



CITY OF COLUMBIA, MISSOURI

AND

COLUMBIA POLICE OFFICERS ASSOCIATION

FRATERNAL ORDER OF POLICE LODGE #26

2018 Amendments to

October 1, 2017 – September 30, 2020

LABOR AGREEMENT

POLICE OFFICERS' BARGAINING UNIT

The parties have met to further negotiate those issues reserved pursuant to the collective bargaining agreement in effect for the period from October 1, 2017 to September 30, 2020 (“Agreement”) and the 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 reserved issues raised by the parties pursuant to Section 19-26 of the Code of Ordinances.

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, 2020. Terms defined in the Agreement shall have the same definition in this amendment.

Section 10.01 of the Agreement is replaced with the following provision:

Section 10.01 Pay Range and Lump Sum Payment

The pay range for all personnel covered under this Agreement during the 2017 fiscal year shall be, not including shift differential or other pay incentives, as follows:

Minimum	Mid-Range	Maximum
Officer \$42,141 annually \$20.26/hour	Officer \$50,569 \$24.312/hour	Officer \$58,997 annually \$28.364/hour
Sergeant \$53,846 annually \$25.888/hour	Sergeant \$67,307 annually \$32.359/hour	Sergeant \$80,769 annually \$38.831/hour

Members covered by this agreement shall not have their current pay lowered unless there is an associated demotion; however, this does not prevent adjustments in pay, up or down, due to changes in shift or duty assignments. Members shall remain eligible and receive pay raises at the same time and rate that is granted to all other city employees.

For Members who meet the definition in Chapter 19 of the Columbia Code of Ordinances of “permanent employees” of the City on September 23, 2018, and who are not at or above the pay range maximum for their current position as of that date, the City will provide an increase in the hourly rate of pay of \$0.25 per hour. This paragraph is subject to approval of appropriations for this purpose by City Council.

Section 11.01 of the Agreement is replaced with the following provision:

Section 11.01 Two-Week Work Periods / Overtime after 80 Hours Pay Status

Pay will be in accordance with section 19-96 of the Code of City Ordinances. As stated in Section 19-96 of the Code of Ordinances, overtime work shall be kept to a minimum and supervisors may limit or alter the scheduled hours of Members in order to avoid or limit the accrual of overtime. In making such adjustments, the supervisor will assure the operational needs of the department are fully addressed. This paragraph is subject to approval of appropriations for this purpose by City Council.

Section 14.03 of the Agreement is replaced with the following provision:

Section 14.03 PL Pay

Pay in lieu of taking time off for PL shall not be allowed except as allowed per City Personnel Policies and Procedures, including Sections 19-121 and 19-129 of the City Code of Ordinances. Holiday pay shall be governed by Sections 19-96 and 19-121 of the City Code of Ordinances. Members who work their regularly scheduled shift, whose regular day off falls on a holiday or who receive the holiday off-duty shall receive eight hours of straight time pay for the holiday.

Section 20.01 of the Agreement is replaced with the following provision:

Section 20.01 Uniforms and Equipment

The City shall provide all necessary uniforms and equipment for all Departmental personnel as detailed in the department policy.

- a) Members shall not be required to respond to any hazardous situation without the proper clothing and equipment, all properly maintained and in good working order. The city shall supply reasonable accessories (such as corrective eyewear in gas masks) for any equipment issued that would render the item impractical without the accessory.
- b) Except for shoes and boots, the City shall replace all Department-issued items, when no longer serviceable and as provided herein. All protective clothing,

including but not limited to bullet resistant vests, helmets, and firearms shall meet the most applicable standards in effect at the time of purchase by the City, and shall be worn to all emergency incidents as required by Department policies.

- c) Except for shoes and boots, the City shall bear the cost of cleaning and maintaining all Department provided uniforms, and of replacing Department-issued equipment when no longer serviceable.
- d) The city shall pay a \$229.00 quarterly stipend for clothing to all officers and sergeants who are assigned to non-uniform specialty assignments.
- e) The City shall identify a uniform alteration source that sworn officers and sergeants can utilize as necessary for immediate clothing repair (e.g. button replacement and rip/tear patching) with prior approval from a lieutenant or the quartermaster.
- f) Officers and Sergeants will have two options for wearing department-issued body armor. The officer may wear the Safariland "Bothell" Model 6501 or agreed to equivalent or may wear their vest in the traditional concealed fashion under the uniformed shirt. The officers will adhere to Policy # 1046 in relations to equipment placement when wearing the external carrier. For Members choosing an exterior carrier, the City will transition to ergonomic vests as vests are replaced as a result of normal wear, or may transition more quickly as funds allow.

Approval of the Amendment

Authorization to enter this amendment has been obtained by the Lodge by a majority vote carried out over a period of time and in a location and manner that allowed reasonable opportunity to vote. Authorization by the City was obtained through a vote of City Council. By signing below, the parties represent that this Agreement has been duly approved and ratified, and they agree to abide by its terms and conditions.

City of Columbia, Missouri

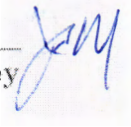
By: _____
Mike Matthes, City Manager

Date: _____

ATTEST:

By: _____
Sheela Amin, City Clerk


APPROVED AS TO FORM:

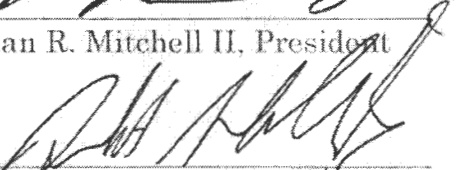
By: _____ 
Nancy Thompson, City Attorney

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.

Michele Nix, Director of Finance

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

By: _____ 
Alan R. Mitchell II, President

By: _____ 
Dale H. Roberts, J.D., Executive Director