



City of Columbia

701 East Broadway, Columbia, Missouri 65201

Department Source: Human Resources

To: City Council

From: City Manager & Staff

Council Meeting Date: September 4, 2018

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 2019 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 Range and Lump Sum Payment, Section 11.01 Two-Week Work Periods/Overtime after 80 Hours Pay Status, Section 14.03 PL Pay, and Section 20.01 Uniforms and Equipment in the current collective bargaining agreement. These sections were reserved items open to negotiation for FY 2019.

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.

Two of the amendments are proposed to reflect the proposed change to overtime calculations in the FY 2019 budget and Section 19-96, and to include a \$0.25/hour across the board increase, also proposed in the FY 2019 budget:

Section 10.01 Pay Range and Lump Sum Payment is replaced to include the FY 2019 proposed \$0.25/hour across the board pay increase in the agreement, subject to appropriations by City Council.

Section 11.01 Two-Week Work Periods/Overtime after 80 Hours Pay Status is replaced. Overtime pay eligibility will be calculated in accordance with the proposed change to section 19-96 of the Code of City Ordinances, with the overtime rate (or compensatory time in accordance with FLSA standards) for all hours in pay status worked in excess of forty (40) hours during the work period.

Section 14.03 PL Pay is replaced to reflect the proposed change to section 19-96 of the Code of City Ordinances, with the overtime rate (or compensatory time in accordance with FLSA standards) for all hours in pay status worked in excess of forty (40) hours during the work period as it applies specifically to holiday pay.



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Section 20.01 Uniforms and Equipment is replaced. Subsection (f) is added to allow the uniform to include an exterior carrier for department issued body armor and a statement on the Police Department transition process to external carriers (as vests are replaced or more quickly if funds allow).

If approved by council, the contract amendments will be effective on execution by both parties; the changes to overtime and pay will occur starting September 23, 2018. The proposed amendment to the collective bargaining agreement is attached.

Fiscal Impact

Short-Term Impact: All costs associated with implementation of the contractual obligations have been included in the FY 2019 Budget.

Long-Term Impact: N/A

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
09/18/2017	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.