



City of Columbia

701 East Broadway, Columbia, Missouri 65201

Department Source: City Manager

To: City Council

From: City Manager & Staff

Council Meeting Date: September 15, 2025

Re: Approving an Amendment to the Collective Bargaining Agreement with the City and the Columbia Police Officers Association Fraternal Order of Police Lodge #26 (CPOA).

Executive Summary

The City of Columbia representatives and the Columbia Police Officers Association Fraternal Order of Police Lodge #26 (CPOA) reached an agreement on contract amendments concerning FY 2026 pay adjustments and refining the lateral transfer policy. The contract amendment has been voted on and approved by their membership and requires City Council approval.

Discussion

Section 10.01 Pay Adjustments is amended as follows:

Effective at the beginning of FY2026:

- The City will increase pay ranges by 2%. This pay range adjustment will not impact any Police Officer or Police Sergeant pay step(s) and will not result in any pay increases.
- The City will increase each step in the pay scale by 1% and members will be placed in the steps identified on the spreadsheet titled Police Officers and Sergeants, attached hereto as Exhibit B.
- The revised step pay plan is attached hereto as Exhibit C.

Effective on January 18, 2026:

- The City will increase pay ranges by 1.5%. This pay range adjustment will not impact any Police Officer or Police Sergeant pay step(s) and will not result in any pay increases.

Section 10.01a Lateral Transfer Policy is amended to clarify that new hire compensation based on qualified service will be equitable to existing members with similar years of service.

Section 1.03 Open Bargaining Items is also amended to include the Lateral Transfer Policy.

Fiscal Impact

Short-Term Impact: Enter the cost of proposed legislation to the city for the next **two** years.

Long-Term Impact: Enter the cost of proposed legislation to the city for years **beyond two**.

Strategic & Comprehensive Plan Impact

[Strategic Plan Impacts:](#)

Primary Impact: Organizational Excellence, Secondary Impact: Resilient Economy, Tertiary Impact: Not Applicable



City of Columbia

701 East Broadway, Columbia, Missouri 65201

Comprehensive Plan Impacts:

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

Legislative History

Date	Action
04/01/2024	R75-24 . Approving an Amendment to the Collective Bargaining Agreement with the City and the Columbia Police Officers Association Fraternal Order of Police Lodge #26 (CPOA) for pay compression, FY-2025 pay adjustments, and establishing a lateral transfer policy.
09/18/2023	B220-23. Authorizing a collective bargaining agreement with Columbia Police Officers Association, Fraternal Order of Police Lodge #26 for a five-year labor contract. B220-23
07/17/2023	R110-23. Authorizing a fourth amendment to the collective bargaining agreement with Columbia Police Officers Association, Fraternal Order of Police Lodge #26. R110-23
05/16/2022	R76-22. Authorizing a third amendment to the collective bargaining agreement with Columbia Police Officers Association, Fraternal Order of Police Lodge #26. R76-22
09/20/2021	B273-21. Authorizing a second amendment to the collective bargaining agreement with Columbia Police Officers Association, Fraternal Order of Police Lodge #26. B273-21
04/05/2021	R53-21. Authorizing an amendment to the collective bargaining agreement with Columbia Police Officers Association, Fraternal Order of Police Lodge #26; authorizing an amendment to the collective bargaining agreement with Laborers' International Union of North America, Local 955. R53-21
11/02/2020	B299-20. Authorizing a collective bargaining agreement with Columbia Police Officers Association, Fraternal Order of Police Lodge #26. B299-20
09/18/2017	B279-17. Authorizing a collective bargaining agreement with Columbia Police Officers Association, Fraternal Order of Police Lodge #26. B279-17

Suggested Council Action

Approve the Amendment to the Collective Bargaining Agreement with the City and the Columbia Police Officers Association Fraternal Order of Police Lodge #26 (CPOA)