



Department Source: City Manager

To: City Council

From: City Manager & Staff

Council Meeting Date: June 5, 2023

Re: Approving a Memorandum of Agreement with the City and the Columbia Water and Light Association for FY-23 pay and FY-24 pay adjustments

Executive Summary

The City of Columbia has negotiated a Memorandum of Agreement with the Columbia Water and Light Association, (W&L) that includes the following pay adjustments: a FY-23 4% across the board increase for most members; implementation of the Classification and Compensation pay ranges at 6.44% above market beginning in FY-24; a FY-24 2% across the board increase for most members, and specific pay adjustments beginning in FY-24 for those not receiving the across the board increases.

Discussion

In April, City of Columbia management presented a financial proposal to representatives for Columbia Police Lieutenants' Association, (CPLA), Columbia Police Officer Association, Fraternal Order of Police Lodge #26 (CPOA), Columbia Professional Firefighter, International Association of Fire Fighters, Local 1055 (IAFF), Water and Light Association (W&L), and Laborers' International Union of North America, Local 955 (LiUNA).

The City has concluded negotiations with W&L on the attached Memorandum of Agreement concerning the below pay adjustments:

1. The FY-2023 pay adjustment includes a 4% across-the-board salary increase for all permanent W&L represented members except Apprentice Communication Technician, Communication Technician, Communication Technician Crew Leader, Apprentice Substation Technician, Substation Technician, Substation Technician Crew Leader, Apprentice Lineworker, Lineworker, and Line Crew Leader. These proposed changes will be effective with the pay period starting on June 11, 2023. Due to the number of personnel vacancies, this pay adjustment does not require an appropriation of funds.
2. At the beginning of FY-2024, the City will implement the Classification and Compensation pay ranges at 6.44% above market. All members will be moved to the new minimum if they earn below the newly established minimum at the beginning of FY-2024.
3. The City will make a 2% across-the-board increase at the beginning of FY-2024 for all eligible W&L members except Apprentice Communication Technician, Communication Technician, Communication Technician Crew Leader, Apprentice Substation Technician, Substation Technician, Substation Technician Crew Leader, Apprentice Lineworker, Lineworker, and Line Crew Leader.



4. At the beginning of FY-2024, the below pay adjustments will be implemented for Apprentice Communication Technician, Communication Technician, Communication Technician Crew Leader, Apprentice Substation Technician, Substation Technician, Substation Technician Crew Leader, Apprentice Lineworker, Lineworker, Lineworker Crew Leader.
 - a. At the beginning of FY 2024, minimum starting pay for Communication Technician, Substation Technician and Lineworker will be moved to \$45.87 per hour.
 - i. At the beginning of FY 2024, employees in these classifications will be moved to the greater of a 6% pay increase or \$45.87 per hour.
 - b. At the beginning of FY 2024, Communication Technician Crew Leader, Substation Technician Crew Leader and Line Crew Leaders will be adjusted to the greater of a 6% pay increase or 10% above the highest paid journey level technician in their series.
 - c. At the beginning of FY 2024, minimum starting pay for Apprentice Communication Technician, Apprentice Substation Technician and Apprentice Lineworkers will be moved to \$30.72 per hour.
 - i. At the beginning of FY 2024, employees in these classifications will be moved to the greater of a 6% pay increase or \$30.72 per hour.

Additionally, it is requested that the City Council waive Section 19-85(a) to allow all eligible permanent employees to receive the pay adjustments listed in #1 above even if the increase would make the pay of an employee higher than the maximum of the salary range set forth in the FY-2023 Pay Plan. This waiver is being requested as the existing pay ranges will remain the same until the implementation of the classification and compensation pay plan as part of the Fiscal Year 2024 budget.

Fiscal Impact

Short-Term Impact: The existing FY-2023 budget can absorb this 4% increase which represents approximately \$150,000 for the remaining 8 pay periods.

Long-Term Impact: Approximately \$500,000 per fiscal year for the increase pending staffing levels.

Strategic & Comprehensive Plan Impact

Strategic Plan Impacts:

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



City of Columbia

701 East Broadway, Columbia, Missouri 65201

Comprehensive Plan Impacts:

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

Legislative History

Date	Action
05/16/2022	B148-22 Amending the FY 2022 Annual Budget by appropriating funds to accommodate mid-year salary adjustments for employees; providing for FY 2022 salary adjustments for unrepresented permanent employees; providing for FY 2022 salary adjustments for employees represented by Water and Light Association; granting a waiver from the requirements of Section 19-85 of the City Code to provide for salary adjustments for employees that exceeds the salary ranges established in the FY 2022 Classification and Pay Plan; establishing an implementation date; providing for retention payments for unrepresented permanent employees and employees represented by Water and Light Association.

Suggested Council Action

Approval of the Memorandum of Agreement with the Columbia Water and Light Association.