



701 East Broadway, Columbia, Missouri 65201

Department Source: City Manager

To: City Council

From: City Manager & Staff

Council Meeting Date: April 20, 2026

Re: Recognizing the Columbia Police Civilians Association (CPCA) as an appropriate representative unit of employees.

Impacted Ward: Citywide

Executive Summary

Pursuant to section 19-25(a) the City Manager has the authority to recommend to the City Council the recognition of appropriate representative units of employees with a mutually acceptable community of interest for the purpose of collective bargaining over salaries, terms and conditions of employment and other subjects mutually agreed upon as proper subjects for such discussions. This recommendation is made following a certified election conducted by the State Board of Mediation.

Discussion

Non-uniformed employees of the Columbia Police department filed a petition for certification of representation with the State Board of Mediation for the recognition by the City of Columbia (Public Case No. 10611.000) for specific positions in the Police Department. The City, the petitioners, and state representatives entered into discussions to determine an appropriate community of interest. Following discussions, the positions to be covered by the CPCA include: police records clerks I, police records clerks II, administrative technicians I, administrative technicians II, records custodians, custodians, equipment technicians, police policy and research specialists, digital forensic specialists, civilian investigators, community service aides, property and evidence technicians, crime analysts, crime scene investigators, public information specialists, and inventory technicians employed by the City of Columbia – Police Department.

The State Board of Mediation approved the petition request and ordered an election of the employees meeting the community of interest. The election was held on March 11-12, 2026 and a majority of the body voted to participate in a labor organization. On March 30, 2026, the CPCA was certified by the State Board of Mediation. A copy of the Certification of Representation is attached (Attachment 1). Therefore, the City Manager finds that the petition process, the resulting discussions, and the certified election are an acceptable assurance of interest to recommend to the City Council that the Columbia Police Civilians Association be recognized as an appropriate bargaining unit of employees, separate from other City of Columbia employees pursuant to section 19-26(9). The FY26 Classification and Pay Plan will be updated to include the CPCA designation on appropriate classifications and include any necessary new classification numbers to differentiate CPCA classifications.

Fiscal Impact

Short-Term Impact: Unknown

Long-Term Impact: Unknown

Strategic & Comprehensive Plan Impact[Strategic Plan Impacts:](#)

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

[Comprehensive Plan Impacts:](#)

Primary Impact: Inter-Governmental Cooperation, Secondary Impact: Not applicable, Tertiary Impact: Not Applicable

Legislative History

Date	Action
NA	NA

Suggested Council Action

Adoption of the resolution.