



Department Source: City Manager

To: City Council

From: City Manager & Staff

Council Meeting Date: September 3, 2024

Re: Approving amendments to the Memorandum of Agreement between the City and the Columbia Police Lieutenants Association (CPLA) for certain base pay adjustments.

## Executive Summary

The City of Columbia has negotiated an amendment to the Memorandum of Agreement with the Columbia Police Lieutenants' Association, (CPLA) for the following pay adjustments: Effective September 15, 2024, minimum starting pay for Police Lieutenant shall be \$49.67 per hour.

Effective September 15, 2024, Current Police Lieutenants shall be assigned the following hourly rates:

- \$50.66: Lieutenants Gremore, Kaneaster, Muscato, and Sedgwick
- \$51.65: Lieutenants Alpers, Horrell, Sinclair
- \$52.64: Lieutenant Gooch

The amendment requires City Council approval.

## Discussion

The City of Columbia Code of Ordinance, Section 19-25 establishes the roles and responsibility for labor negotiations; it sets out the process for those negotiations and includes a timeline. The city council, as a council or as individuals, are prohibited from engaging in any form of collective bargaining with employees, employee groups, or employee representatives. The city council is required to issue instructions on labor relations matters and working agreement provisions only to the city manager. The city manager, in turn, is required to keep the council informed of all developments and potential impacts in a timely manner.

Since April, City of Columbia management and representatives for Columbia Police Lieutenants' Association, (CPLA) have been negotiating the FY24 and FY25 pay adjustments. The proposed amendment is the result of many hours of hard work and compromise from both sides.

## Fiscal Impact

Short-Term Impact: All costs associated with implementation of the pay proposal have been included in the current and proposed FY 2025 Budget.

Long-Term Impact: Based on annual budget and collective bargaining process.



# City of Columbia

701 East Broadway, Columbia, Missouri 65201

## Strategic & Comprehensive Plan Impact

### Strategic Plan Impacts:

Primary Impact: Organizational Excellence, Secondary Impact: Safe Community, Tertiary Impact: Inclusive and Equitable Community

### Comprehensive Plan Impacts:

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

## Legislative History

Date	Action
09/18/2023	Authorizing a memorandum of agreement with the Columbia Police Lieutenants' Association. <a href="#">B219-23</a>

## Suggested Council Action

Approve the proposed amendments to the Memorandum of Agreement between the City and the Columbia Police Lieutenants' Association.