



# City of Columbia

701 East Broadway, Columbia, Missouri 65201

Department Source: City Manager

To: City Council

From: City Manager & Staff

Council Meeting Date: October 19, 2020

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 the Columbia Police Officers Association F.O.P Lodge #26 reached a tentative agreement on a new three-year labor contract. The contract requires City Council approval.

## Discussion

City of Columbia management representatives and representatives of the Columbia Police Officers Association Fraternal Order of Police Lodge #26, including employee bargaining committee members, participated in a process to renegotiate the current collective bargaining agreement that expired on September 30, 2020.

CPOA represents all full-time sworn officers in the Department below the rank of Lieutenant. A tentative agreement has been reached and members of CPOA have ratified the proposed contract.

The proposed amendments includes wage reopener for March of 2021; if the reopener leads to proposed pay adjustments the FY 2021 budget will need to be amended.

The most significant change from the current contract is the implementation of a random drug testing procedures for all officers and for certain other employees at the department.

If approved by council, the contract will be in effect October 1, 2020 through September 30, 2023. The contract also includes an annual compensation/wage reopener clause. The proposed agreement is attached along with the drug policy.

## Fiscal Impact

Short-Term Impact: All costs associated with implementation of the contractual obligations have been included in the FY 2021 Budget.

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



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## 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
9/16/19	B270-19 Authorizing 2019 amendments to the collective bargaining agreement with Columbia Police Officers Association, Fraternal Order of Police Lodge #26.
9/17/18	B215-18 Authorizing 2018 amendments to the collective bargaining agreement with Columbia Police Officers Association, Fraternal Order of Police Lodge #26.
9/18/17	B279-17 Authorizing a collective bargaining agreement with Columbia Police Officers Association, Fraternal Order of Police Lodge #26.

## Suggested Council Action

Approve the proposed contract between the City of Columbia and the Columbia Police Officers Association Fraternal Order of Police Lodge #26