



Department Source: City Manager

To: City Council

From: City Manager & Staff

Council Meeting Date: September 7, 2021

Re: Approving amendments to the Collective Bargaining Agreements between the Columbia Police Officer Association, Fraternal Order of Police Lodge #26 (CPOA) and the City of Columbia.

Executive Summary

The City of Columbia and the Columbia Police Officer Association, Fraternal Order of Police Lodge #26 (CPOA) reached tentative agreements on amendments for FY 2022 to the current collective bargaining agreement. The contract amendment requires City Council approval.

Discussion

City of Columbia management representatives and representatives of the Columbia Police Officer Association, including employee bargaining committee members, participated in a process to negotiate amendments to the current collective bargaining agreement.

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 the following

Section 10.01 Pay Adjustments

The City will make the following pay adjustments for employees of the City represented by Columbia Police Officers Association, Fraternal Order of Police Lodge #26. The effective date of the pay changes is September 19, 2021.

1. For employees classified as **Police Officer**.
 - a. The minimum starting pay for Police Officer will be \$22.82 per hour in accordance with the provisions of Section 19-82.
 - b. For Police Officers with two (2) years or less time in classification as of March 01, 2021, employee pay will increase by \$0.06 per hour.
 - c. For Police Officers with three (3) years' time in classification as of March 01, 2021, employee pay will be \$25.01 per hour.



City of Columbia

701 East Broadway, Columbia, Missouri 65201

- d. For Police Officers with four (4) years' time in classification as of March 01, 2021, employee pay will be \$26.69 per hour.
 - e. For Police Officers with five (5) years' time in classification as of March 01, 2021, employee pay will be \$28.38 per hour.
 - f. For Police Officers with six (6) years' time in classification as of March 01, 2021, employee pay will be \$28.44 per hour.
 - g. For Police Officers with seven (7) to nine (9) years' time in classification as of March 01, 2021, employee pay will be \$28.58 per hour.
 - h. For Police Officers with ten (10) to fourteen (14) years' time in classification as of March 01, 2021, employee pay will be \$30.23 per hour.
 - i. For Police Officers with fifteen (15) to nineteen (19) years' time in classification as of March 01, 2021, employee pay will be \$32.09 per hour.
 - j. For Police Officers with twenty (20) years or more time in classification as of March 01, 2021, employee pay will be \$34.00 per hour.
2. For employees classified as **Police Sergeant**.
- a. The starting pay for Police Sergeant will be \$34.01 per hour.
 - b. For Police Sergeants with two (2) years or less time in classification as of March 01, 2021, employee pay will be \$34.01 per hour.
 - c. For Police Sergeants with three (3) to five (5) years' time in classification as of March 01, 2021, employee pay will be \$36.60 per hour.
 - d. For Police Sergeants with six (6) years' time in classification as of March 01, 2021, employee pay will be \$37.05 per hour.
 - e. For Police Sergeants with eight (8) to nine (9) years' time in classification as of March 01, 2021, employee pay will be \$37.22 per hour.
 - f. For Police Sergeants with ten (10) years or more time in classification as of March 01, 2021, employee pay will be \$39.00 per hour.



Fiscal Impact

Short-Term Impact: All costs associated with implementation of the contractual obligations have been included in the proposed FY 2022 Budget adjustment up for final read September 20, 2021. The effective date of the pay changes is September 19, 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).