



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

December 15, 2022

Kathy Baker, Director of Human Resources  
600 East Broadway  
Columbia, MO 65201  
*sent by email only to kathy.baker@como.gov*

RE: Summary of Goals and Objectives for Upcoming Collective Bargaining Process

Greetings,

I am writing to on behalf of the Columbia Police Officers Association to: (1) share a summary of our goals and objectives for the upcoming collective bargaining process; and (2) to request the opportunity to present to Council on Tuesday, January 17, 2023. Our simple, yet lofty, goal is widely supported by Columbia's residents, elected representatives, and city staff: ***We want the City of Columbia to be able to recruit and retain the best and brightest to serve as CPD officers.***

CPOA will strive for this goal through a series of comprehensive proposals which seek to improve compensation; safeguard against unwarranted or politically motivated discipline; promote efficient police operations; promote officer wellness and safety; and otherwise improve working conditions for Columbia police officers.

Our proposals seek to improve compensation by: finishing implementation of the pay step plan; across-the-board raises sufficient to improve *real wages*; improving pension plans; increasing the overtime rate for special events; increasing shift differential; and creating a new rank/position for FTOs and detectives (senior police officer).

Our proposals seek to safeguarding against unwarranted discipline by: allowing officers to appeal discipline and grievances to a fair, neutral, and unbiased arbitrator.

Our proposals seek to promote officer wellness and safety by: allowing officers time to exercise while on-duty; and by allowing donation of sick time for City employees who need it.

Our proposals seek to promote efficient operations by: changing the timing of the annual patrol shift bid process; adding all commissioned law enforcement officers (park rangers, airport safety officers, etc.) to the police officer job classification; requiring a standardized application process and eligibility roster for all specialty assignments; and improving clarity in miscellaneous contract provisions.

Our proposals seek to improve working conditions by: allowing employees to run for (non-City) public office without requiring a leave of absence (and allowing employees to serve in (non-City) public office); requiring the City to pay for all aspects of City-ordered medical treatment/testing; and considering employees to be on-duty while obtaining medical treatment necessitated by work related injury/illness.

Thank you for your consideration. We look forward to our discussion with Council and we look forward to working with you.

Sincerely,

Matt Nichols, CPOA President

cc: Mike Griggs, by email only to mike.griggs@como.gov