

**Second Amendment to
COLLECTIVE BARGAINING AGREEMENT**

**Between Columbia Police Officers Association, Fraternal Order of Police Lodge #26; and
City of Columbia**

Effective: Upon execution by last signatory through September 30, 2028

The parties have met to further negotiate those issues reserved pursuant to the collective bargaining agreement in effect for the period from October 1, 2023 to September 30, 2028 (“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 on September 30, 2028. Terms defined in the Agreement shall have the same definition in this amendment.

Section 1.03 is replaced in its entirety with the following:

Section 1.03 Open Bargaining Items

The Lodge and City agree that throughout the collective bargaining process, certain items were discussed, but the parties were unable to reach an agreement. The following issues were left open, with the intent to engage in good faith bargaining:

- The rule of five in the promotional process established under Section 8.01(d).
- The removal of the promotional list with under five candidates (Section 8.01(d)).
- Removal of notification of length of time of duty assignments in Section 6.01(B)(e)
- Missouri LAGERS Public Safety Plan;
- 2% match for deferred compensation;
- Police Retirement Fund
- Lateral Transfer Policy

The Lodge and City agree to good faith bargaining on these issues in 2026 in accordance with Section 19-25 of the Code of Ordinances, with the exception that negotiations on salaried compensation shall take place as indicated in Section 10.02. Any agreements reached must be approved in the same manner as this agreement and, upon approval by the Members and the City Council as described in this agreement, shall be an amendment to the terms of this agreement.

Section 10.01 is replaced in its entirety with the following:

Section 10.01 Pay Adjustments

The City will make the following pay adjustments for employees of the City represented by Columbia Police Officers Association. Adjustments herein will be made in the order presented.

1. The parties agree that the pay scale previously adopted shall be in effect as provided herein. The previously adopted pay scale is attached for reference as **Exhibit A**.
2. Effective at the beginning of FY2026:
 - a. 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.
 - b. 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**.
 - c. The revised step pay plan is attached hereto as **Exhibit C**.
3. Effective on January 18, 2026:
 - a. 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.
4. Implementation of the pay scales shall be as follows:
 - a. All new members shall enter the pay grade at the entry step as illustrated in the chart above or in accordance with Section 10.01a.
 - b. If a member is currently above the top step, that employee will remain at the current pay rate. Upon reaching the top step, members shall not receive an increase to their pay rate that exceeds the step to which the member is assigned.
 - c. No member shall have their current pay rate reduced by any amount except as a result of demotion as defined in Art. VII, Sec. E of the Administrative Rules Supplement to Chapter 19.
 - d. Future pay changes and/or upward movement within the pay scale/steps shall be negotiated as part of an annual wage reopener.

Section 10.01a is replaced in its entirety with the following:

Section 10.01a Lateral Transfer Policy

Police officers hired with full-time law enforcement work experience or military service that includes law and order operations that are substantially similar to the duties of a Columbia Police Officer will make a lateral entry into the compensation plan. To be eligible applicants must:

- meet all pre-employment minimum requirements; and
- complete all testing and screening components of the process; and
- hold a valid Missouri Peace Officer Standards and Training (POST) Class A Certification or be able to obtain one by transferring military or out-of-state law enforcement credentials prior to hire.

The starting pay rate is based on the pay scale in this section. Officers will be hired at a step based on their years of qualified service that is equitable to existing members with similar years of service. Qualified prior service will be considered up to a maximum of ten years. The calculation for years of service is based solely on full-time, paid service and will not include partial/seasonal or reserve officer years of service. The final determination on lateral entry pay will be made by the Police Chief or designee.

[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

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 Officers Association, Fraternal Order of Police Lodge #26:



Representative:
Title: President, CPOA

Date: 9/10/2025



Representative:
Title: General Counsel, CPOA

Date: 9/10/2025

Current Steps Exhibit A

Current Steps		2%												
Pay grade	Min	Mid	Max	E	1	2	3	4	5	6	7	8	9	10
P2	\$ 24.74	\$ 30.86	\$ 36.99	\$ 28.85	\$ 29.43	\$ 30.02	\$ 30.62	\$ 31.23	\$ 31.85	\$ 32.49	\$ 33.14	\$ 33.80	\$ 34.48	\$ 35.17
P3	\$ 32.89	\$ 39.65	\$ 46.40	\$ 38.84	\$ 39.62	\$ 40.41	\$ 41.22	\$ 42.04	\$ 42.88	\$ 43.74	\$ 44.61	\$ 45.51	\$ 46.40	

Current Steps Exhibit A

11	12	13
\$ 35.87	\$ 36.59	\$ 36.99

	Job Class Code Desc	New Step	New Rate
2475	POLICE OFFICER - CPOA	1	\$ 29.72
2417	POLICE OFFICER - CPOA	3	\$ 30.93
1424	POLICE OFFICER - CPOA	13	\$ 37.36
2412	POLICE OFFICER - CPOA	1	\$ 29.72
2491	POLICE OFFICER - CPOA	E	\$ 29.14
2277	POLICE OFFICER - CPOA	7	\$ 33.47
2378	POLICE OFFICER - CPOA	3	\$ 30.93
4036	POLICE OFFICER - CPOA	2	\$ 30.32
2507	POLICE OFFICER - CPOA	E	\$ 29.14
2416	POLICE OFFICER - CPOA	3	\$ 30.93
2458	POLICE OFFICER - CPOA	2	\$ 30.32
2509	POLICE OFFICER - CPOA	E	\$ 29.14
2449	POLICE OFFICER - CPOA	2	\$ 30.32
2380	POLICE OFFICER - CPOA	4	\$ 31.54
2513	POLICE OFFICER - CPOA	3	\$ 30.93
2382	POLICE OFFICER - CPOA	4	\$ 31.54
2483	POLICE OFFICER - CPOA	1	\$ 29.72
2446	POLICE OFFICER - CPOA	2	\$ 30.32
2256	POLICE OFFICER - CPOA	8	\$ 34.14
2505	POLICE OFFICER - CPOA	9	\$ 34.82
2299	POLICE OFFICER - CPOA	7	\$ 33.47
2456	POLICE OFFICER - CPOA	2	\$ 30.32
2386	POLICE OFFICER - CPOA	7	\$ 33.47
2358	POLICE OFFICER - CPOA	7	\$ 33.47
2056	POLICE OFFICER - CPOA	12	\$ 36.96
2479	POLICE OFFICER - CPOA	1	\$ 29.72
2457	POLICE OFFICER - CPOA	2	\$ 30.32
2280	POLICE OFFICER - CPOA	6	\$ 32.81
2492	POLICE OFFICER - CPOA	E	\$ 29.14
2489	POLICE OFFICER - CPOA	E	\$ 29.14
2462	POLICE OFFICER - CPOA	1	\$ 29.72
2493	POLICE OFFICER - CPOA	E	\$ 29.14
1878	POLICE OFFICER - CPOA	13	\$ 37.36
2430	POLICE OFFICER - CPOA	1	\$ 29.72
2274	POLICE OFFICER - CPOA	10	\$ 35.52
2315	POLICE OFFICER - CPOA	7	\$ 33.47
2021	POLICE OFFICER - CPOA	5	\$ 32.17
2257	POLICE OFFICER - CPOA	11	\$ 36.23
2341	POLICE OFFICER - CPOA	13	\$ 37.36
2480	POLICE OFFICER - CPOA	1	\$ 29.72
2379	POLICE OFFICER - CPOA	4	\$ 31.54
2494	POLICE OFFICER - CPOA	E	\$ 29.14
2078	POLICE OFFICER - CPOA	13	\$ 37.36
1545	POLICE OFFICER - CPOA	13	\$ 37.36
2019	POLICE OFFICER - CPOA	13	\$ 37.36

2243	POLICE OFFICER - CPOA	9	\$ 34.82
2471	POLICE OFFICER - CPOA	1	\$ 29.72
2381	POLICE OFFICER - CPOA	2	\$ 30.32
2450	POLICE OFFICER - CPOA	2	\$ 30.32
2251	POLICE OFFICER - CPOA	10	\$ 35.52
2502	POLICE OFFICER - CPOA	E	\$ 29.14
2288	POLICE OFFICER - CPOA	8	\$ 34.14
2146	POLICE OFFICER - CPOA	12	\$ 36.96
2419	POLICE OFFICER - CPOA	3	\$ 30.93
2231	POLICE OFFICER - CPOA	12	\$ 36.96
2435	POLICE OFFICER - CPOA	3	\$ 30.93
2099	POLICE OFFICER - CPOA	13	\$ 37.36
2369	POLICE OFFICER - CPOA	5	\$ 32.17
2388	POLICE OFFICER - CPOA	4	\$ 31.54
2482	POLICE OFFICER - CPOA	1	\$ 29.72
2359	POLICE OFFICER - CPOA	5	\$ 32.17
4040	POLICE OFFICER - CPOA	E	\$ 29.14
2478	POLICE OFFICER - CPOA	3	\$ 30.93
2506	POLICE OFFICER - CPOA	8	\$ 34.14
2485	POLICE OFFICER - CPOA	9	\$ 34.82
2490	POLICE OFFICER - CPOA	E	\$ 29.14
2282	POLICE OFFICER - CPOA	7	\$ 33.47
2253	POLICE OFFICER - CPOA	9	\$ 34.82
2197	POLICE OFFICER - CPOA	10	\$ 35.52
2360	POLICE OFFICER - CPOA	5	\$ 32.17
2063	POLICE OFFICER - CPOA	13	\$ 37.36
2434	POLICE OFFICER - CPOA	3	\$ 30.93
2514	POLICE OFFICER - CPOA	10	\$ 35.52
2511	POLICE OFFICER - CPOA	E	\$ 29.14
1964	POLICE OFFICER - CPOA	13	\$ 37.36
2512	POLICE OFFICER - CPOA	E	\$ 29.14
2354	POLICE OFFICER - CPOA	6	\$ 32.81
2247	POLICE OFFICER - CPOA	13	\$ 37.36
2246	POLICE OFFICER - CPOA	9	\$ 34.82
2092	POLICE OFFICER - CPOA	13	\$ 37.36
1879	POLICE OFFICER - CPOA	13	\$ 37.36
2131	POLICE OFFICER - CPOA	12	\$ 36.96
2324	POLICE OFFICER - CPOA	6	\$ 32.81
2309	POLICE OFFICER - CPOA	12	\$ 36.96
2271	POLICE OFFICER - CPOA	8	\$ 34.14
2298	POLICE OFFICER - CPOA	6	\$ 32.81
2269	POLICE OFFICER - CPOA	8	\$ 34.14
2067	POLICE OFFICER - CPOA	13	\$ 37.36
2497	POLICE OFFICER - CPOA	E	\$ 29.14
2477	POLICE OFFICER - CPOA	1	\$ 29.72
2508	POLICE OFFICER - CPOA	E	\$ 29.14
2351	POLICE OFFICER - CPOA	8	\$ 34.14

2396	POLICE OFFICER - CPOA	4	\$ 31.54
1847	POLICE OFFICER - CPOA	13	\$ 37.36
2433	POLICE OFFICER - CPOA	3	\$ 30.93
2342	POLICE OFFICER - CPOA	6	\$ 32.81
2455	POLICE OFFICER - CPOA	2	\$ 30.32
2464	POLICE OFFICER - CPOA	1	\$ 29.72
2425	POLICE OFFICER - CPOA	3	\$ 30.93
1939	POLICE OFFICER - CPOA	13	\$ 37.36
2249	POLICE OFFICER - CPOA	8	\$ 34.14
2498	POLICE OFFICER - CPOA	E	\$ 29.14
2194	POLICE OFFICER - CPOA	10	\$ 35.52
2499	POLICE OFFICER - CPOA	E	\$ 29.14
2363	POLICE OFFICER - CPOA	5	\$ 32.17
1985	POLICE OFFICER - CPOA	13	\$ 37.36
2406	POLICE OFFICER - CPOA	3	\$ 30.93
1148	POLICE OFFICER - CPOA	13	\$ 37.36
2466	POLICE OFFICER - CPOA	E	\$ 29.14
2510	POLICE OFFICER - CPOA	E	\$ 29.14
1748	POLICE OFFICER - CPOA	8	\$ 34.14
2467	POLICE OFFICER - CPOA	1	\$ 29.72
2020	POLICE OFFICER - CPOA	13	\$ 37.36
2030	POLICE OFFICER - CPOA	13	\$ 37.36
2364	POLICE OFFICER - CPOA	5	\$ 32.17
2179	POLICE OFFICER - CPOA	11	\$ 36.23
1845	POLICE OFFICER - CPOA	13	\$ 37.36
2265	POLICE OFFICER - CPOA	8	\$ 34.14
2238	POLICE SERGEANT - CPOA	2	\$ 40.81
1691	POLICE SERGEANT - CPOA	7	\$ 45.06
2332	POLICE SERGEANT - CPOA	2	\$ 40.81
1962	POLICE SERGEANT - CPOA	6	\$ 44.18
1994	POLICE SERGEANT - CPOA	8	\$ 45.97
2096	POLICE SERGEANT - CPOA	4	\$ 42.46
1653	POLICE SERGEANT - CPOA	4	\$ 42.46
1853	POLICE SERGEANT - CPOA	5	\$ 43.31
2208	POLICE SERGEANT - CPOA	3	\$ 41.63
2168	POLICE SERGEANT - CPOA	3	\$ 41.63
2031	POLICE SERGEANT - CPOA	4	\$ 42.46
2145	POLICE SERGEANT - CPOA	4	\$ 42.46
2028	POLICE SERGEANT - CPOA	3	\$ 41.63
1986	POLICE SERGEANT - CPOA	9	\$ 46.86
2221	POLICE SERGEANT - CPOA	0	\$ 39.23
2236	POLICE SERGEANT - CPOA	0	\$ 39.23
1695	POLICE SERGEANT - CPOA	5	\$ 43.31
1413	POLICE SERGEANT - CPOA	9	\$ 46.86
1883	POLICE SERGEANT - CPOA	6	\$ 44.18
1978	POLICE SERGEANT - CPOA	6	\$ 44.18
2252	POLICE SERGEANT - CPOA	1	\$ 40.02

2090	POLICE SERGEANT - CPOA	2	\$ 40.81
2225	POLICE SERGEANT - CPOA	3	\$ 41.63
2248	POLICE SERGEANT - CPOA	2	\$ 40.81

Steps 09.28.25 Exhibit C

[illegible]