

COLUMBIA POLICE OFFICERS ASSOCIATION



Post Office Box 267, Columbia, Missouri 65205

April 25, 2008

Tony St. Romaine
Assistant City Manager
City of Columbia, Missouri
P.O. Box 6015
Columbia, MO 65205

Mr. St. Romaine,

In response to your request for a list of goals for the 2009 meet and confer process, please find the following, ranked in order of relative importance to our members:

- 1. Establish Objective Selection Process**
Improve morale among department employees and ensure the City's ability to defend selection decisions by developing and implementing an objective selection process, based on objective numerical scores and rankings, for lateral specialty assignments and promotions to sergeant within the Police Department.
- 2. Establish Physical Fitness Program**
Improve recruiting efforts, reduce costs associated with job-related injuries, and ensure our officers' ability to safely and effectively carry out the often life-threatening functions of their jobs by developing a physical fitness program for the Police Department.
- 3. Establish Equitable Shift Differential System**
Improve the ability to attract experienced officers to the busy evening and overnight shifts by establishing a shift differential pay system unique to the Police Department that includes an increase in differential premiums and two tiers of differential that reflect the relative burdens of the evening and overnight shifts.
- 4. Provide 3% Cost of Living Salary Adjustment**
Ensure City employees salary package does not decrease by providing all City employees with at least 3% increase in pay to reflect the increase in the cost of living.
- 5. Improve Tuition Reimbursement Benefit Program**
Improve recruiting efforts and increase the educational level of the City workforce by increasing tuition reimbursement for all City employees from the current \$600 per year to an amount equal to the educational fees charged by the University of Missouri-Columbia for nine graduate credit hours.

I look forward to working with you as we negotiate in good faith to better the working conditions of our members and ultimately improve the level of service delivered to the citizens we serve.

Sincerely,

Don Weaver, President
Columbia Police Officers Association



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