



Department Source: City Manager

To: City Council

From: City Manager & Staff

Council Meeting Date: November 3, 2025

Re: Approving amendments to the Memorandum of Agreement between the City and the Columbia Police Lieutenants Association (CPLA) for certain pay and benefit adjustments.

Executive Summary

The City of Columbia has negotiated an amendment to the Memorandum of Agreement with the Columbia Police Lieutenants' Association, (CPLA) for the following pay and benefit adjustments:

Effective the beginning of the pay period following City Council approval:

- Increase pay ranges by 2%
- Increase member pay for all members by 3.53%

Effective January 18, 2026

- Increase pay ranges by 1.5%

Vacation Proposal:

Submitted under separate legislation and pending City Council approval:

- Increase annual vacation accruals by approximately 8 hours per tier.
- Add a new tier for employees with 25 or more years of service.

The amendment requires City Council approval.

Discussion

The City of Columbia Code of Ordinance, Section 19-25 establishes the roles and responsibility for labor negotiations; it sets out the process for those negotiations and includes a timeline, roles and responsibilities. Staff are pleased this cycle is complete and we have reached an accord with CPLA.

Fiscal Impact

Short-Term Impact: All costs associated with implementation of the pay proposal have been included in the current and proposed FY 2026 Budget.

Long-Term Impact: Based on annual budget and collective bargaining process.

Strategic & Comprehensive Plan Impact

[Strategic Plan Impacts:](#)

Primary Impact: Organizational Excellence, Secondary Impact: Safe Community, Tertiary Impact: Inclusive and Equitable Community

[Comprehensive Plan Impacts:](#)

Primary Impact: Not Applicable, Secondary Impact: Not applicable, Tertiary Impact: Not Applicable



City of Columbia

701 East Broadway, Columbia, Missouri 65201

Legislative History

Date	Action
09/03/2024	Authorizing a first amendment to the memorandum of agreement with Columbia Police Lieutenants' Association to provide for FY 2024 and FY 2025 salary adjustments. R259-24
09/18/2023	Authorizing a memorandum of agreement with the Columbia Police Lieutenants' Association. B219-23

Suggested Council Action

Approve the proposed amendments to the Memorandum of Agreement between the City and the Columbia Police Lieutenants' Association.