



City of Columbia

701 East Broadway, Columbia, Missouri 65201

Department Source: Human Resources

To: City Council

From: City Manager & Staff

Council Meeting Date: September 3, 2019

Re: Approving Amendments to the 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, Fraternal Order of Police Lodge #26 (CPOA) reached a tentative agreement on amendments for FY 2020 to the current three year labor contract. The contract amendments require City Council approval.

Discussion

City of Columbia management representatives and representatives of CPOA, including employee bargaining committee members, participated in a negotiation process on Section 10.01 Pay Adjustments, in the current collective bargaining agreement. This section was a reserved item open to negotiation for FY 2020.

CPOA represents Police Officers and Sergeants in the Columbia Police Department. A tentative agreement has been reached, and members of CPOA have ratified the amendments.

The proposed amendments include most of the same proposed pay adjustments included in the FY 2020 budget. However, CPOA negotiated a standard starting pay rate for Sergeants of \$33.145 per hour to address compression between the Police Officer and Sergeant ranks. CPOA agreed to a smaller across the board increase for members in FY 2020, 0.25%, and a reduction in the pay rate for sick leave buyback hours from 50% to 25% of pay, to cover the cost of the Sergeant starting pay provision.

In addition, three new sections to the collective bargaining agreement are proposed:

Section 4.08 Shift Representatives. This new section provides the rights and responsibilities for CPOA designation of shift representatives and attendance of those shift representatives at monthly CPOA meetings.

Section 20.08 Police Wellness. This new section provides a designated room in the Molly Thomas-Bowden Neighborhood Policing Center for use as fitness center. CPOA will supply and maintain the equipment and maintain the room.

Section 20.09 Injury Data. This new section creates a requirement that the city provide aggregated data on officer on-the-job injuries requiring medical attention upon request by CPOA no more than quarterly.



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If approved by council, the contract amendments will be effective on September 22, 2019. The proposed amendments to the collective bargaining agreement are attached.

Fiscal Impact

Short-Term Impact: All costs associated with implementation of the amendments have been included in the FY 2020 Budget.

Long-Term Impact: Based on annual budget and meet and confer process.

Strategic & Comprehensive Plan Impact

Strategic Plan Impacts:

Primary Impact: Operational Excellence, Secondary Impact: Secondary, Tertiary Impact: Tertiary

Comprehensive Plan Impacts:

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

Legislative History

Date	Action
09/17/18	B215-18, Ordinance 023643 approved, authorizing amendments to the collective bargaining agreement with Columbia Police Officers Association, Fraternal Order of Police Lodge #26.
09/18/17	B279-17, Ordinance 023328 approved, authorizing a three year collective bargaining agreement with Columbia Police Officers Association, Fraternal Order of Police Lodge #26.

Suggested Council Action

Approve proposed collective bargaining agreement amendments.