



Department Source: City Manager

To: City Council

From: City Manager & Staff

Council Meeting Date: July 17, 2023

Re: Approving an Amendment to the Collective Bargaining Agreement with the City and the Columbia Police Officers Association for FY 2023 pay adjustments.

Executive Summary

The City of Columbia has negotiated a 4th Amendment to the Collective Bargaining Agreement with the Columbia Police Officer Association, Fraternal Order of Police Lodge #26 (CPOA) that includes a 4% midyear FY-23 across the board increase for Police Officers and Police Sergeants and those employees represented by the CPOA. The effective date of the pay changes begins with the pay period starting July 23, 2023. City and CPOA has also tentatively agreed to a new Collective Bargaining Agreement effective October 1, 2023 and staff will return to Council later this summer for acceptance of this new agreement.

Discussion

Staff implemented pay adjustments as part of the Fiscal Year 2023 budget with an understanding that there would likely be a mid-year pay adjustment prior to receiving the results of the classification and compensation study, proposed to be enacted as part of the Fiscal Year 2024 budget. A mid-year FY-2022 3% across the board increase and retention pay was approved by Council on May 16, 2022 and effective on 10-01-2022, as part of the FY-23 budget, another 4.5% across the board increase was provided.

The City and CPOA has reached approval of a mid-year FY-23 pay adjustment of a 4% across-the-board salary increase for employees that are represented by CPOA. These proposed changes to the budget will be effective with the pay period starting on July 23, 2023. This contract amendment supersedes Section 19-85(a) to allow all eligible permanent employees to receive the pay adjustments listed above. Due to the number of personnel vacancies, this pay adjustment does not require an appropriation of funds.

City management has completed negotiations with CPOA and will return to Council later for acceptance of the new collective bargaining agreement. With the exception of Local 955, Laborers International Union of North America (LiUNA), financial agreements have been reached with all City of Columbia labor unions.

Additionally, it is requested that the City Council waive Section 19-85(a) to allow all eligible permanent employees to receive the pay adjustments listed above even if the increase would make the pay of an employee higher than the maximum of the salary range set forth in the FY-2023 Pay Plan. This waiver is being requested as the existing pay ranges will remain the same until the implementation of the classification and compensation pay plan as part of the Fiscal Year 2024 budget. Pay ranges will be adjusted at that time.



Fiscal Impact

Short-Term Impact: The existing FY-2023 budget can absorb this 4% increase which represents approximately \$103,000 for the remaining 5 pay periods.

Long-Term Impact: Approximately \$540,000 per fiscal year for the increase pending staffing levels.

Strategic & Comprehensive Plan Impact

Strategic Plan Impacts:

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

Comprehensive Plan Impacts:

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

Legislative History

Date	Action
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. https://gocolumbiamo.legistar.com/LegislationDetail.aspx?ID=5650241&GUID=DBCB9A26-6A85-4896-9A8C-AD4F92B9EC20&Options=&Search=

Suggested Council Action

Approve the 4th amendment to the Collective Bargaining Agreement with the City and the Columbia Police Officers Association, Fraternal Order of Police Lodge #26 (CPOA) that provides for FY-23 pay adjustments.