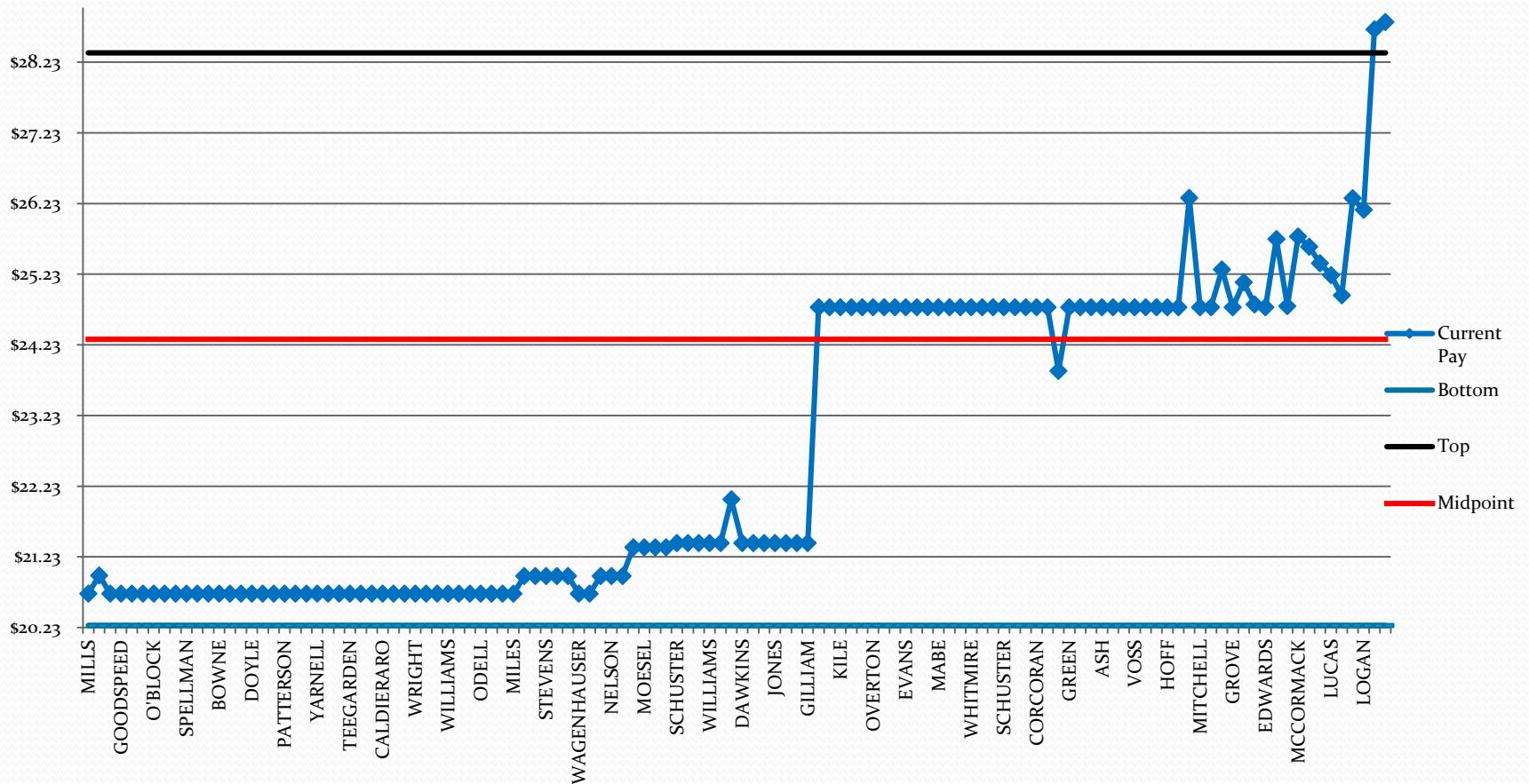


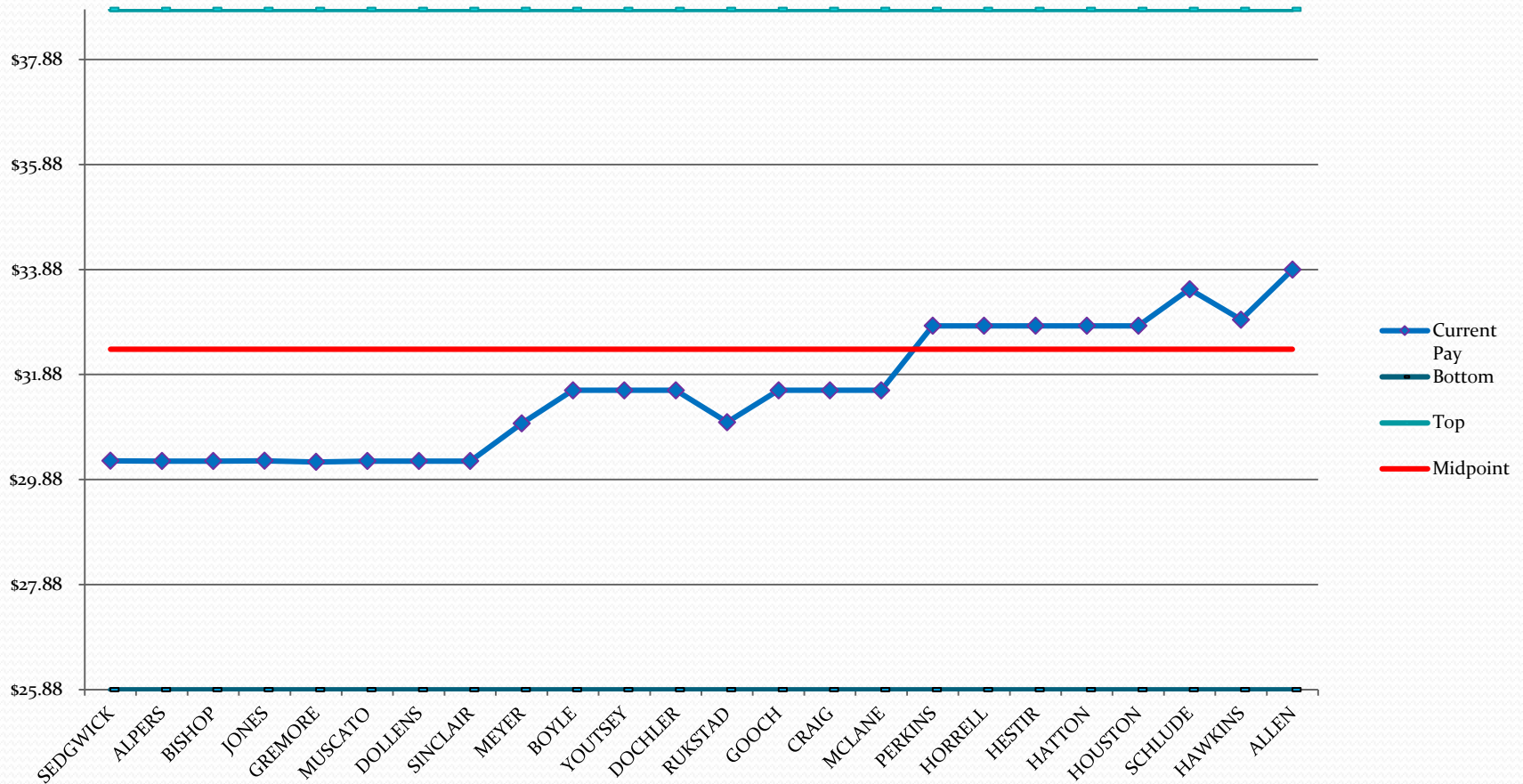
Collective Bargaining 2020

Columbia Police Officers Association
Fraternal Order of Police
Lodge #26

Current Officer Hourly Pay



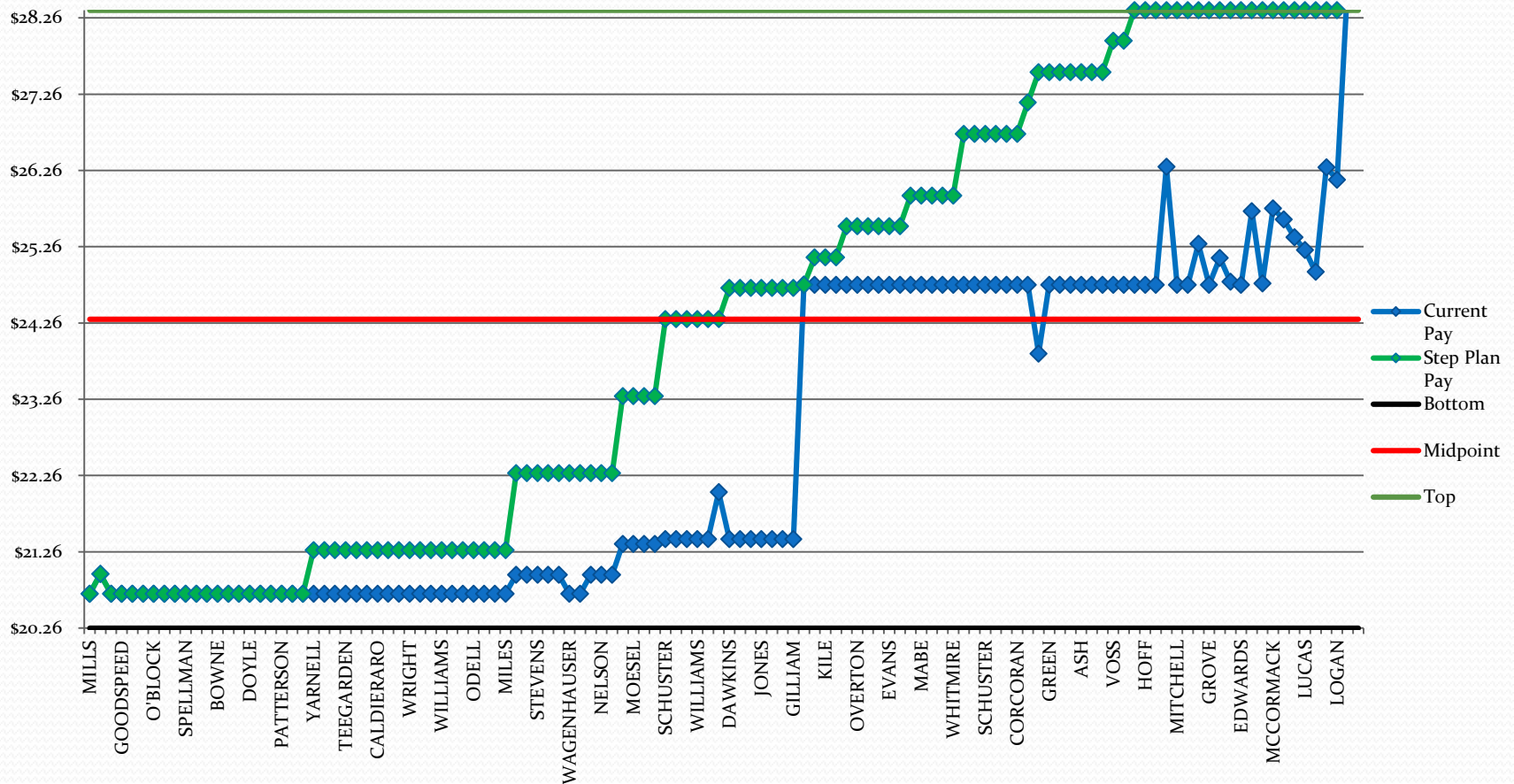
Sergeant Current Hourly Pay



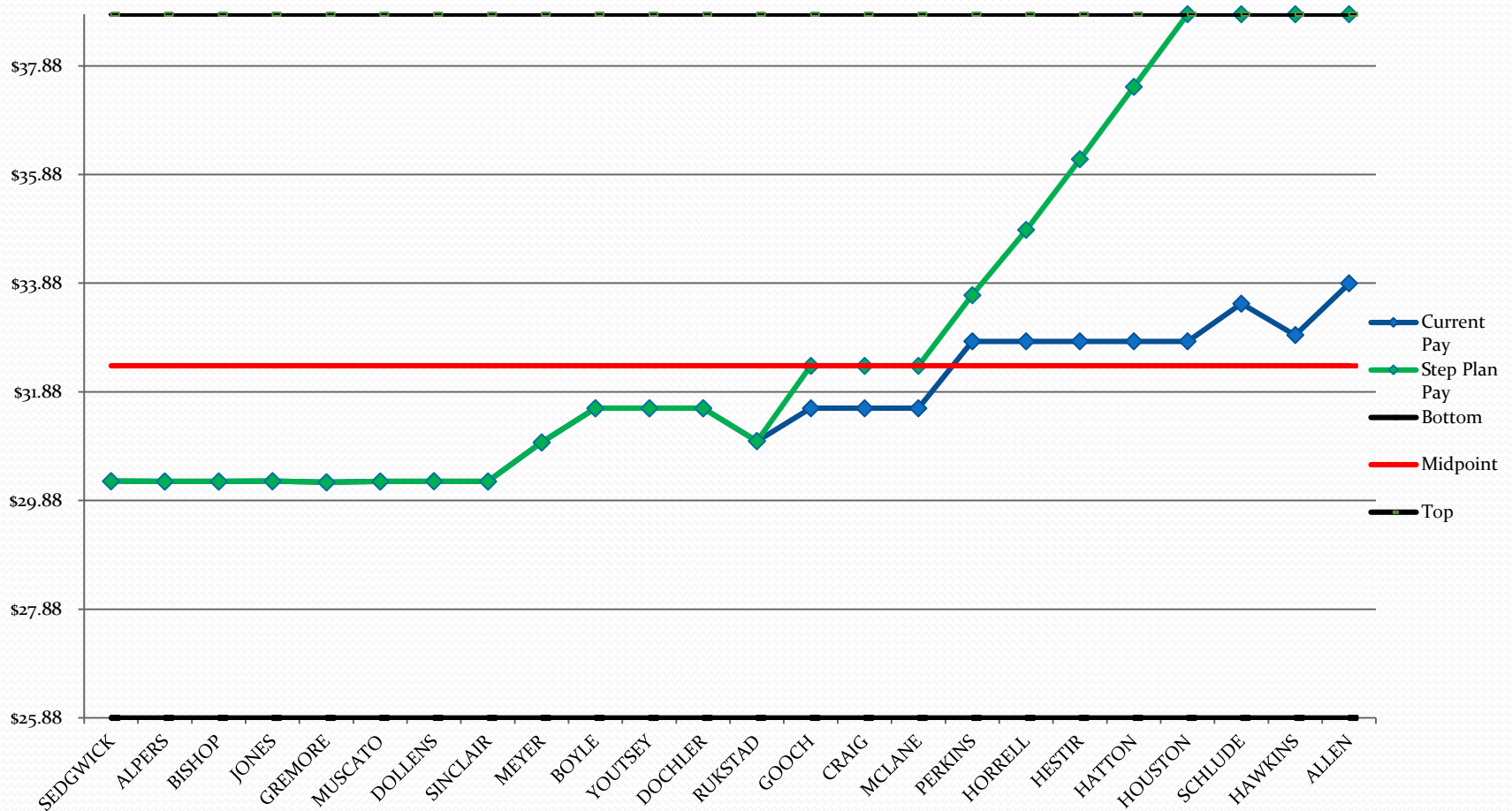
Step Plan Hourly Chart

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Officer	\$ 20.26	\$ 21.28	\$ 22.29	\$ 23.30	\$ 24.31	\$ 24.72	\$ 25.12	\$ 25.53	\$ 25.93	\$ 26.34	\$ 26.74	\$ 27.15	\$ 27.55	\$ 27.96	\$ 28.36
SGT	\$ 25.88	\$ 27.92	\$ 29.76	\$ 31.06	\$ 32.36	\$ 33.66	\$ 34.86	\$ 36.16	\$ 37.49	\$ 38.83					

Officer Step Plan Adjustment



Sergeant Step Plan Adjustment



Corporal/Detective

Detective Sergeant

- 5% Pay increase with a pay scale running parallel to the officer/sergeant pay scale.
- FTO = Corporal
- Detective, VNOC, Street Crimes, and IA = Detective
- Sergeants over the above units = Detective Sergeant
- Years in position would count towards both pay scales.
- Officers voluntarily leaving or removed with cause from one of the above positions would revert to appropriate place on officer/sgt. scale based on years of service.

Specialty Assignment Pay

- 4% increase for those in specialty assignments
- Specialties include: SWAT, CNT, FET, K9, Crash Investigator, DRE, CNT, Bomb Tech
- Specialty Assignment pay would be capped at 6% for additional specialties.
- S.A. Pay would only be for members actively on one of the above teams.
- Officers voluntarily leaving or being removed with cause from one of the above teams would lose the pay increase.

Lateral Entry Pay

- Offer lateral entry for officers to move to a place on the step-plan pay scale equal to their years of service up to year 4.
- Pay increase would be a static move and the officer would remain at the step until their years of service matched their placement on the scale.
- Make this retroactive to any officers who would currently be eligible for the this move.

School Resource Officer Benefit

- Expand SRO Comp Banks to 320 hours.
- This would allow SRO's to accrue two months of time.
- The benefit would allow SRO's to follow the school schedule more closely and prevent them from having to make up hours in other divisions.
- SRO's would also like a written policy to go with this change that would allow them to take the time off when school is not in session.

Increase to CPD Training Budget

- Increase the training budget by an additional \$200,000
- Have this money earmarked for officers and sergeants to attend outside training.
- Use this money for that purpose.

CPD Compensation Improvement Cost

Item	Total
Step-Plan Cost	\$455,507
New Position Cost	\$148,598
Specialty Assignment Pay	\$122,723
Total Pay Cost	\$726,828
Total Pay Cost (*1.6)	\$1,162,924
Training Increase	\$200,000
Complete Total	\$1,362,924

SRO Adjustment would be cost neutral.

Lateral Entry cost has not been evaluated but would vary based on experienced officers hired and would be minimal.