

**Second Amendment to
MEMORANDUM OF AGREEMENT**

Between Columbia Police Lieutenants' Association and City of Columbia

Effective: Upon execution by last signatory through September 30, 2026

The parties have met to further negotiate those issues reserved pursuant to the Memorandum of Agreement in effect for the period from October 1, 2023 to September 30, 2026 ("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, 2026. Terms defined in the Agreement shall have the same definition in this amendment.

Article 16 is replaced in its entirety with the following:

ARTICLE 16
SALARY

The City will make the following pay adjustments for employees of the City represented by Columbia Police Lieutenants' Association. Adjustments herein will be made in the order presented.

1. Minimum starting pay for Police Lieutenant shall be \$49.67 per hour.
2. Effective at the beginning of the pay period following City Council approval:
 - The City will increase member pay by 3.53%.
 - The City will increase pay ranges by 2%.
3. Effective January 18, 2026:
 - The City will increase pay ranges by 1.5%.

[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 Lieutenants' Association



Representative:

Title: President

Date: 10/22/2025



Representative:

Title: VP

Date: 10/22/25