Third 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, 2023

The parties have met to further negotiate those issues reserved pursuant to the collective bargaining agreement in effect for the period from October 1, 2020 to September 30, 2023 ("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, 2023. Terms defined in the Agreement shall have the same definition in this amendment.

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 Police Officers and Police Sergeants, including those employees of the City represented by Columbia Police Officers Association, Fraternal Order of Police Lodge #26. Adjustments herein will be made in the order presented.

    A. Pay ranges will remain the same as FY 2022 due to ongoing classification and compensation study.

    B. The City will make a 3% across-the-board increase midyear FY 2022. The effective date of the pay changes is May 15, 2022.

        1. The City will apply a 3% increase to the minimum starting Police Officer pay making it $23.50 per hour, with an effective date of May 15, 2022.

        2. The City will apply a 3% increase the minimum starting Police Sergeant pay making it $35.03 per hour, with an effective date of May 15, 2022.

    C. The City will make a one-time retention payment to qualifying employees in FY 2022 as listed:

1. The City will make a $1,500.00 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

2. The City will make a $750.00 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.

D. The City will make a 4.5% across-the-board increase at the beginning of FY 2023.

1. At the beginning of FY 2023, the City will apply a 4.5% increase to the minimum starting Police Officer pay making it $24.56 per hour.

2. At the beginning of FY 2023, the City will apply a 4.5% increase to the minimum starting Police Sergeant pay making it $36.61 per hour.

This contract amendment supersedes Section 19-85(a) to allow all eligible permanent employees to receive the pay adjustments listed above.

The City will 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 City Council to implement recommended changes as soon as practical.

[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'Carlon Seawood, City Manager

Date: _____

ATTEST:

By: _____
Sheela Amin, City Clerk

APPROVED AS TO FORM:

By: _____
Nancy Thompson, City Attorney

I hereby certify that this Agreement is within the purpose of the appropriations to which it is to be charged and that upon passage of the FY 2023 budget there will be unencumbered balances to the credit of such accounts sufficient to pay therefore.

_____
Matthew Lue, Director of Finance

Columbia Police Officers Association, Fraternal Order of Police Lodge #26:

_____

Representative:
Title:

Date: _____

_____

Representative:
Title:

Date: _____