



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

Friday, December 13, 2019  
CPOA Collective Bargaining: FY 2020

Dear Margrace,

Pursuant to City Ordinance 19-25 "If an employee group desires to make a presentation to the city council related to goals and objectives for the collective bargaining process, the summaries shall be submitted to the city management representatives no later than December 15th." The following is the CPOA's summary of goals and objectives to be presented to the City Council.

**1. Retirement for Columbia's Police Officers and Sergeants.**

Effective October 1, 2012, the City of Columbia drastically reduced the retirement benefit for its Police Officers and Sergeants.

- Under the old plan an officer retired at 20 years with 60% of his or her pay.
- Under the new plan an officer retires at 25 years with *only* 50% of his or her pay.

After the change, Mayor McDavid suggested one of the reasons CPD had difficulty recruiting was because our retirement was not as good as other departments. To a millennial, a 25-year career is unthinkable. CPD's turnover indicates it is, once again, simply preparing officers for a career somewhere else. The city has a choice. Columbia may either pay to train officers for their careers with other agencies or provide for a retirement that will keep our well-trained officers in place.

**2. Step Pay Plan for Columbia's Police Officers and Sergeants.**

The CPD's officers received a partial get-caught-up pay raise for fiscal year 2019. However, the City has yet to implement any permanent pay solution to correct for pay compression and to assure its officers their pay will not become stagnant again in the future.

Some of our council members have also called for a plan that would allow the city to know what to expect, or to prepare for, in future budgets. In addition to a sub-standard retirement plan, we know our officers will not remain in a department that offers no hope for pay increases.

**3. Pay Correction for the Columbia Police Department's Sergeants**

As indicated above, our officers received a partial get-caught-up pay raise for fiscal year 2019. Sadly, CPD's Sergeants did not. At CPOA's insistence, the City did ensure that the Sergeants would receive at least \$0.01 per hour more than any officer they supervise.

Chief Jones has returned supervisory authority to the Sergeants such that, once again, we expect a Sergeant to be knowledgeable and decisive under immense pressure and in circumstances that trial lawyers will pick apart at their leisure. In return for the gravity and potential liability of their pivotal decisions, they have been promised at least one penny an hour more than the officers whom they supervise.

Receiving one penny an hour more than your subordinate is cold comfort to a seasoned professional with significant knowledge, skills, and responsibilities.

Thank you.

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

A handwritten signature in blue ink, reading "Dale Hardy Roberts". The signature is fluid and cursive, with the first name "Dale" and last name "Roberts" clearly legible.

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