

**AMENDMENT TO
COLLECTIVE BARGAINING
AGREEMENT**

BETWEEN:

THE CITY OF COLUMBIA, MISSOURI

**AND THE
LABORERS' INTERNATIONAL UNION OF
NORTH AMERICA, LOCAL 955**

EFFECTIVE DATE:

APRIL 4, 2021 THRU SEPTEMBER 30, 2023

These amendments replace Section 12.3 of the collective bargaining agreement in effect for the period from October 1, 2020 to September 30, 2023 (“CBA” or “Agreement”), as indicated herein. Unless expressly replaced herein, all provisions of the existing CBA 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 of the CBA is replaced with the following provision:

12.3 Compensation and Wage Reopener

The City will make the following pay adjustments. The effective date of the pay adjustments is April 4, 2021. Adjustments herein will be made in the order presented.

- The City will adopt pay ranges recommended by Paypoint HR for FY 2021.
- The City will make a one-time across the board increase of 2.1% for all Members.
- The City will move any Member paid below the new minimum to the new minimum pay for their classification.
- Incremental move to midpoint.
 - For Members with a minimum of 3 years’ time in classification as of March 1, 2020, Member pay will be at least 40% of the difference between the new midpoint and the minimum for the Member’s pay grade.
 - For Members with a minimum of 4 years’ time in classification as of March 1, 2020, Member pay will be at least 70% of the difference between the new midpoint and the minimum for the Member’s pay grade.
 - For Members with a minimum of 5 years’ time in classification as of March 1, 2020, Member pay will be at least the midpoint for the Member’s pay grade.
- An increase of an additional 0.5% for each Member with 6 or more years in Member’s current classification as of March 1, 2020.
- If a supervisor is making less than 1% above what the highest paid employee under that supervisor makes (after the above mentioned components have been calculated), increase that supervisor’s pay so that supervisor makes at least 1% above the rate of pay of the highest paid employee supervised by that supervisor.
- No Member may receive an increase that exceeds the maximum for their pay range.

Annually beginning in 2021, in accordance with Section 19-25.1 of the Code of Ordinances, the City and the Union shall meet and confer on the issue of salaried compensation. Changes in the terms of compensation will be memorialized in the form of a work ordinance or other mutually agreeable form.

The following individuals by endorsing this Agreement represent that they are authorized agents of the Union or the City with the authority to express the approval of the terms and provisions of this Agreement on behalf of the Laborer's International Union of North America Local Union 955, or the City of Columbia, Missouri.

City of Columbia, Missouri

By: _____
John Glascock, City Manager

Date: _____

ATTEST:

By: _____
Sheela Amin, City Clerk

APPROVED AS TO FORM:

By: _____
Nancy Thompson, City Attorney

I hereby certify that there is a balance in the appropriate accounts otherwise unencumbered and sufficient to meet the financial obligations contemplated by this agreement.

Matthew Lue, Director of Finance

Laborer's International Union of North America Local Union 955:

DocuSigned by:



Brandon Flinn

Business Manager

Missouri-Kansas Laborers District Council

Date: 3/23/2021

DocuSigned by:



Ian Bedell

Business Manager

Local 955

Date: 3/23/2021