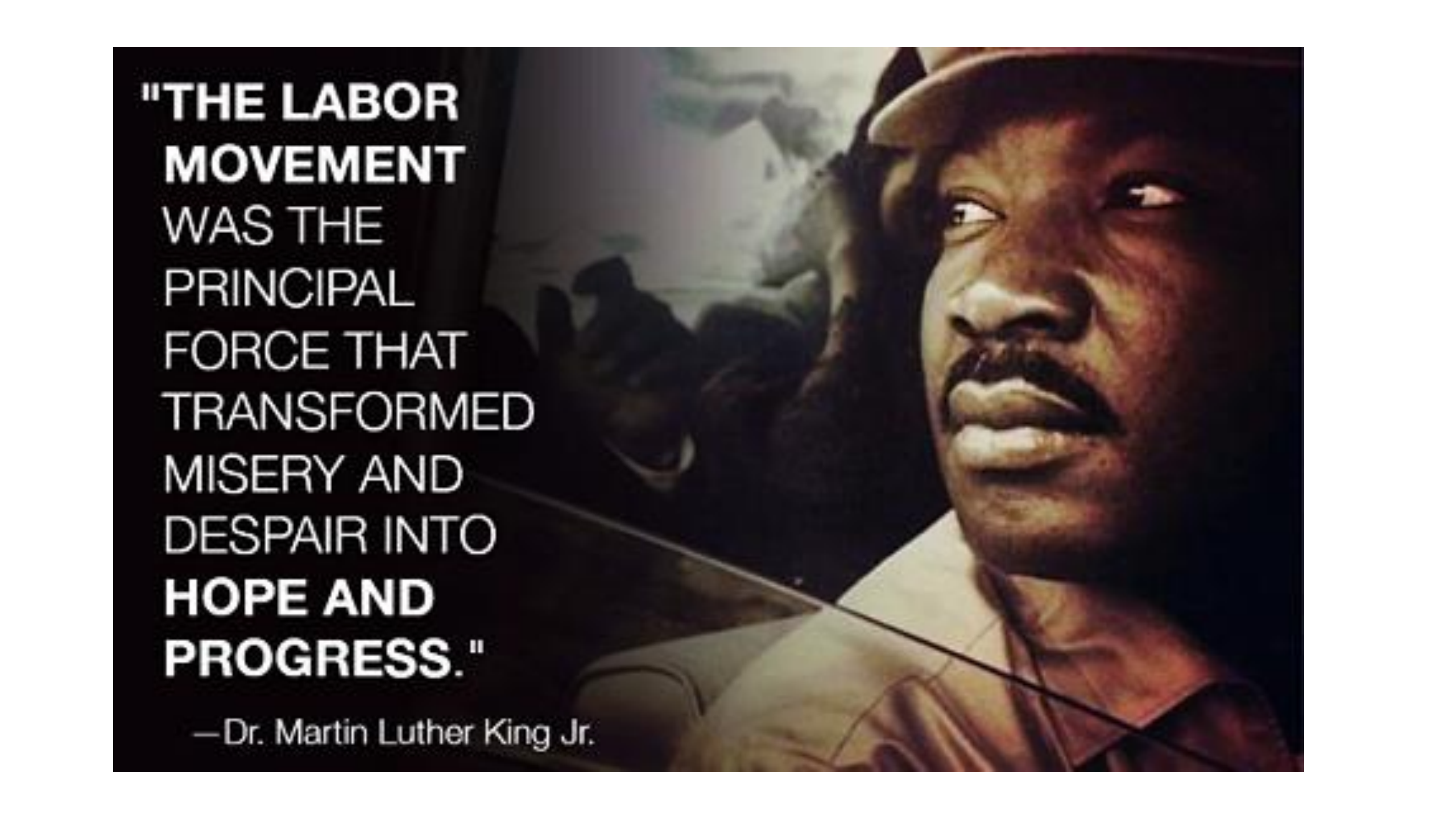


# The Columbia Police Officers Association

## FOP Lodge Mo#26

January 19, 2021, Presentation on Pay Issues  
CPOA President Matt Nichols and CPOA Director Dale Roberts





**"THE LABOR  
MOVEMENT  
WAS THE  
PRINCIPAL  
FORCE THAT  
TRANSFORMED  
MISERY AND  
DESPAIR INTO  
HOPE AND  
PROGRESS."**

—Dr. Martin Luther King Jr.

# Pay Compression

1. Pay compression at the Columbia Police Department has occurred because, *among other reasons*,
  - a) In order to remain competitive the City had to increase the starting pay for new officers.
  - b) However, the City has not increased pay for existing officers proportionately.
  
2. As a result,
  - a) A brand new officer, fresh out of the police academy who has never worked the streets, starts at **\$22.29** per hour (\$22.286.) and
  - b) An officer with 9 years of experience, almost 5 with CPD, currently assigned as a detective makes ... (Matt, how much do you make?)

# Pay Compression

In other words,

a) **A brand new officer**, fresh out of the police academy who has never worked the streets, starts at **\$22.29** per hour (\$22.286.) and

a) **An experienced officer**,

- with 9 years on the street and almost 5 with CPD,
- currently assigned as a Detective (Vice, Narcotics, and Organized Crime),
- Makes **\$22.34**, or **5¢ an hour more** than an officer who has never stepped foot on the street, isn't off probation, in fact hasn't even completed field training yet.

# That's why Columbia keeps losing officers.

**CPD has lost 37 officers in the last 4 years or the equivalent of 20% of the entire department.**

That doesn't include those who have retired.

- **And because of the constant turnover:**
- **45% of CPD's Patrol Officers have less than 2 years' experience.**
- **Note:** An officer doesn't even get off probation until after 18 months.
- **So, 26% of CPD's Patrol Officers aren't even off probation yet.**

# **We know Pay Compression hurts morale. How does it hurt the city?**

**With the loss of those 37 officers,**

- The cost of pay and benefits to train those officers,**
- The Step-up pay for their Field Training Officer during their training,**
- all these expenses just to get an officer on the street (to replace another officer who left) has cost the City and its taxpayers, **\$1,061,119.<sup>67</sup>****

**Yes, Columbia basically wasted *over a million dollars* just to train officers so they'd be qualified to go work somewhere else for better pay.**

And that doesn't even include the cost of tuition at LETI (\$5,000 each) payroll while at LETI (\$15,129) or books, ammo, and other supplies –for those the City paid to go through the academy.

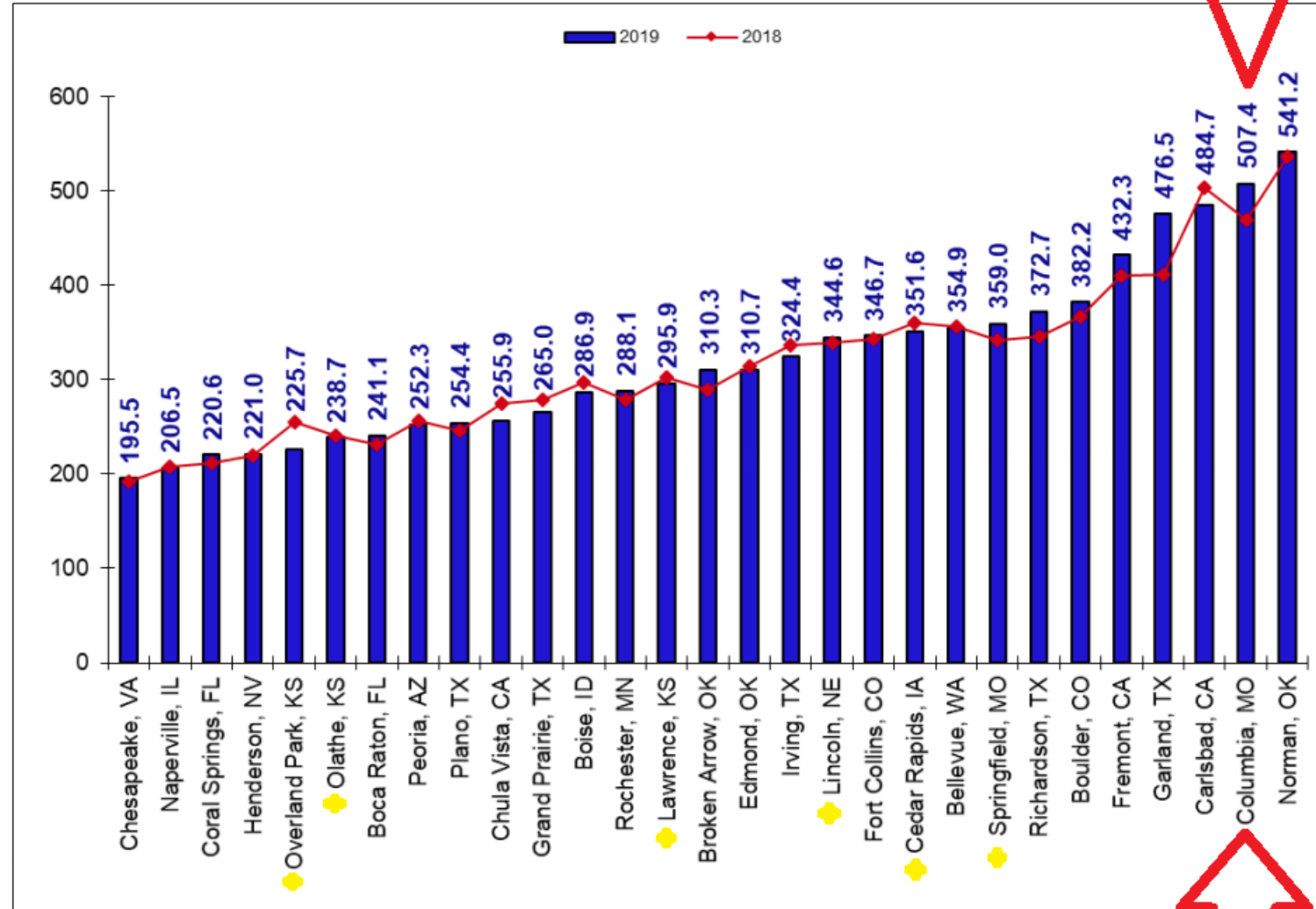
How *else* does it hurt the city?

The continuing loss of experience and these 'permanent vacancies' have given Columbia the following results ...

# Benchmark City Survey - 2019 Data

## Calls For Service Per Officer, 2-Year Comparison

2019 Average Calls For Service Per Officer is 322.3

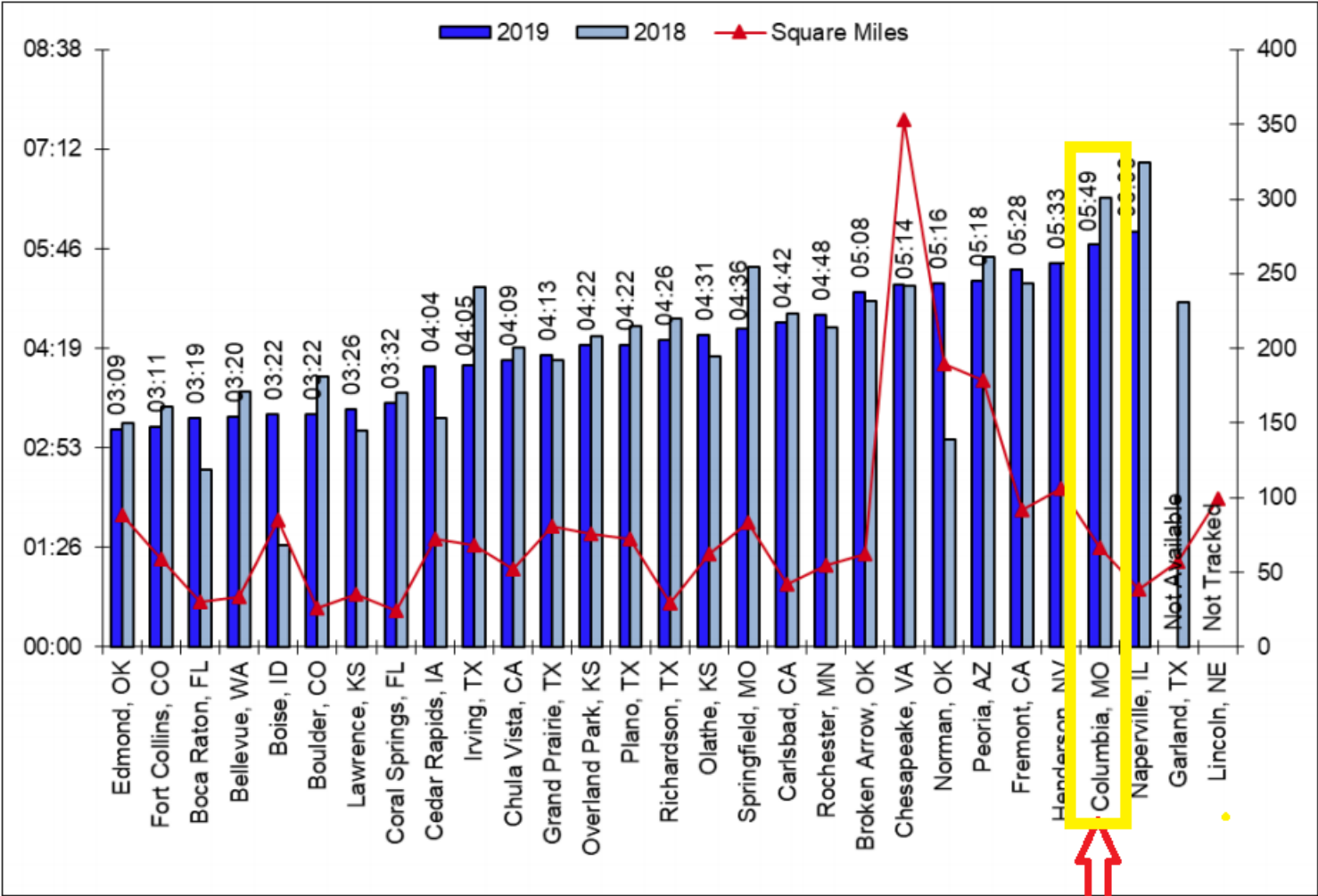


Calls For Service include only calls where someone telephoned to request police response, not officer-initiated calls.

# Benchmark City Survey - 2019 Data

## Median Call Dispatch to Arrival Time Priority I, 2-Year Comparison

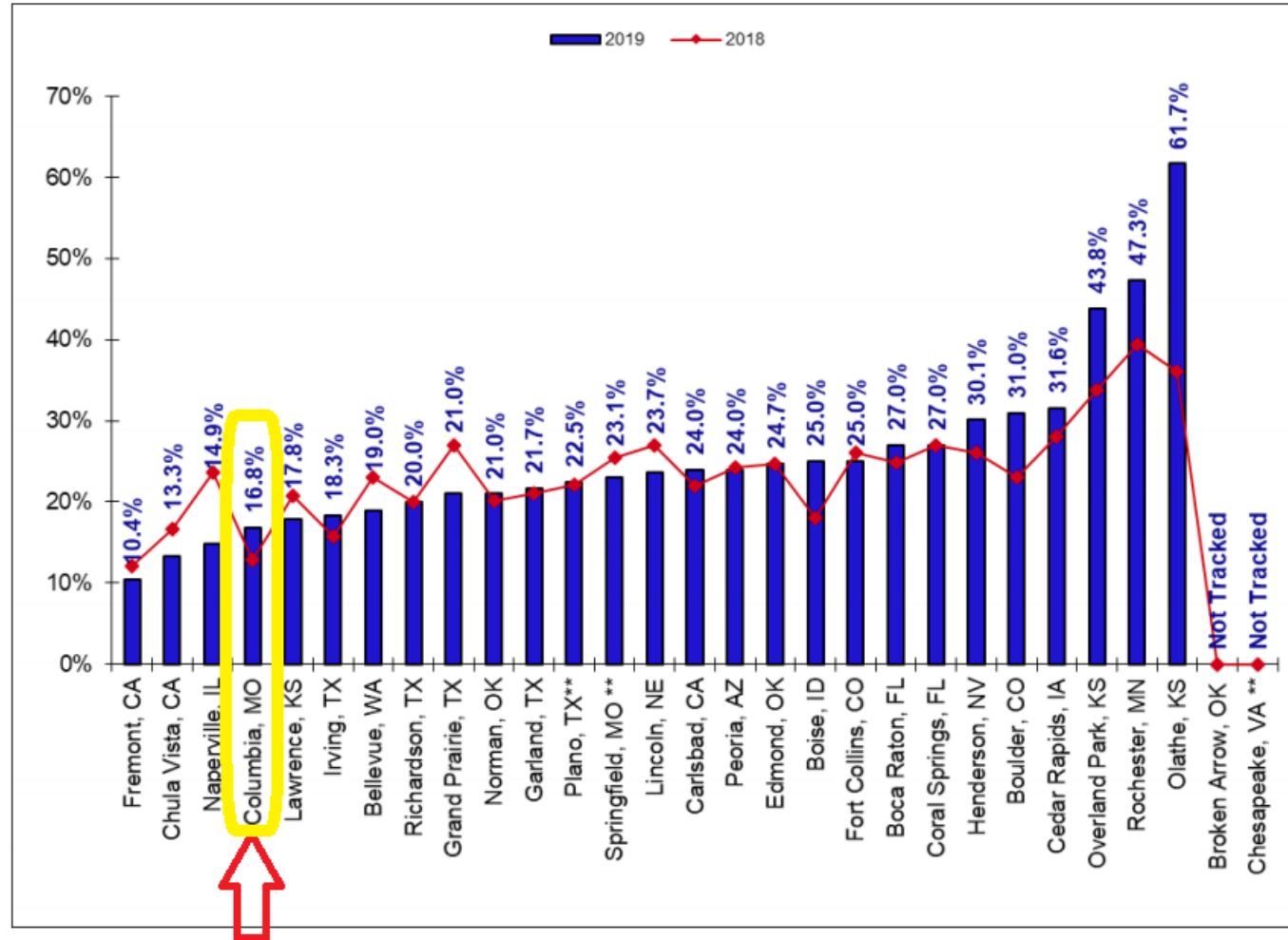
2019 Average Call Dispatch to Arrival Time is 4:24 - Median Time is 4:22



# Benchmark City Survey - 2019 Data

## Part I (Total) Crimes Cleared, 2-Year Comparison

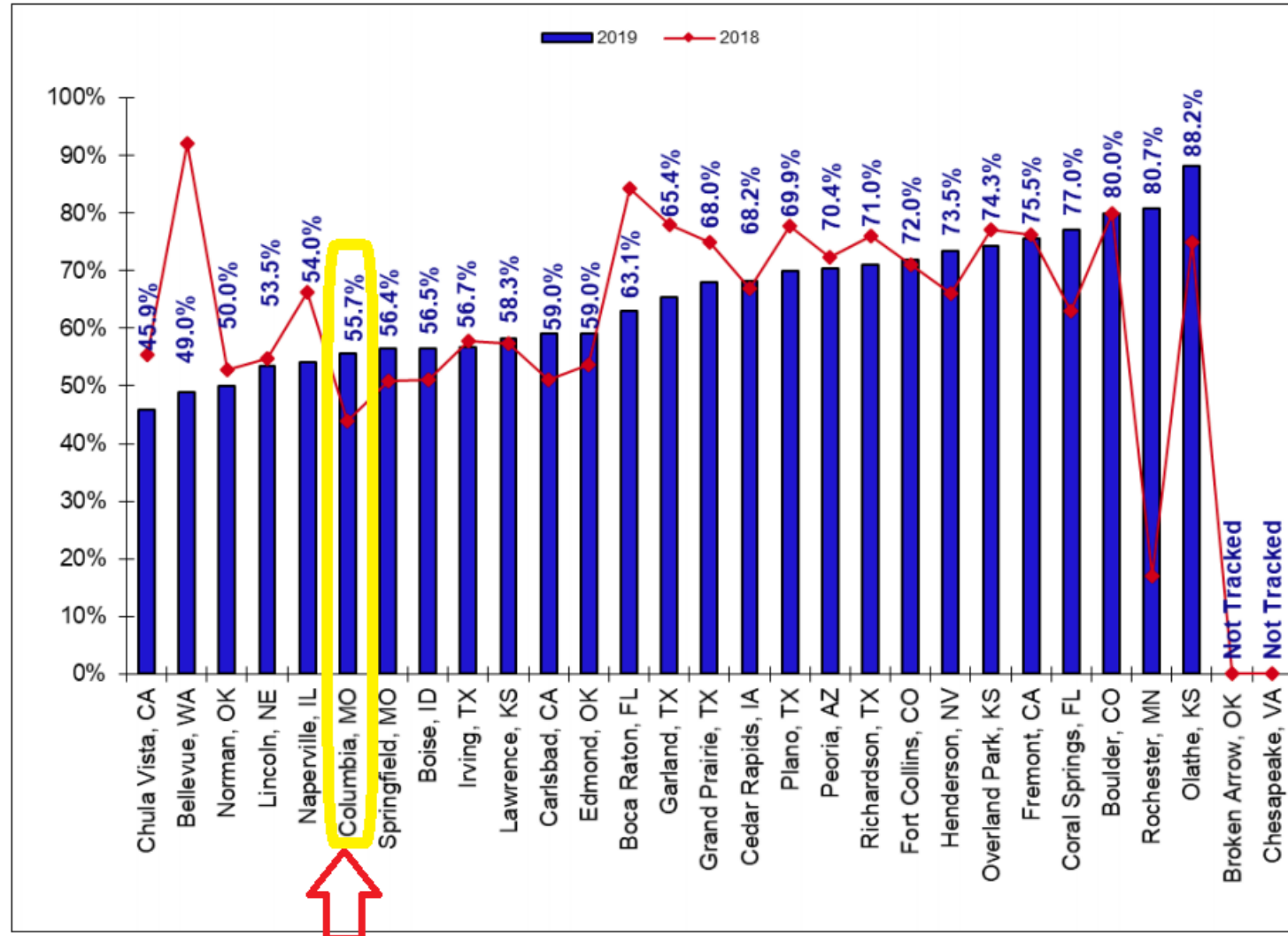
2019 Average Part I (Total) Crimes Clearance Rate is 25.4%



# Benchmark City Survey - 2019 Data

## Aggravated Assault Offenses Cleared, 2-Year Comparison

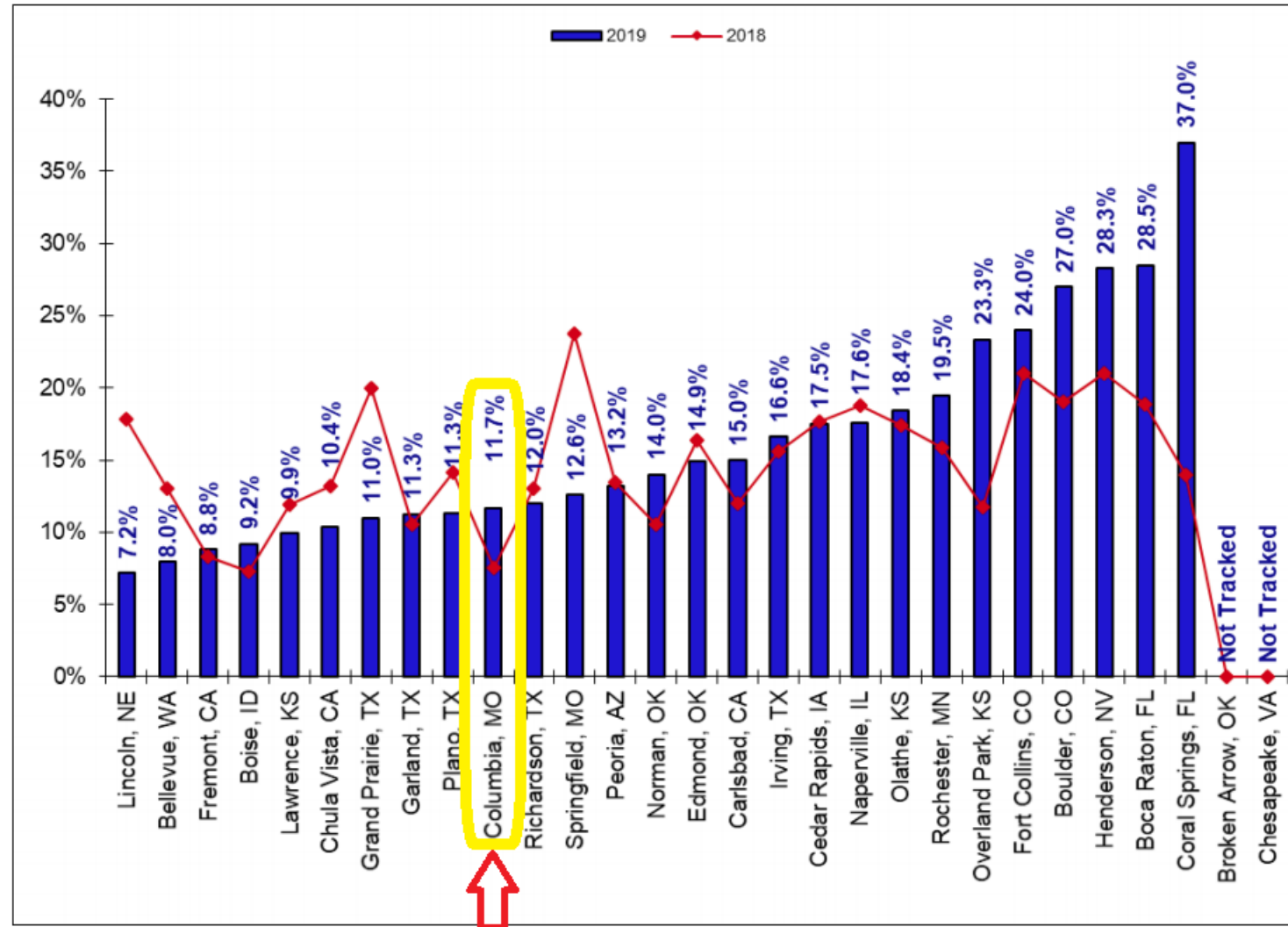
2019 Average Aggravated Assault Clearance Rate is 64.9%



# Benchmark City Survey - 2019 Data

## Burglary (Commercial & Residential) Offenses Cleared, 2-Year Comparison

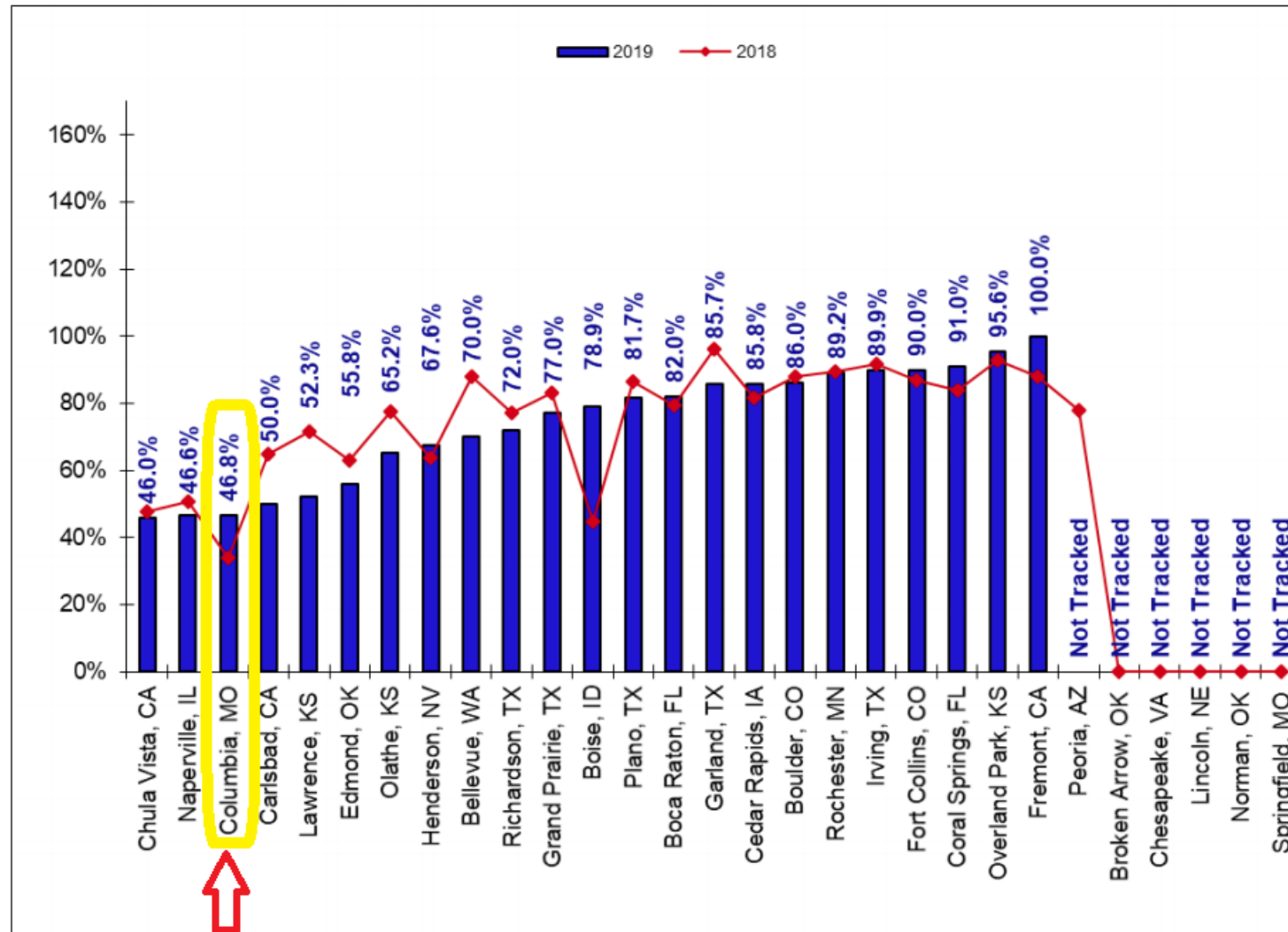
2019 Average Burglary (Commercial & Residential) Clearance Rate is 16.2%



# Benchmark City Survey - 2019 Data

## Domestic Violence Offenses Cleared, 2-Year Comparison

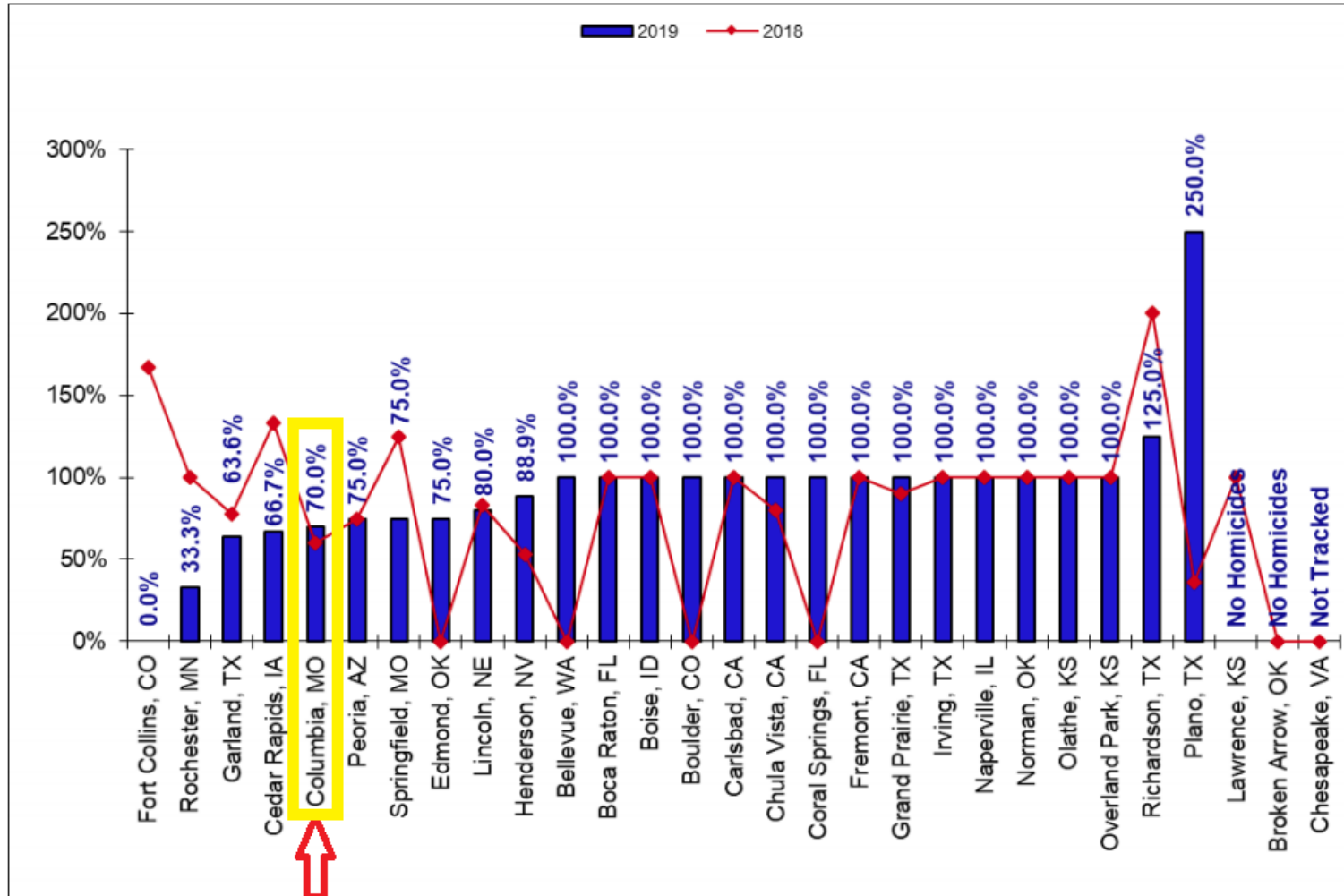
2019 Average Domestic Violence Clearance Rate is 74.1%



# Benchmark City Survey - 2019 Data

## Homicide Offenses Cleared, 2-Year Comparison

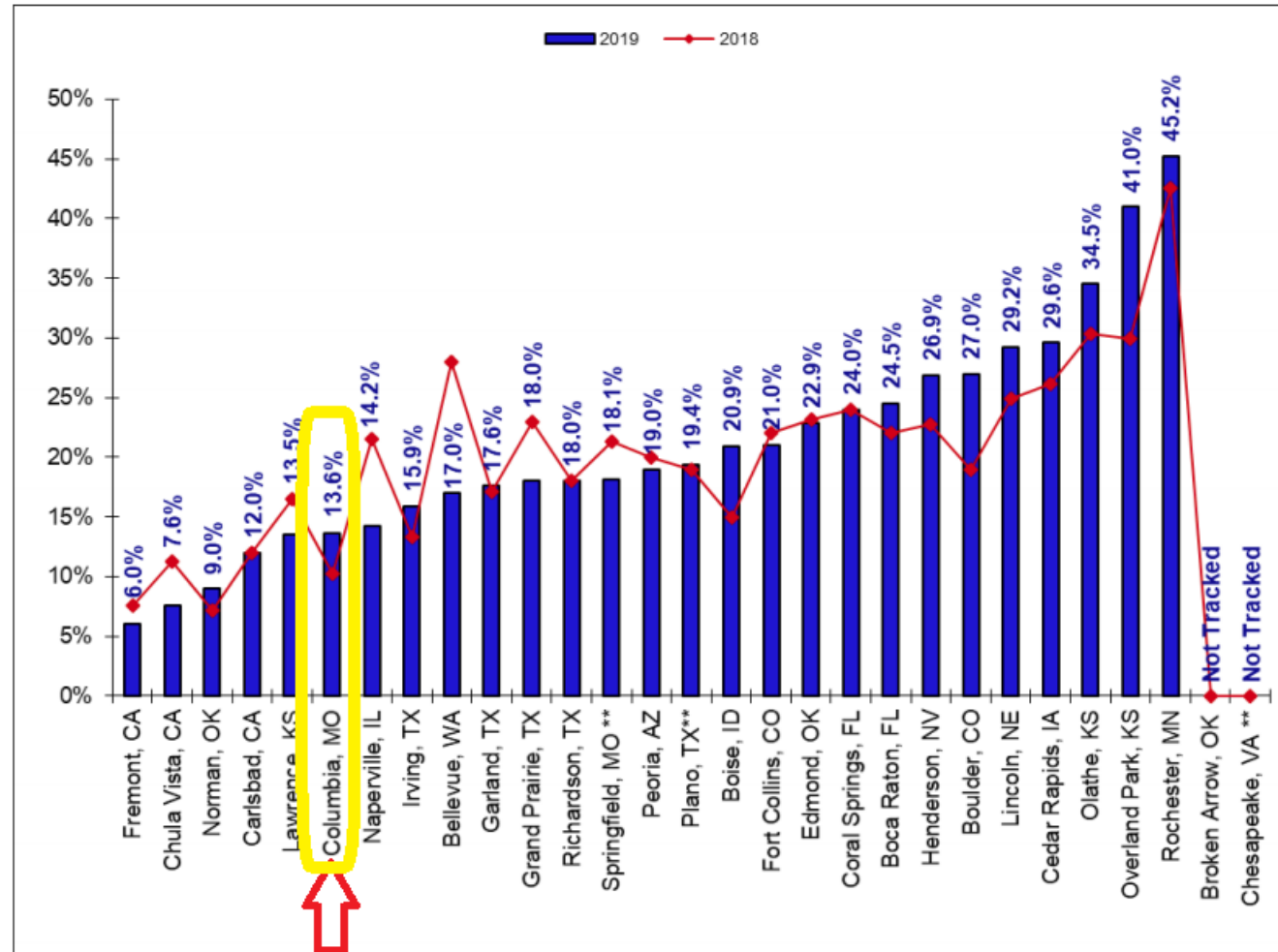
2019 Average Homicide Clearance Rate is 92.4%



# Benchmark City Survey - 2019 Data

## Part I (Property) Crimes Cleared, 2-Year Comparison

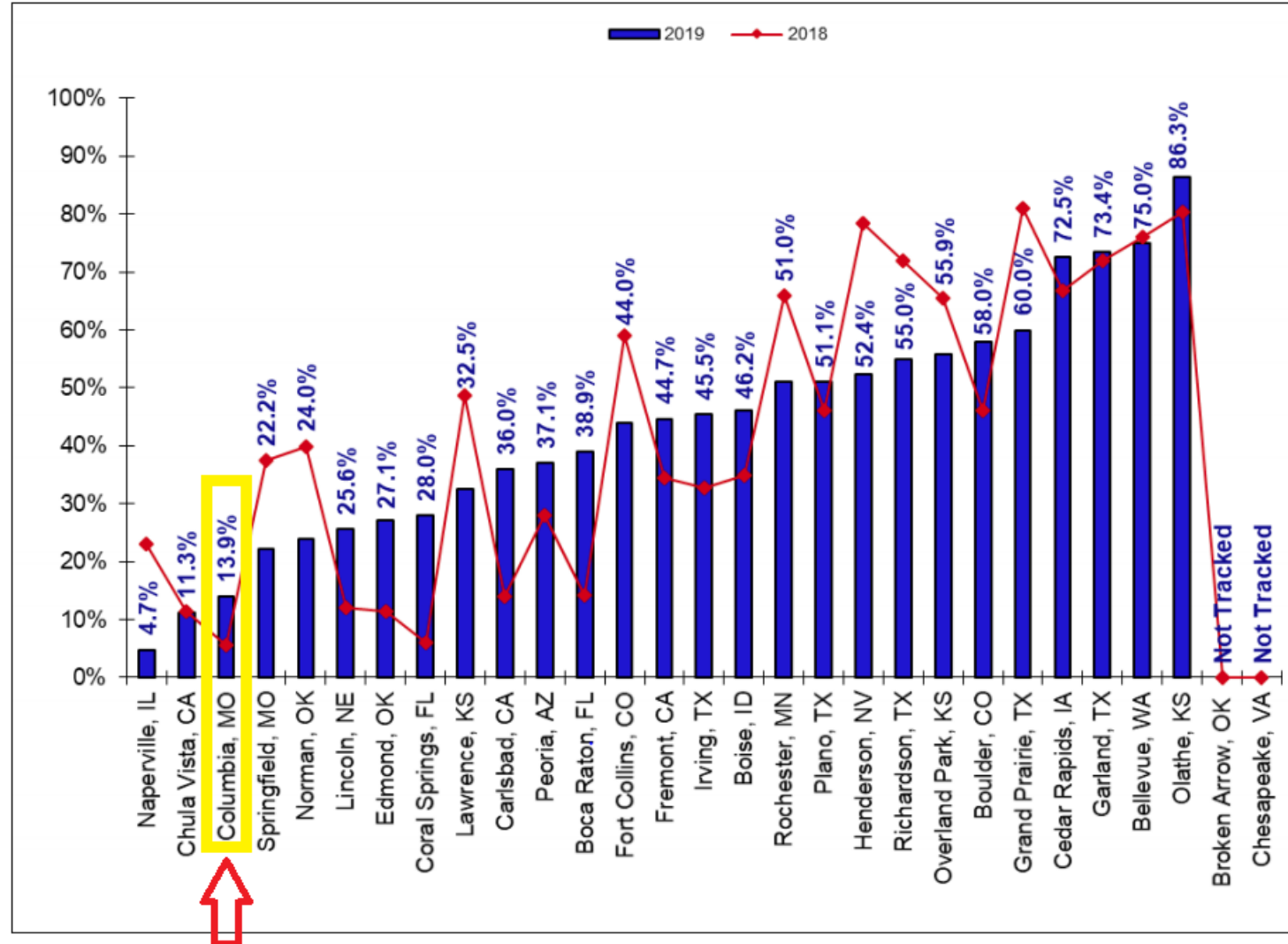
2019 Average Part I (Property) Clearance Rate is 20.9%



# Benchmark City Survey - 2019 Data

## Rape Offenses Cleared, 2-Year Comparison

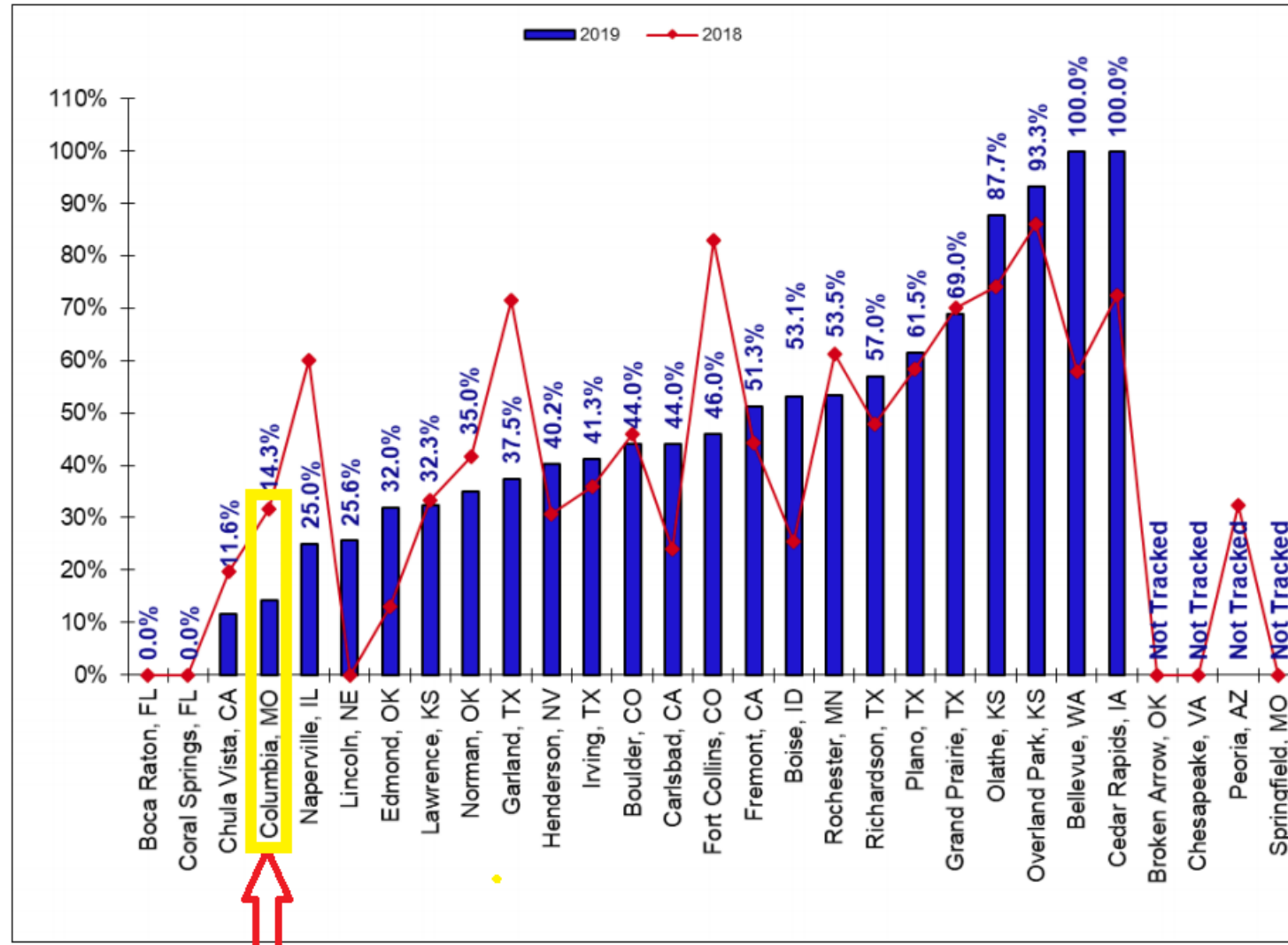
2019 Average Rape Clearance Rate is 43.4%



# Benchmark City Survey - 2019 Data

## Sex Offenses (Excluding Rape) Cleared, 2-Year Comparison

2019 Average Sex Offense (excluding Rape) Clearance Rate is 46.2%



**Your officers simply cannot keep up.**

**You just saw the proof.**

**The constant turnover,**

**the constant process of training new officers, *and***

**the continued loss of experience has taken its toll.**

**And the residents suffer along with our officers.**

# What is the Solution?

The city started the corrective process, albeit only a one-time effort, in fiscal year 2020.

We are asking the City to continue its corrections on a permanent basis.

In other words, we are asking *not* to continue kicking the can down the road.

This will help the officers, the Department's recruiting and retention, and enable the city to budget for the future.

## The City's pay plan from FY 2020.

Incremental pay for CPD Officers effective September 1st of each year.

1.
  - a. Officers with 3 years TIC (time-in-classification) move to 40% of the difference between the minimum and the midpoint of the pay range.
  - b. Officers with 4 years TIC will move to 70% the difference between the minimum and the midpoint of the pay range.
  - c. Officers with 5 years TIC move to the midpoint of the pay range.
2.
  - a. All Officers with 5 years TIC as of September 1st, 202(1), will receive 0.5% increase per year in classification above 5 years.
  - b. This one-time effort to remove pay compression will be in addition to, and after the application of, the pay increases set out above.  
Example: 6 years = 0.5% increase, 8 years = 1.5% increase, and so on.
3. Although CPOA agreed to wait, because of COVID, the effective date of pay corrections should still be October 1st, 2020 (as they would have been.)

- New component to address *previously overlooked* pay compression problems.

## Officers with:

- d. 9 years TIC will move to 40% of the difference between the midpoint and the maximum of the pay range.
- e. 12 years TIC will move to 70% the difference between the midpoint and the maximum of the pay range.
- e. 15 years TIC will reach the maximum of the pay range\*.

*Note:* City policy or practice in the past has been,

- few if any raises after/above the 5-year mid-point, *and*
- \* “no one is eligible to reach the top of the range.” (So, why have it?)

# Conclusion ...

CPOA readily agreed to delay negotiations over pay until both FY2020 and calendar year 2020 ended so any financial impact of COVID could be seen.

Nevertheless, it would not be equitable to penalize the officers by delaying any pay improvements which would have occurred last September to some unknown point in 2021.

Once the pay problems are resolved, we are confident any remaining issues will quickly fall into place.

CPOA is ready and willing to work with the City in an effort to find a solution to the Department's ongoing challenges in recruiting, rewarding, and retaining officers with the highest qualifications.

Thank you.