



Department Source: City Manager

To: City Council

From: City Manager & Staff

Council Meeting Date: May 16, 2022

Re: Approving a Memorandum of Agreement with the City and the Columbia Police Lieutenants' Association, (CPLA) for certain base pay adjustments.

Executive Summary

The City of Columbia has negotiated a Memorandum of Agreement with the Columbia Police Lieutenants' Association, (CPLA) for the following pay adjustments: pay for Lieutenant Gooch will increase from \$39.56 per hour to \$41.86 per hour, a FY22 3% across the board increase; a \$1500 one time retention pay; and a FY23 4.5% across the board increase. The Agreement 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. The city council, as a council or as individuals, are prohibited from engaging in any form of collective bargaining with employees, employee groups, or employee representatives. The city council is required to issue instructions on labor relations matters and working agreement provisions only to the city manager. The city manager, in turn, is required to keep the council informed of all developments and potential impacts in a timely manner.

In April, City of Columbia management presented a wage proposal to representatives for Columbia Police Lieutenants' Association, (CPLA), Columbia Police Officer Association, Fraternal Order of Police Lodge #26 (CPOA), Columbia Professional Firefighter, International Association of Fire Fighters, Local 1055 (IAFF), Water and Light Association, and Laborers' International Union of North America, Local 955 (LIUNA). The City has concluded negotiations with CPLA and have tentatively agreed, subject to City Council approval, on contract amendments concerning pay adjustments.

Adjustments will be in the following order:

- A. Pay ranges remain the same as FY 2022 due to ongoing classification and compensation study.
- B. The pay for Lieutenant Gooch will increase from \$39.56 per hour to \$41.86 per hour. This increase addresses pay compression so Lt. Gooch's pay will be adjusted to make more than Lieutenants with less time in classification.
- C. 3% across-the-board increase effective 5/15/22.
- D. Retention Payment Effective 6/26/22.
 - a. \$1,500 one-time retention payment in FY 2022 for employees that were actively and continuously employed in a permanent city position from 3/8/20 through June 26, 2022. All Lieutenants meet this criteria.
- E. 4.5% across-the-board increase at the beginning of FY 2023.



City of Columbia

701 East Broadway, Columbia, Missouri 65201

- F. The City will reopen negotiations on compensation including pay structure within 90 days after receiving the classification and compensation study final report and the City Manager commits to make a recommendation to City Council to implement recommended changes as soon as practical.
- G. Employees in a classified police lieutenant position shall be assigned either a take-home city vehicle OR receive a \$250.00 per month vehicle allowance, as determined by the Chief of Police. At no time will a classified police lieutenant receive both a take-home city vehicle and a vehicle allowance.

The Water and Light Association will be approved in the council budget amendment and CPOA and LiUNA 955 will be addressed in separate legislation. The City is continuing negotiations with IAFF 1055. Once those negotiations have finished, staff will return to Council with legislation to amend and/or introduce contracts.

Fiscal Impact

Short-Term Impact: All costs associated with implementation of the contractual obligations have been included in the proposed FY 2022 Budget adjustment up for final read May 16, 2022

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

Strategic & Comprehensive Plan Impact

Strategic Plan Impacts:

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

Comprehensive Plan Impacts:

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

Legislative History

Date	Action
01/18/2022	R10-22 Recognizing lieutenants of the Columbia Police Department as an appropriate representative unit of employees with a mutually acceptable community of interest separate from other Columbia Police Department employees.

Suggested Council Action

Approve the proposed Memorandum of Agreement for the Columbia Police Lieutenants' Association, (CPLA).