

**Second Amendment to  
COLLECTIVE BARGAINING AGREEMENT**

**Between the Columbia Professional Firefighters I.A.F.F., Local 1055; and City of Columbia**

**Effective: Upon execution by last signatory through September 30, 2022**

The parties have met to further negotiate those issues reserved pursuant to the collective bargaining agreement in effect for the period from October 1, 2019 to September 30, 2022 (“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, 2022. Terms defined in the Agreement shall have the same definition in this amendment.

The parties agree the provisions of Section 3.02 herein will be incorporated into the subsequent collective bargaining agreement entered into between the parties to replace the Agreement. In consideration of the amendment of Section 3.02 contained herein, the Union will not request any additional changes to Sections 3.03, 3.04, or 3.09 of the Agreement, City Code Sections 19-97 and 19-100 or resubmit the Union proposed sections 3.10, 3.11 and 3.12 in subsequent collective bargaining sessions to replace the current Agreement, unless agreed to by the City. Nor shall the Union request any further amendment to Section 3.02 in the current agreement, including pay proposals previously considered during the negotiations of this amendment, unless agreed to by the City.

The parties expressly agree to keep open for negotiation the following items for the next contract:

- Missouri Firefighters Critical Illness Pool,
- City of Columbia Firefighters Retirement Plan
- Missouri LAGERS Public Safety Plan
- 2% match for deferred compensation
- Compensation, including pay structure
- Section 19-97 of the City Code

**Section 3.02 is replaced in its entirety with the following:**

**Section 3.02 Salaries**

The City will make the following pay adjustments for employees of the City represented by Columbia Professional Firefighters I.A.F.F., Local 1055. Adjustments herein will be made in the order presented.

A. Effective at the beginning of the pay period following approval of this amendment by City Council, the City agrees to increase member pay for eligible members by 3% and shall adjust the steps in the pay scale to reflect such 3% increase. The new pay steps incorporating the 3% increase shall be as set forth below:

| Job Title              | Type of Pay Rate | Entry | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
|------------------------|------------------|-------|--------|--------|--------|--------|--------|
| Firefighter 1          | 2912<br>Hourly   | 15.22 |        |        |        |        |        |
| Firefighter 2          | 2912<br>Hourly   | 16.75 | 17.08  | 17.42  | 17.76  | 18.09  | 18.43  |
| Engineer               | 2912<br>Hourly   | 20.32 | 20.73  | 21.15  | 21.55  | 21.96  | 22.37  |
| Assistant Fire Marshal | 2080<br>Hourly   | 34.44 | 35.13  | 35.83  | 36.55  | 37.29  | 38.03  |
| Captain                | 2912<br>Hourly   | 25.21 | 25.83  | 26.45  | 27.06  | 27.68  | 28.29  |

B. The City will make a one-time retention payment to qualifying employees in FY 2022 as listed:

1. The City will make a \$1,500.00 one-time retention payment in FY 2022 for employees that were actively and continuously employed in a permanent city position from 3/8/20 through the effective date of the payment, OR
2. The City will make a \$750.00 one-time retention payment in FY 2022 for employees that were actively and continuously employed in a permanent city position from 1/9/22 through the effective date of the payment.

C. Effective on September 18, 2022, the City agrees to increase member pay for eligible members by 4.5% and shall adjust the steps in the pay scale to reflect such 4.5% increase. The new pay steps incorporating the 4.5% increase shall be as set forth below and to incorporate such pay scale into any new collective bargaining agreement:

| Job Title     | Type of Pay Rate | Entry | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
|---------------|------------------|-------|--------|--------|--------|--------|--------|
| Firefighter 1 | 2912<br>Hourly   | 15.91 |        |        |        |        |        |
| Firefighter 2 | 2912<br>Hourly   | 17.50 | 17.85  | 18.20  | 18.56  | 18.90  | 19.26  |
| Engineer      | 2912             | 21.24 | 21.67  | 22.10  | 22.52  | 22.95  | 23.38  |

|                           |                |       |       |       |       |       |       |
|---------------------------|----------------|-------|-------|-------|-------|-------|-------|
|                           | Hourly         |       |       |       |       |       |       |
| Assistant<br>Fire Marshal | 2080<br>Hourly | 35.99 | 36.71 | 37.45 | 38.20 | 38.96 | 39.74 |
| Captain                   | 2912<br>Hourly | 26.35 | 26.99 | 27.64 | 28.28 | 28.92 | 29.57 |

D. Implementation of the pay scale shall be as follows:

1. The parties agree that the pay scale above shall be in effect as provided herein. All new members shall enter the grade at the entry step as illustrated in the chart above. If a member is currently above the top step, that employee will remain at the current pay rate. No member shall have their current pay rate reduced by any amount except as a result of demotion as defined in Art. VII, Sec. E of the Administrative Rules Supplement to Chapter 19.
2. The plan shall work as follows:
  - i. Upon appointment as a full time permanent Firefighter I with the Fire Department, employees will enter the plan as a "Firefighter I" and remain in that grade until the beginning of the pay period following completion of the probationary period.
  - ii. At the beginning of the pay period following successful completion of the probationary period, members in the Firefighter I grade will move to "Firefighter II" grade and their pay will increase to the entry step of the Firefighter II scale.
  - iii. Upon promotion, the member will move to the entry step of the next grade.
  - iv. Upon reaching step five in any of the respective grades, members shall not receive an increase to their base pay rate that exceeds the step to which the member is assigned.

**.Section 5.09 is added as follows:**

**SECTION 5.09. Counterparts and Electronic Signatures.**

Counterparts and Electronic Signatures. This Agreement may be signed in one or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same document. Faxed signatures, or scanned and electronically transmitted

signatures, on this Agreement or any notice delivered pursuant to this Agreement, shall be deemed to have the same legal effect as original signatures on this Agreement.

**[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'Carlon Seawood, City Manager

Date: \_\_\_\_\_

ATTEST:

By: \_\_\_\_\_  
Sheela Amin, City Clerk

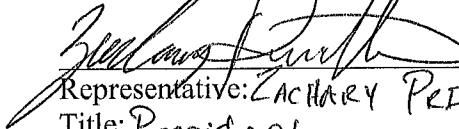
APPROVED AS TO FORM:

By: \_\_\_\_\_  
Nancy Thompson, City Attorney

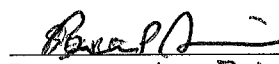
I hereby certify that this Agreement is within the purpose of the appropriations to which it is to be charged and that upon passage of the FY 2023 budget there will be unencumbered balances to the credit of such accounts sufficient to pay therefore.

\_\_\_\_\_  
Matthew Lue, Director of Finance

**Columbia Professional Firefighters  
Union of International Association of Firefighters Local 1055:**

  
Representative: ZACHARY PRIVETTE  
Title: President

Date: 6/9/2022

  
Representative: Brian P. Davison  
Title: SECRETARY Treasurer

Date: 6/9/22