First Amendment to
COLLECTIVE BARGAINING AGREEMENT

Between Columbia Police Officers Association, Fraternal Order of Police Lodge #26; and City of Columbia

Effective: Upon execution by last signatory through September 30, 2028

The parties have met to further negotiate those issues reserved pursuant to the collective bargaining agreement in effect for the period from October 1, 2023 to September 30, 2028 ("Agreement") and such other issues as have been negotiated on the mutual consent of the parties. The parties agree that these amendments to that Agreement have been made as a result of their good faith efforts to satisfy their obligations under Missouri law, and that the parties have met, discussed, and agreed upon a resolution of all issues raised by the parties.

These amendments replace sections of the Agreement as indicated herein. Unless expressly replaced herein, all provisions of the existing Agreement continue to apply up to the time of expiration on September 30, 2028. Terms defined in the Agreement shall have the same definition in this amendment.

Section 10.01 is replaced in its entirety with the following:

Section 10.01 Pay Adjustments

The City agrees to implement the following pay scale for base pay for all Police Officers and Police Sergeants effective at the beginning of the pay period following approval of City Council.

	Entry	1	2	3	4	5	6	7	8	9	10	11	12	13
P2	$28.85	$29.43	$30.02	$30.62	$31.23	$31.85	$32.49	$33.14	$33.80	$34.48	$35.17	$35.87	$36.59	$36.99
P3	$38.84	$39.62	$40.41	$41.22	$42.04	$42.88	$43.74	$44.61	$45.51	$46.40				

Implementation shall be as follows:

1. The parties agree that pay scale above shall be in effect for the duration of this agreement.
2. All new members shall enter the pay grade at the entry step as illustrated in the chart above or in accordance with Section 10.01a.
3. Current Police Officers and Police Sergeants will be placed in the steps and/or pay rates identified on the spreadsheet titled Police Officers and Sergeants, attached hereto as Exhibit A.
4. If a Police Officer or Police Sergeant is currently earning more than the amount of the top step, that employee's pay will not change.

5. No Police Officer or Police Sergeant shall have their current pay rate reduced by any amount except as a result of demotion as defined in Art. VII, Sec. E of the Administrative Rules Supplement to Chapter 19.
6. Police Officers and Police Sergeants do not automatically move from one step to another; and salaried compensation beyond September 30, 2025, including future pay changes and/or upward movement within the pay scale/steps shall be negotiated as part of the annual wage reopener.

Section 10.01a Lateral Transfer Policy

Police officers hired with full-time law enforcement work experience or military service that consists of law and order operations that are substantially similar to the duties of a Columbia Police Officer will make a lateral entry into the compensation plan. To be eligible applicants must:

- meet all pre-employment minimum requirements; and
- complete all testing and screening components of the process; and
- hold a valid Missouri Peace Officer Standards and Training (POST) Class A Certification or be able to obtain one by transferring military or out-of-state law enforcement credentials prior to hire.

The starting pay rate is based on the pay scale in this section. Officers will be hired at the step that matches their years of qualified service up to a maximum of ten years. The calculation for years of service is based solely on full-time, paid service and will not include partial/seasonal or reserve officer years of service. The final determination on lateral entry pay will be made by the Police Chief or designee.

[SIGNATURES ON FOLLOWING PAGE]

By signing below, the parties represent that this Amendment has been duly approved and ratified, and they agree to abide by its terms and conditions.

City of Columbia, Missouri

By: _____
De'Carlon Seewood, City Manager

Date: _____

ATTEST:

By: _____
Sheela Amin, City Clerk

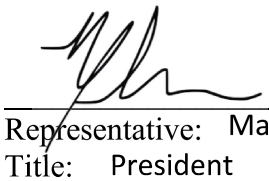
APPROVED AS TO FORM:

By: _____
Nancy Thompson, City Attorney

I hereby certify that there is a balance in the appropriate accounts otherwise unencumbered and sufficient to meet the financial obligations contemplated by this agreement.

_____
Matthew Lue, Director of Finance

Columbia Police Officers Association, Fraternal Order of Police Lodge #26:



Representative: Matt Nichols
Title: President

Date: 3/27/2024

Representative: Donald Weaver
Title: General Counsel

Date: 3/27/2024

Pin #	Job Class Code Desc	Proposed Rate
1424	POLICE OFFICER - CPOA	$ 36.99
1546	POLICE OFFICER - CPOA	$ 36.99
1580	POLICE OFFICER - CPOA	$ 36.99
1545	POLICE OFFICER - CPOA	$ 36.99
1710	POLICE OFFICER - CPOA	$ 36.99
1725	POLICE OFFICER - CPOA	$ 36.99
1845	POLICE OFFICER - CPOA	$ 36.99
1847	POLICE OFFICER - CPOA	$ 36.99
1878	POLICE OFFICER - CPOA	$ 36.99
1879	POLICE OFFICER - CPOA	$ 36.99
1939	POLICE OFFICER - CPOA	$ 36.99
1964	POLICE OFFICER - CPOA	$ 36.99
1985	POLICE OFFICER - CPOA	$ 36.99
2019	POLICE OFFICER - CPOA	$ 36.99
2020	POLICE OFFICER - CPOA	$ 36.99
2030	POLICE OFFICER - CPOA	$ 36.99
2063	POLICE OFFICER - CPOA	$ 36.99
2067	POLICE OFFICER - CPOA	$ 36.99
2078	POLICE OFFICER - CPOA	$ 36.59
2092	POLICE OFFICER - CPOA	$ 36.59
2099	POLICE OFFICER - CPOA	$ 36.59
2131	POLICE OFFICER - CPOA	$ 35.17
2056	POLICE OFFICER - CPOA	$ 35.17
2146	POLICE OFFICER - CPOA	$ 35.17
2179	POLICE OFFICER - CPOA	$ 34.48
2194	POLICE OFFICER - CPOA	$ 33.80
2197	POLICE OFFICER - CPOA	$ 33.80
2221	POLICE OFFICER - CPOA	$ 33.80
2231	POLICE OFFICER - CPOA	$ 35.17
2236	POLICE OFFICER - CPOA	$ 35.87
2246	POLICE OFFICER - CPOA	$ 33.14
2247	POLICE OFFICER - CPOA	$ 36.59
2252	POLICE OFFICER - CPOA	$ 33.14
2253	POLICE OFFICER - CPOA	$ 33.14
2243	POLICE OFFICER - CPOA	$ 33.14
2251	POLICE OFFICER - CPOA	$ 33.80
2249	POLICE OFFICER - CPOA	$ 32.49
2257	POLICE OFFICER - CPOA	$ 34.48
2256	POLICE OFFICER - CPOA	$ 32.49
2274	POLICE OFFICER - CPOA	$ 33.80
1748	POLICE OFFICER - CPOA	$ 32.49
2265	POLICE OFFICER - CPOA	$ 32.49
2271	POLICE OFFICER - CPOA	$ 32.49
2269	POLICE OFFICER - CPOA	$ 32.49
2288	POLICE OFFICER - CPOA	$ 33.14
2282	POLICE OFFICER - CPOA	$ 31.85

2309	POLICE OFFICER - CPOA	$	34.48
2277	POLICE OFFICER - CPOA	$	31.85
2299	POLICE OFFICER - CPOA	$	31.85
2314	POLICE OFFICER - CPOA	$	31.85
2315	POLICE OFFICER - CPOA	$	31.85
2324	POLICE OFFICER - CPOA	$	31.23
2341	POLICE OFFICER - CPOA	$	36.59
2342	POLICE OFFICER - CPOA	$	31.23
2351	POLICE OFFICER - CPOA	$	32.49
2354	POLICE OFFICER - CPOA	$	31.23
2350	POLICE OFFICER - CPOA	$	30.62
2358	POLICE OFFICER - CPOA	$	31.85
2360	POLICE OFFICER - CPOA	$	30.62
2359	POLICE OFFICER - CPOA	$	30.62
2363	POLICE OFFICER - CPOA	$	30.62
2364	POLICE OFFICER - CPOA	$	30.62
2369	POLICE OFFICER - CPOA	$	30.62
1148	POLICE OFFICER - CPOA	$	35.87
2380	POLICE OFFICER - CPOA	$	30.02
2382	POLICE OFFICER - CPOA	$	30.02
2386	POLICE OFFICER - CPOA	$	31.85
2387	POLICE OFFICER - CPOA	$	30.02
2388	POLICE OFFICER - CPOA	$	30.02
2379	POLICE OFFICER - CPOA	$	30.02
2396	POLICE OFFICER - CPOA	$	30.02
2021	POLICE OFFICER - CPOA	$	31.23
2378	POLICE OFFICER - CPOA	$	29.43
2406	POLICE OFFICER - CPOA	$	29.43
2425	POLICE OFFICER - CPOA	$	29.43
2298	POLICE OFFICER - CPOA	$	31.23
2434	POLICE OFFICER - CPOA	$	29.43
2416	POLICE OFFICER - CPOA	$	29.43
2419	POLICE OFFICER - CPOA	$	29.43
2418	POLICE OFFICER - CPOA	$	29.43
2417	POLICE OFFICER - CPOA	$	29.43
2280	POLICE OFFICER - CPOA	$	31.23
2429	POLICE OFFICER - CPOA	$	29.43
2433	POLICE OFFICER - CPOA	$	29.43
2435	POLICE OFFICER - CPOA	$	29.43
2439	POLICE OFFICER - CPOA	$	31.23
2381	POLICE OFFICER - CPOA	$	29.43
2455	POLICE OFFICER - CPOA	$	28.85
2446	POLICE OFFICER - CPOA	$	28.85
2449	POLICE OFFICER - CPOA	$	28.85
2450	POLICE OFFICER - CPOA	$	28.85
4036	POLICE OFFICER - CPOA	$	28.85
1413	POLICE SERGEANT - CPOA	$	46.40

1986	POLICE SERGEANT - CPOA	$	45.51
1994	POLICE SERGEANT - CPOA	$	43.74
1691	POLICE SERGEANT - CPOA	$	42.88
1978	POLICE SERGEANT - CPOA	$	42.04
1962	POLICE SERGEANT - CPOA	$	42.04
1883	POLICE SERGEANT - CPOA	$	42.04
1695	POLICE SERGEANT - CPOA	$	41.22
2192	POLICE SERGEANT - CPOA	$	41.22
1853	POLICE SERGEANT - CPOA	$	41.22
1653	POLICE SERGEANT - CPOA	$	40.41
2096	POLICE SERGEANT - CPOA	$	40.41
2286	POLICE SERGEANT - CPOA	$	40.41
2031	POLICE SERGEANT - CPOA	$	40.41
2145	POLICE SERGEANT - CPOA	$	40.41
2225	POLICE SERGEANT - CPOA	$	39.62
2028	POLICE SERGEANT - CPOA	$	39.62
2168	POLICE SERGEANT - CPOA	$	39.62
2208	POLICE SERGEANT - CPOA	$	39.62
2248	POLICE SERGEANT - CPOA	$	38.84
2332	POLICE SERGEANT - CPOA	$	38.84
2090	POLICE SERGEANT - CPOA	$	38.84
2238	POLICE SERGEANT - CPOA	$	38.84