



City of Columbia

701 East Broadway, Columbia, Missouri 65201

Department Source: Human Resources

To: City Council

From: City Manager & Staff

Council Meeting Date: September 5, 2023

Re: Approving a Collective Bargaining Agreement between the Columbia Police Lieutenant's Association and the City of Columbia

Executive Summary

The City of Columbia and Columbia Police Lieutenant's Association reached a tentative agreement on a three-year labor contract. The contract requires City Council approval.

Discussion

City of Columbia management representatives and representatives of CPLA participated in a negotiation process on a collective bargaining agreement over several months this year. CPLA represents Police Lieutenants in the Columbia Police Department. A tentative agreement has been reached, and members of CPLA have ratified the contract. If approved by council, the contract will be in effect October 1, 2023 through September 30, 2026.

Primary changes include a new starting minimum pay of \$47.62 per hour. The contract includes a reopener for converting CPLA members to the Missouri Local government Employment Retirement System (LAGERS) Public Safety Plan and deferred compensation. Monetary compensation will be discussed on an annual basis during the contract period.

The proposed agreement is attached.

Fiscal Impact

Short-Term Impact: All costs associated with implementation of the contractual obligations have been included in the FY2024 Budget.

Long-Term Impact: NA

Strategic & Comprehensive Plan Impact

[Strategic Plan Impacts:](#)

Primary Impact: Organizational Excellence, Secondary Impact: Secondary, Tertiary Impact: Tertiary

[Comprehensive Plan Impacts:](#)

Primary Impact: Primary, Secondary Impact: Secondary, Tertiary Impact: Tertiary



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Legislative History

Date	Action
05/09/22	R77-22. Authorizing a memorandum of agreement with the Columbia Police Lieutenants' Association. https://gocolumbiamo.legistar.com/LegislationDetail.aspx?ID=5650243&GUID=FF7F0826-23D6-4BF4-9FAB-19439D3E8CFB&Options=ID Text Attachments &Search=CPLA
08/17/17	B304-17. Authorizing a collective bargaining agreement with Columbia Police Lieutenants' Association. https://gocolumbiamo.legistar.com/LegislationDetail.aspx?ID=3187324&GUID=59C867BE-2F7A-4BEE-9388-F0993AB4B584&Options=ID Text Attachments &Search=CPLA

Suggested Council Action

Approve the proposed contract.