



Department Source: City Manager
To: City Council
From: City Manager & Staff
Council Meeting Date: April 1, 2024
Re: Approving an Amendment to the Collective Bargaining Agreement with the City and the Columbia Police Officers Association Fraternal Order of Police Lodge #26 (CPOA) for pay compression, FY-2025 pay adjustments, and establishing a lateral transfer policy.

Executive Summary

The City of Columbia representatives and the Columbia Police Officers Association Fraternal Order of Police Lodge #26 (CPOA) reached an agreement on contract amendments concerning pay compression, FY 2025 pay adjustments and establishing a lateral transfer policy. The contract amendment has been voted on and approved by their membership and requires City Council approval. The amendment will become effective the first pay period following Council approval.

Discussion

City of Columbia management representatives and representatives of the Columbia Police Officers Association Fraternal Order of Police Lodge #26, including employee bargaining committee members, participated in a process to negotiate an amendment to the current Collective Bargaining Agreement (CBA) that will expire on September 30, 2028. The contract includes an annual compensation/wage reopener clause.

In order to address existing pay compression and Fiscal Year 2025 (FY-2025) pay adjustments, the City agrees to implement the following pay scale for base pay for all members of the Union effective at the beginning of the pay period following approval of City Council. Pending Council approval on April 1, 2024, the pay will be effective with the pay period starting on April 14, 2024.

	Entry	1	2	3	4	5	6	7	8	9	10	11	12	13
P2	\$28.85	\$29.43	\$30.02	\$30.62	\$31.23	\$31.85	\$32.49	\$33.14	\$33.80	\$34.48	\$35.17	\$35.87	\$36.59	\$36.99
P3	\$38.84	\$39.62	\$40.41	\$41.22	\$42.04	\$42.88	\$43.74	\$44.61	\$45.51	\$46.40				

- Implementation shall be as follows:
1. The parties agree that pay scale above shall be in effect for the duration of this agreement.
 2. 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.
 3. Members will be placed in the steps and/or pay rates identified on the spreadsheet titled Police Officers and Sergeants, attached hereto as Exhibit A.



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4. 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.
5. 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.
6. Future pay changes and/or upward movement within the pay scale/steps shall be negotiated as part of an annual wage reopener.

The next wage opener will be part of the Fiscal Year 2026 budget preparation.

The amendment also addresses lateral transfers where a sworn police officer or one with military service that includes law enforcement operations leaves one police agency to work for the City of Columbia Police Department. 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 the step that matches their years of qualified service 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.

The total personnel package is estimated to cost approximately \$800,000 per year. For the remainder of Fiscal Year 2024, a budget amendment is not required. However, staff will continue to monitor the department's personnel budget and if it is determined that an amendment is required, staff will return to Council at a later date. As the Police Department prepares its FY-2025 budget, adjustments will be made as part of the budget process

Fiscal Impact

Short-Term Impact: \$800,000

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

Strategic & Comprehensive Plan Impact

[Strategic Plan Impacts:](#)

Primary Impact: Safe Community, Secondary Impact: Organizational Excellence, Tertiary Impact: Not Applicable

[Comprehensive Plan Impacts:](#)

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



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Legislative History	
Date	Action
09/18/2023	B220-23. Authorizing a collective bargaining agreement with Columbia Police Officers Association, Fraternal Order of Police Lodge #26 for a five-year labor contract. https://gocolumbiamo.legistar.com/LegislationDetail.aspx?ID=6331595&GUID=2CE1D0EC-C4E2-41EB-B22C-11304E34194C&Options=ID Text &Search=police+lodge
07/17/2023	R110-23. Authorizing a fourth amendment to the collective bargaining agreement with Columbia Police Officers Association, Fraternal Order of Police Lodge #26. https://gocolumbiamo.legistar.com/LegislationDetail.aspx?ID=6289164&GUID=B2D5D832-7136-4F29-91A0-AC96625E723B&Options=ID Text &Search=police+lodge
05/16/2022	R76-22. Authorizing a third amendment to the collective bargaining agreement with Columbia Police Officers Association, Fraternal Order of Police Lodge #26. https://gocolumbiamo.legistar.com/LegislationDetail.aspx?ID=5650241&GUID=DBC9A26-6A85-4896-9A8C-AD4F92B9EC20&Options=ID Text &Search=police+lodge
09/20/2021	B273-21. Authorizing a second amendment to the collective bargaining agreement with Columbia Police Officers Association, Fraternal Order of Police Lodge #26. https://gocolumbiamo.legistar.com/LegislationDetail.aspx?ID=5125150&GUID=888FDC05-3A41-463E-BC5F-BD0AE6901AD1&Options=ID Text &Search=police+lodge
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 Laborers' International Union of North America, Local 955. https://gocolumbiamo.legistar.com/LegislationDetail.aspx?ID=4899853&GUID=9D86B485-7BFB-4090-83D8-253539A3706A&Options=ID Text &Search=police+lodge
11/02/2020	B299-20. Authorizing a collective bargaining agreement with Columbia Police Officers Association, Fraternal Order of Police Lodge #26. https://gocolumbiamo.legistar.com/LegislationDetail.aspx?ID=4667014&GUID=EDA48628-A59A-4ECA-91E0-54863A317829&Options=ID Text Attachments &Search=cpoa
09/18/2017	B279-17. Authorizing a collective bargaining agreement with Columbia Police Officers Association, Fraternal Order of Police Lodge #26. https://gocolumbiamo.legistar.com/LegislationDetail.aspx?ID=3142520&GUID=0CAF9B28-0A31-4F7A-B244-477AC76E038A&Options=ID Text Attachments &Search=cpoa
Suggested Council Action	

Approve the first Amendment to the Collective Bargaining Agreement with the City and the Columbia Police Officers Association Fraternal Order of Police Lodge #26 (CPOA)