Memorandum of Agreement
Columbia Police Lieutenants' Association

WHEREAS, the Columbia Police Lieutenants' Association ("CPLA) has been recognized by the City of Columbia ("City") as the exclusive bargaining representative for all Columbia Police Department Lieutenants; and

WHEREAS, the parties desire to enter into this Memorandum of Agreement ("Agreement") for the purpose of memorializing the resolution of certain base pay issues between the City and the CPLA as more fully set forth herein;

NOW THEREFORE, this Agreement is made and entered into by the City and members of the CPLA and shall be effective upon execution by the last signatory.

SECTION 1. Pay Adjustments.

The City will make the following pay adjustments for employees of the City represented by CPLA. The pay adjustments will be made in the order listed below and will become effective on May 15, 2022. Adjustments herein will be made in the order presented.

A. Pay range for police lieutenants will remain the same as FY 2022 due to ongoing classification and compensation study.

B. The pay for Lieutenant Gooch will increase from $39.56 per hour to $41.86 per hour.

C. The City will make a 3% across-the-board increase midyear FY 2022 for all CPLA members.

D. The City will make a one-time lump sum retention payment of $1,500 to each CPLA member that was actively and continuously employed in a permanent city position from March 8, 2020 through June 26, 2022.

E. The City will make a 4.5% across-the-board increase at the beginning of FY 2023 for all CPLA members.

F. The City will reopen negotiations on compensation including pay structure within 90 days after receiving the classification and compensation study final report and the City Manager commits to make a recommendation to City Council to implement recommended changes as soon as practical.

G. Employees in a classified police lieutenant position shall be assigned either a take-home city vehicle OR receive a $250.00 per month vehicle allowance, as determined by the Chief of Police. At no time will a classified police lieutenant receive both a take-home city vehicle and a vehicle allowance.

SECTION 2. Effective Date.

This Agreement shall become effective upon ratification and signature of the last party to execute below. 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.

[SIGNATURES APPEAR ON FOLLOWING PAGE]

COLUMBIA POLICE
LIEUTENANTS' ASSOCIATION

By: LT Chad Gooch
Printed Name: Chad Gooch
Title: President
Date: 5/5/22

By: CS
Printed Name: Clinton Sinclair
Title: Treasurer
Date: 5/5/22

CITY OF COLUMBIA, MISSOURI

By: _____
De'Carlon Seewood, City Manager
Date: _____

ATTEST:

By: _____
Sheela Amin, City Clerk

APPROVED AS TO FORM:

By: _____
Nancy Thompson, City Counselor

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