



City of Columbia

701 East Broadway, Columbia, Missouri 65201

Department Source: City Manager

To: City Council

From: City Manager & Staff

Council Meeting Date: November 17, 2025

Re: Approving a Collective Bargaining Agreement (CBA) between the City and the Columbia Professional Firefighters I.A.F.F., Local 1055.

Executive Summary

The City of Columbia has negotiated a new collective bargaining agreement (CBA) with the Columbia Professional Firefighters I.A.F.F., Local 1055 (IAFF). The agreement 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. The city council, as a council or as individuals, are prohibited from engaging in any form of collective bargaining with employees, employee groups, or employee representatives. The city council is required to issue instructions on labor relations matters and working agreement provisions only to the city manager. The city manager, in turn, is required to keep the council informed of all developments and potential impacts in a timely manner.

City of Columbia management representatives and representatives of the Columbia Professional Firefighters I.A.F.F., Local 1055 (IAFF), including employee bargaining committee members, participated in a process to negotiate a new collective bargaining agreement (CBA) that will expire on September 30, 2028.

The proposed CBA includes the following FY26 adjustments.

1. Effective the beginning of the pay period following City Council approval, the City agrees to increase pay ranges by 2%. The city will adjust steps in the pay scale by 1.5%. Eligible members shall move one step.
2. Effective January 18, 2026, increase pay ranges by 1.5%.
3. Annual Reopeners (Section 5.06)
 - A. Missouri LAGERS Public Safety Plan/City of Columbia Firefighters Retirement Plan
 - B. 2% match for deferred compensation
 - C. Section 3.02 – Salaries
 - D. Section 3.04 - Meal Allowance
 - E. Section 3.05 - Hours of Duty worked in Higher Classification
 - F. Additional Pay/Incentive Pay
 - G. Post Employment Health Plan
4. Numerous amendments were agreed upon as this was a full contract review.

If approved by Council, this agreement is effective immediately.



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Fiscal Impact

Short-Term Impact: FY26 Budget was programmed to accommodate the increase.

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 Neighborhoods, Tertiary Impact: Not Applicable

Comprehensive Plan Impacts:

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

Legislative History

Date	Action
06/17/2024	R114-24 : Authorizing a third amendment to the collective bargaining agreement with Columbia Professional Firefighters I.A.F.F. Local 1055.
09/19/2022	B246-22 : Authorizing a collective bargaining agreement with Columbia Professional Firefighters I.A.F.F. Local 1055.
06/21/2022	R91-22 : Authorizing a second amendment to the collective bargaining agreement with Columbia Professional Firefighters I.A.F.F. Local 1055.
05/03/2021	R71-21 : Authorizing amendments to the collective bargaining agreement with Columbia Professional Firefighters I.A.F.F. Local 1055.
02/15/2021	B58-21 : Authorizing an amendment to the collective bargaining agreement with Columbia Professional Firefighters I.A.F.F. Local 1055.
09/16/2019	B269-19 : Authorizing a collective bargaining agreement with Columbia Professional Firefighters I.A.F.F. Local 1055.

Suggested Council Action

Approve for the proposed amendments to the Collective Bargaining Agreement between the City and the Columbia Professional Firefighters I.A.F.F., Local 1055 (IAFF).