

**Second Amendment to  
COLLECTIVE BARGAINING AGREEMENT**

**Between Columbia Police Officers Association, Fraternal Order of Police Lodge #26; and  
City of Columbia**

**Effective: Upon execution by last signatory through September 30, 2023**

The parties have met to further negotiate those issues reserved pursuant to the collective bargaining agreement in effect for the period from October 1, 2020 to September 30, 2023 (“Agreement,”) and such other issues as have been negotiated on the mutual consent of the parties. The parties agree that these amendments to that Agreement have been made as a result of their good faith efforts to satisfy their obligations under Missouri law, and that the parties have met, discussed, and agreed upon a resolution of all issues raised by the parties.

These amendments replace sections of the Agreement as indicated herein. Unless expressly replaced herein, all provisions of the existing Agreement continue to apply up to the time of expiration on September 30, 2023. Terms defined in the Agreement shall have the same definition in this amendment.

**Section 10.01 is replaced in its entirety with 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. Adjustments herein will be made as presented below.

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.
  - 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.

**Section 10.02 is replaced in its entirety with the following:**

**Section 10.02 Wage Reopener**

Annually beginning in 2022, in accordance with Section 19-25 of the Code of Ordinances, the City and the Lodge shall engage in good faith negotiations on the issues of salaried compensation. Any agreements reached must be approved in the same manner as this agreement and, upon approval by the Members and the City Council as described in this agreement, shall be an amendment to the terms of this agreement.

**[SIGNATURES ON FOLLOWING PAGES]**

The following individuals by endorsing this Agreement represent that they are authorized agents of the Union or the City with the authority to express the approval of the terms and provisions of this Agreement on behalf of the Columbia Police Officers Association, Fraternal Order of Police Lodge #26, or the City of Columbia, Missouri.

**City of Columbia, Missouri**

By: \_\_\_\_\_  
John Glascock, City Manager

Date: \_\_\_\_\_

ATTEST:

By: \_\_\_\_\_  
Sheela Amin, City Clerk

APPROVED AS TO FORM:

By: \_\_\_\_\_  
Nancy Thompson, City Attorney

I hereby certify that this Agreement is within the purpose of the appropriations to which it is to be charged and that upon passage of the FY 2022 budget there will be unencumbered balances to the credit of such accounts sufficient to pay therefore.

\_\_\_\_\_  
Matthew Lue, Director of Finance

**Columbia Police Officers Association, Fraternal Order of Police Lodge #26:**



\_\_\_\_\_  
Matthew Nichols, President

Date: 8/12/2021



\_\_\_\_\_  
Donald Weaver, General Counsel

Date: 8/12/2021