



Department Source: City Manager

To: City Council

From: City Manager & Staff

Council Meeting Date: May 16, 2022

Re: Approving amendments to the Collective Bargaining Agreement between the City and the Columbia Police Officer Association, Fraternal Order of Police Lodge #26 (CPOA)

Executive Summary

The City of Columbia has negotiated labor contract amendments with the Columbia Police Officer Association, Fraternal Order of Police Lodge #26 (CPOA). Key points of the amendment includes a FY22 3% across the board increase; either a \$1500 or \$750 one time retention pay; and a FY23 4.5% across the board increase. 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.

In April, City of Columbia management presented a wage proposal to representatives for Columbia Police Officer Association, Fraternal Order of Police Lodge #26 (CPOA), Columbia Professional Firefighter, International Association of Fire Fighters, Local 1055 (IAFF), Lieutenants of the Columbia Police Department (CPLA), Water and Light Association and Laborers' International Union of North America, Local 955 (LiUNA). The City has concluded negotiations with CPOA and have tentatively agreed, subject to City Council approval, on contract amendments concerning pay adjustments.

Adjustments will be in the following order:

1. Pay ranges remain the same as FY 2022 due to ongoing classification and compensation study.
2. 3% across-the-board increase effective 5/15/22.
 - a. Increase the minimum starting Police Officer pay by 3% to \$23.50 per hour.
 - b. Increase the minimum starting Police Sergeant pay by 3% to \$35.03 per hour.
3. Retention Payment Effective 6/26/22.
 - a. \$1,500 one-time retention payment in FY 2022 for employees that were actively and continuously employed in a permanent city position from 3/8/20 through the effective date of the payment; or
 - b. \$750 one-time retention payment in FY 2022 for employees that were actively and continuously employed in a permanent city position from 1/9/22 through the effective date of the payment.



City of Columbia

701 East Broadway, Columbia, Missouri 65201

4. 4.5% across-the-board increase at the beginning of FY 2023.
 - a. Increase the minimum starting Police Officer pay by 4.5% to \$24.56 per hour.
 - b. Increase the minimum starting Police Sergeant pay by 4.5% to \$36.61 per hour.
5. Request City Council to waive Section 19-85(a) to allow all eligible permanent employees to receive pay adjustments listed above which might exceed the maximum salary range contained in the current pay plan.
6. Reopen negotiations on compensation including pay structure within 90 days after receiving the classification and compensation study final report and the City Manager commits to make a recommendation to the City Council to implement recommended changes as soon as practical.

The Water and Light Association will be approved in the council budget amendment and CPLA and LiUNA 955 will be addressed in separate legislation. The City is continuing negotiations with IAFF 1055. Once those negotiations have finished, staff will return to Council with legislation to amend and/or introduce contracts.

Fiscal Impact

Short-Term Impact: All costs associated with implementation of the contractual obligations have been included in the proposed FY 2022 Budget adjustment up for final read May 16, 2022

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

Strategic & Comprehensive Plan Impact

[Strategic Plan Impacts:](#)

Primary Impact: Organizational Excellence, Secondary Impact: Safe Neighborhoods, Tertiary Impact: Inclusive Community

[Comprehensive Plan Impacts:](#)

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

Legislative History

| Date | Action |
|------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 04/05/2021 | R53-21 Authorizing an amendment to the collective bargaining agreement with Columbia Police Officers Association, Fraternal Order of Police Lodge #26; authorizing an amendment to the collective bargaining agreement with LiUNA, Local 955. |

Suggested Council Action

Approve the proposed contract amendments for the Columbia Police Officer Association, Fraternal Order of Police Lodge #26 (CPOA).