



*People sleep peacefully in their beds at night
only because their officers
are ready and willing
to face violence on their behalf.*

Friday, December 21, 2018
CPOA Collective Bargaining Request per Ord. #19-25

Interim City Manager John Glascock
cc: HR Director Margrace Buckler, et al.

Dear Mr. Glascock,

Pursuant to city ordinance #19-25, subsection (d) (1)

“If an employee group desires to make a presentation to the city council related to goals and objectives for the meet and confer process, the summaries shall be submitted to the city management representatives at least ten (10) days prior to the first regular city council meeting in January.”

According to the city calendar, the first regular city council meeting in January will occur on January 7, 2019. Therefore, as of this date, the CPOA is notifying you that we intend to make a presentation to the city council related to goals and objectives for our upcoming collective bargaining process.

The summary of the goals and objectives we intend to present are, in no particular order, as follows.

1. Continue moving all officers and sergeants who have served for five years to the midpoint of the pay scale.
2. Implement an adequate solution to our current pay compression crisis.

These are complex issues and we would request 30 minutes (maximum) for our presentation. The firefighters recently made two different work-session presentations to the council. I think our request for time is reasonable and consistent with what has been done.

There are numerous other issues, financial and non-financial, that we will address in our regular bargaining sessions. This summary, however, addresses the issues we plan to discuss on January 7, 2019.

We recently requested data from the HR department and received it moments ago. More detailed information will be made available from CPOA after we review and analyze the underlying data.

On behalf of the men and women who stand in harm's way to protect us from evil, I am sincerely yours,

Dale Hardy Roberts, J.D., Executive Director
The Columbia Police Officers' Association, FOP Lodge #26