



Department Source: City Manager

To: City Council

From: City Manager & Staff

Council Meeting Date: September 5, 2023

Re: Approving a Collective Bargaining Agreement between the Columbia Police Officers Association Fraternal Order of Police Lodge #26 and the City of Columbia.

## Executive Summary

The City of Columbia and the Columbia Police Officers Association F.O.P Lodge #26 reached a tentative agreement on a new five-year labor contract. The contract requires City Council approval.

## Discussion

City of Columbia management representatives and representatives of the Columbia Police Officers Association Fraternal Order of Police Lodge #26, including employee bargaining committee members, participated in a process to renegotiate the current Collective Bargaining Agreement (CBA) that will expire on September 30, 2023.

CPOA represents all full-time sworn officers in the Department below the rank of Lieutenant. A tentative agreement has been reached and members of CPOA have ratified the proposed contract.

The proposed CBA includes the following FY-2024 pay adjustments for Police Officers and Police Sergeants:

- The minimum starting Police Officer pay will be increased from \$24.56 to \$27.50 per hour. This will presently be the highest paid starting salary among police officers in the comparable market area.
- Police Officers will be given the greater of a 2% across the board increase or adjustment to the new minimum hourly pay.

The City recognizes that approximately 60 officers, ranging in 1-6 years of experience, will be making the new minimum salary. Therefore, addressing salary compression will be a priority in the new year.

Other highlights of the agreement allow officers to receive double-time pay to work "for-profit" special events with less than 21-days notice; further clarification of the City's revised policy of allowing relatives to work the same shift or work unit as a relative as long as neither employee has supervisory authority over the other and that they do not report to the same supervisor; and several open discussion items including the transition to the Missouri LAGERS public safety retirement fund. The contract also includes an annual compensation/wage reopener clause.

If approved by council, the contract will be in effect October 1, 2023 through September 30, 2028.



## Fiscal Impact

Short-Term Impact: All costs associated with implementation of the contractual obligations are included in the proposed FY 2024 Budget up for final read September 18, 2023.

Long-Term Impact: Based on annual budget and collective bargaining process.

## Strategic & Comprehensive Plan Impact

### Strategic Plan Impacts:

Primary Impact: Safe Neighborhoods, Secondary Impact: Organizational Excellence, Tertiary Impact: Tertiary

### Comprehensive Plan Impacts:

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

## Legislative History

Date	Action
11/02/2020	B299-20. Authorizing a collective bargaining agreement with Columbia Police Officers Association, Fraternal Order of Police Lodge #26. <a href="https://gocolumbiamo.legistar.com/LegislationDetail.aspx?ID=4667014&amp;GUID=EDA48628-A59A-4ECA-91E0-54863A317829&amp;Options=ID Text Attachments &amp;Search=cpoa">https://gocolumbiamo.legistar.com/LegislationDetail.aspx?ID=4667014&amp;GUID=EDA48628-A59A-4ECA-91E0-54863A317829&amp;Options=ID Text Attachments &amp;Search=cpoa</a>
09/18/2017	B279-17. Authorizing a collective bargaining agreement with Columbia Police Officers Association, Fraternal Order of Police Lodge #26. <a href="https://gocolumbiamo.legistar.com/LegislationDetail.aspx?ID=3142520&amp;GUID=0CAF9B28-0A31-4F7A-B244-477AC76E038A&amp;Options=ID Text Attachments &amp;Search=cpoa">https://gocolumbiamo.legistar.com/LegislationDetail.aspx?ID=3142520&amp;GUID=0CAF9B28-0A31-4F7A-B244-477AC76E038A&amp;Options=ID Text Attachments &amp;Search=cpoa</a>

## Suggested Council Action

Approve the proposed contract between the City of Columbia and the Columbia Police Officers Association Fraternal Order of Police Lodge #26