

**Fourth 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 Police Officers and Police Sergeants, including those employees of the City represented by Columbia Police Officers Association, Fraternal Order of Police Lodge #26.

- A. The City will make a 4% across-the-board increase midyear FY 2023. The effective date of the pay changes is July 23, 2023.

This contract amendment supersedes Section 19-85(a) to allow all eligible permanent employees to receive the pay adjustments listed above.

Minimum starting pay for Police Officers remains the same (\$24.56 per hour).

Minimum starting pay for Police Sergeants remains the same (\$36.61 per hour).

[SIGNATURES ON FOLLOWING PAGE]

By signing below, the parties represent that this Amendment has been duly approved and ratified, and they agree to abide by its terms and conditions.

City of Columbia, Missouri

By: _____
De'Carlton Seewood, 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:



Representative:

Title: Matt Nichols, CPOA President

Date: 7/12/2023



Representative:

Title: Donald Weaver, CPOA General Counsel

Date: 7/12/2023