



Columbia Police Officers' Association  
Fraternal Order of Police, Missouri Lodge 26  
1301 Vandiver Drive, Suite 102, Columbia, MO 65202

January 12, 2022

Columbia City Council  
c/o Luca Mollel  
700 East Broadway  
Columbia, MO 65201  
*Sent by email only to Luca.Mollel@como.gov*

RE: Goals for 2022 Collective Bargaining

Greetings,

As requested, I am writing to on behalf of the Columbia Police Officers' Association (CPOA) to share our three goals for collective bargaining this year:

1. **Implement the small final step to fix pay compression.** Together, we are almost at the finish line. In the last few years, great strides have been made to fix the serious pay compression problem that has plagued CPD for a long time. We are about 80% of the way there. Let's finish this race and finalize a pay step plan for officers and sergeants.
2. **Commit not to repeat this mistake.** We are seeking a commitment from the City to maintain the pay step plan; and not to compress pay in the future. This means that starting pay will not be increased without corresponding increases to all officers and sergeants.
3. **Across the board pay increase.** Inflation has hit hard. Officers are leaving for other jobs in law enforcement and outside of law enforcement. We are seeking an across the board pay increase (net after any insurance premium increases) that will allow us to stay competitive in recruiting new hires while rewarding our valuable, tenured officers.

We look forward to further discussion during the Council work session on Tuesday, January 18, 2022 at 5:00 p.m.

Thank you for your time and consideration.

Sincerely,

Matt Nichols  
President  
Columbia Police Officers' Association, FOP Lodge #26

cc: Decarlon Seewood, by email only to decarlon.seewood@como.gov  
Geoff Jones, by email only to geoffrey.jones@como.gov