

**AMENDMENT TO  
COLLECTIVE BARGAINING  
AGREEMENT**

**BETWEEN:**

**THE CITY OF COLUMBIA, MISSOURI**

**AND THE  
COLUMBIA POLICE OFFICERS  
ASSOCIATION**

**EFFECTIVE DATE:**

**APRIL 4, 2021 THRU SEPTEMBER 30, 2023**

These amendments replace Sections 10.01 and 10.02 of the collective bargaining agreement in effect for the period from October 1, 2020 to September 30, 2023 (“CBA” or “Agreement”), as indicated herein. Unless expressly replaced herein, all provisions of the existing CBA 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 of the CBA is replaced with the following provision:**

### **Section 10.01 Pay Adjustments**

The City will make the following pay adjustments. The effective date of the pay adjustments is April 4, 2021. Adjustments herein will be made in the order presented.

- The City will adopt pay ranges recommended by Paypoint HR for FY 2021.
- The City will make a one-time across the board increase of 2.1% for all Members.
- Starting pay for Sergeants will be \$33.145/hour, with any Members paid below the starting pay moved to the new starting pay.
- The City will move any Member paid below the new minimum to the new minimum pay for their classification.
- Incremental move to midpoint.
  - For Members with a minimum of 3 years’ time in classification as of March 1, 2020, Member pay will be at least 40% of the difference between the new midpoint and the minimum for the Member’s pay grade.
  - For Members with a minimum of 4 years’ time in classification as of March 1, 2020, Member pay will be at least 70% of the difference between the new midpoint and the minimum for the Member’s pay grade.
  - For Members with a minimum of 5 years’ time in classification as of March 1, 2020, Member pay will be at least the midpoint for the Member’s pay grade.
- An increase of an additional 0.5% for each Member with 6 or more years in Member’s current classification as of March 1, 2020.
- If a supervisor is making less than 1% above what the highest paid employee under that supervisor makes (after the above mentioned components have been calculated), increase that supervisor’s pay so that supervisor makes at least 1% above the rate of pay of the highest paid employee supervised by that supervisor.

- No Member may receive an increase that exceeds the maximum for their pay range.

**Section 10.02 of the CBA is replaced with the following provision:**

**Section 10.02 Wage Reopener**

Annually beginning in 2021, in accordance with Section 19-25 of the Code of Ordinances, the City and the Lodge shall engage in good faith negotiations on the issue 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.

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:**

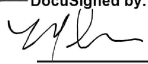
By: \_\_\_\_\_  
Nancy Thompson, City Attorney

I hereby certify that there is a balance in the appropriate accounts otherwise unencumbered and sufficient to meet the financial obligations contemplated by this

agreement.

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

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

DocuSigned by:  
By:  \_\_\_\_\_  
297ECC78765642F  
Matthew Nichols \_\_\_\_\_, President

DocuSigned by:  
By:  \_\_\_\_\_  
099d085961C47B  
Dale H. Roberts, J.D., Executive Director