

**Third Amendment to
MEMORANDUM OF AGREEMENT**

Between Columbia Police Lieutenants' Association and City of Columbia

Effective: Upon execution by last signatory through September 30, 2027

The parties have met to further negotiate those issues reserved pursuant to the Memorandum of Agreement in effect for the period from October 1, 2023 to September 30, 2026 ("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, as amended herein, on September 30, 2027. Terms defined in the Agreement shall have the same definition in this amendment.

Article 16 is replaced in its entirety with the following:

ARTICLE 16
SALARY

Minimum starting pay for Police Lieutenant shall be \$49.67 per hour.

Effective September 27, 2026:

- The City will increase member pay by 3%.

Article 19 is replaced in its entirety with the following:

ARTICLE 19
DURATION AND FRAMEWORK FOR NEGOTIATING NEW AGREEMENT

Authorization to enter into this agreement has been obtained by the CPLA by a majority vote open to all Bargaining Unit Employees regardless of membership in CPLA and carried out over a period of time and in a location and manner that allowed all Bargaining Unit Employees reasonable opportunity to vote. Authorization by the City was obtained through a vote of City Council following the vote by the Bargaining Unit Employees.

Recognizing that some terms of the agreement may require a period of time after execution for fair and effective implementation of procedural changes required by this agreement, this Agreement shall become effective on October 1, 2023. However, the parties will endeavor to change policies and procedures to be consistent with this agreement as early as possible prior to

the effective date, taking into account fairness to all employees and effective and efficient implementation of changes. The agreement shall remain in effect through September 30, 2027.

This city agrees that in 2027 the city will engage in collective bargaining with the exclusive bargaining representative designated or selected by majority of the employees in accordance with Missouri law and those negotiations will be conducted in accordance with the terms of Section 19-25 of the City Code of Ordinances or such other ordinances governing collective bargaining as are in effect during the term of this agreement.

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

[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'Carlton Seewood, City Manager

Date: _____

ATTEST:

By: _____
Sheela Amin, City Clerk

APPROVED AS TO FORM:

By: _____
Nancy Thompson, City Attorney/bt

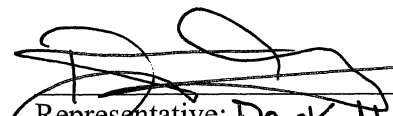
I hereby certify that there is a balance in the appropriate accounts otherwise unencumbered and sufficient to meet the financial obligations contemplated by this agreement.

Matthew Lue, Director of Finance

Columbia Police Lieutenants' Association:


Representative: SCOTT ADAMS
Title: PRESIDENT

Date: 7/1/2026


Representative: Derek Moore
Title: Secretary

Date: 7/1/24