



2023 COLLECTIVE BARGAINING

GOALS AND OBJECTIVES

The Columbia Police Lieutenants' Association has several goals and objectives for the 2023 collective bargaining process. The CPLA's focus is immediate equity and long-term organizational development. We are looking forward to productive and meaningful bargaining with the City of Columbia.

Goal and Objective #1

Police Lieutenant compensation

TBD based on consultant class and comp study. If the class and comp study is not completed prior to the execution of an agreement with the city, pay negotiations will open within 90 days of the completion of the study pursuant to Exhibit A of Resolution 77-22.

Goal and Objective #2

Fully integrated collective bargaining agreement

At the conclusion of the 2023 collective bargaining process, the CPLA would like a fully integrated collective bargaining agreement (CBA). Initially, the CBA would last one year with future agreements potentially having a longer duration. The CPLA envisions this CBA being similar in structure to the 2017 CPLA CBA signed by the city, with changes in content.

Goal and Objective #3

Deferred compensation match

The CPLA is requesting the city contribute matching deferred compensation contributions of CPLA members up to 2%. This match would remain a benefit for anyone achieving the rank of Police Lieutenant or higher. Any person covered by the CPLA CBA demoted below the rank of Lieutenant would be subject to the terms, conditions, and benefits of any other CBA for which they would be covered (i.e. the CPOA CBA).

Goal and Objective #4

Post-employment health care

The CPLA requests the city agree to provide health care coverage for those employees and their dependents who retire on or after July 1, 2023. The coverage will extend to employees who retire at the rank of Lieutenant or higher, meeting normal service requirements (i.e. 20 or 25 years of service depending on pension plan) or a service-connected medical retirement. The health insurance coverage is to be substantially the same as that currently provided for employees and their dependents. Additionally, employees that retire will be required to pay the requisite health care premium for such coverage, should they choose to continue such coverage.

Goal and Objective #5

Vacation accrual limits

The CPLA is requesting the removal of limits in our vacation accrual hours. The amount accrued each pay cycle would not change and continue to be based upon service time.

Goal and Objective #6

Take home vehicles

Police Lieutenants are required to manage the police operations of the entire City of Columbia. This includes responding to critical incidents, establishing command posts, and managing equipment and personnel. Currently, only one Police Lieutenant vehicle contains a setup to effectively run a command post and incident command. All of the vehicles assigned to Police Lieutenants are at the end of their life, in poor condition, and do not meet the needs of the assignment. The CPLA requests the city agree to assign new police vehicles to each Police Lieutenant position. The vehicles should be designed and equipped with specifications provided by the CPLA. While the CPLA understands the importance and difficulty in fleet management, we believe it is as or more important to adequately equip members of the police department for the duties of an assigned position. Members of the CPLA will continue to have the option of a take home vehicle or receive a per month vehicle allowance.