



701 East Broadway, Columbia, Missouri 65201

Council Memo

Department Source: City Manager

To: City Council

From: City Manager & Staff

Council Meeting Date: July 20, 2026

Re: Approving amendments to the agreement with CPLA regarding pay adjustments.

Impacted Ward: Citywide

Executive Summary

The City of Columbia has negotiated an amendment to the Memorandum of Agreement with the Columbia Police Lieutenants' Association, (CPLA) for the following pay and benefit adjustments:

Article 16 is replaced in its entirety with the following:

ARTICLE 16 SALARY

Minimum starting pay for Police Lieutenant shall be \$49.67 per hour.

Effective September 27, 2026:

- The City will increase member pay by 3%.

The amendment requires City Council approval.

Discussion

The City of Columbia Code of Ordinance, Section 19-25 establishes the roles and responsibility for labor negotiations; it sets out the process for those negotiations and includes a timeline, roles and responsibilities. Staff are pleased this cycle is complete and we have reached an accord with CPLA

Fiscal Impact

Short-Term Impact: All costs associated with implementation of the pay proposal have been included in the proposed FY27 budget.

Long-Term Impact: Changes reflected in the new agreement will have annual budget impacts based on staffing

Strategic & Comprehensive Plan Impact

Strategic Plan Impacts:

Primary Impact: Safe Community, Secondary Impact: Organizational Excellence, Tertiary Impact: Not Applicable

Comprehensive Plan Impacts:

Primary Impact: Not Applicable, Secondary Impact: Not applicable, Tertiary Impact: Not Applicable

Legislative History

Date	Action
11/03/2025	R156-25 Authorizing a second amendment to the memorandum of agreement with Columbia Police Lieutenants' Association to provide for FY 2026 salary adjustments.
09/03/2024	R159-24 Authorizing a first amendment to the memorandum of agreement with Columbia Police Lieutenants' Association to provide for FY 2024 and FY 2025 salary adjustments.
09/18/2023	B219-23 Authorizing a memorandum of agreement with the Columbia Police Lieutenants' Association.

Suggested Council Action

Staff request approval of the resolution.