



701 East Broadway, Columbia, Missouri 65201

Council Memo

Department Source: Human Resources

To: City Council

From: City Manager & Staff

Council Meeting Date: May 4, 2026

Re: Request to amend the FY 2026 budget personnel summary and the Classification and Pay Plan to create new classifications, reassign classifications, and revise classification titles to designate union representation as a result of recognition of Columbia Police Civilians Association (CPCA) previously approved by the City Council.

Impacted Ward: Citywide

Executive Summary

Request to amend the FY 2026 budget personnel summary and the Classification and Pay Plan to create new classifications, reassign classifications, and revise classification titles to designate union representation as a result of the recognition of CPCA previously approved by the City Council on April 20, 2026.

Discussion

On April 20, 2026 the City Council approved recognition of identified classifications in the Columbia Police Department as members of the Columbia Police Civilians Association (CPCA) Bargaining Unit. At this time, it is requested to add new classifications and revise classification titles to reflect CPCA representation. The following classifications are impacted by this change: police records clerk I, police records clerk II, administrative technician I, administrative technician II, records custodian, custodian, equipment technician, police policy and research specialist, digital forensic specialist, civilian investigator, community service aide, property and evidence technician, crime analyst, crime scene investigator, public information specialist, inventory technician, crime analyst, crime scene investigator, public information specialist, and inventory technician. A summary of the classification and pay plan changes is attached.

Fiscal Impact

Short-Term Impact: Unknown, fiscal impact will be based on future negotiations.

Long-Term Impact: Unknown, fiscal impact will be based on future negotiations.

Strategic & Comprehensive Plan Impact

Strategic Plan Impacts:

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

Comprehensive Plan Impacts:

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



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### Legislative History

Date	Action
04/20/2022 6	Recognizing the CPCA as an appropriate representative unit of employees: <a href="https://gocolumbiamo.legistar.com/View.ashx?M=F&amp;ID=15391427&amp;GUID=2F773D35-2C4D-4B6C-9C9A-B29B77D4B264">https://gocolumbiamo.legistar.com/View.ashx?M=F&amp;ID=15391427&amp;GUID=2F773D35-2C4D-4B6C-9C9A-B29B77D4B264</a>

### Suggested Council Action

Adoption of this ordinance.