Ordinance, Section 19-25 establishes the roles and responsibility for labor negotiations; it sets out the process for those negotiations and includes a timeline. Please find attached to this memorandum Section 19-25 of the City of Columbia Code of Ordinance.

In the ordinance, the city manager shall designate representatives of the city to collectively bargain in accordance with Missouri law with employee group representatives. City management representatives shall request to negotiate with employee group representatives on proposed ordinance modifications to Chapter 19 of the City Code or the negotiation of collective bargaining agreements for discussing proposals before a public vote of the city council.

The city council, as a council or as individuals, shall not, in any manner, engage in any form of collective bargaining with employees, employee groups, or employee representatives. The city council shall issue instructions on labor relations matters and working agreement provisions only to the city manager. The city manager shall keep the council informed of all developments and potential impacts in a timely manner.

In January representatives of the various employee groups may prepare written summaries of their goals and objectives for the collective bargaining process and if they desire make a presentation to the city council related to goals and objectives for the collective bargaining process. The summaries are due to the city management representatives no later than December 15.

At a Council Work Session scheduled in January, the various employee groups shall be given the opportunity to make oral presentations to the council. The city council shall establish policy guidelines to be followed by the city's representatives during the collective bargaining process.



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In February, representatives of the various employee groups and city management representatives shall prepare written proposals for revisions to ordinances or existing collective bargaining agreements.

In February and March discussion sessions between city representative and employee groups' representatives for non-economic issues shall proceed, with a goal of concluding discussions on non-economic issues by March 31.

April through June discussion sessions for economic issues and any remaining non-economic issues shall proceed with the goal to conclude discussions for the year on or before June 21. After April 1 and before May 1, any employee group dissatisfied with the progress of the collective bargaining sessions may present their views directly to the city council at a work session meeting.

On or before June 1, the city's representatives or any employee group dissatisfied with the progress of the collective bargaining process may request the services of a mediator from the federal mediation and conciliation service or any other mediator mutually agreed upon by the employee group and the city's representative.

The goal of this process is have labor negotiations completed at the end of the fiscal year to be included in the upcoming budget.

Because of the uncertainty with revenues due to the pandemic, the city did not budget for a wage increase in FY2021 and negotiated with labor groups to move the wage discussion to February 2021 to allow time to understand any potential impact of covid on finances.

In mid-February City of Columbia management presented a wage proposal to representatives for Columbia Police Officer Association, Fraternal Order of Police Lodge #26 (CPOA), Columbia Professional Firefighter, International Association of Fire Fighters, Local 1055 (IAFF) and Laborers' International Union of North America, Local 955 (LIUNA). The City has concluded negotiations with CPOA and LIUNA and have agreed on contract amendments concerning pay adjustments.

The effective date of the pay adjustments will be April 4, 2021. Adjustments will be in the following order.

- The City will adopt pay ranges recommended by Paypoint HR for FY 2021.
- The City will make a one-time across the board increase of 2.1% for all Members.
- The City will move any Member paid below the new minimum to the new minimum pay for their classification.
- Incremental move to midpoint.
 - For Members with a minimum of 3 years' time in classification as of March 1, 2020, Member pay will be at least 40% of the difference between the new midpoint and the minimum for the Member's pay grade.



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- For Members with a minimum of 4 years' time in classification as of March 1, 2020, Member pay will be at least 70% of the difference between the new midpoint and the minimum for the Member's pay grade.
- For Members with a minimum of 5 years' time in classification as of March 1, 2020, Member pay will be at least the midpoint for the Member's pay grade.
- One-time time-in-classification pay adjustment of an additional 0.5% for each Member with 6 or more years in classification as of March 1, 2020.
- If a supervisor is making less than 1% above what the highest paid employee under that supervisor makes (after the above mentioned components have been calculated), increase that supervisor's pay so that supervisor makes at least 1% above the rate of pay of the highest paid employee supervised by that supervisor.
- No Member may receive an increase that exceeds the maximum for their pay range.

The City has not concluded negotiations with IAFF. Once those negotiations have finished a contract amendment will be presented to the City Council.

Fiscal Impact

Short-Term Impact: All costs associated with implementation of the contractual obligations have been included in the proposed FY 2021 Budget adjustment up for final read April 5, 2021.

Long-Term Impact: Based on annual budget and collective bargaining process.

Strategic & Comprehensive Plan Impact

Strategic Plan Impacts:

Primary Impact: Public Safety, Secondary Impact: Secondary, Tertiary Impact: Tertiary

Comprehensive Plan Impacts:

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

Legislative History

Date	Action

Suggested Council Action

Approve the proposed contract amendments for the Columbia Police Officer Association, Fraternal Order of Police Lodge #26 (CPOA) and Laborers' International Union of North America, Local 955