

**Memorandum of Agreement  
Water and Light Association**

**WHEREAS**, the Water and Light Association (W&L) has been recognized by the City of Columbia (“City”) as a bargaining representative for a certain portion of Water and Light Employees; and

**WHEREAS**, the parties desire to enter into this Memorandum of Agreement (“Agreement”) for the purpose of memorializing the resolution of certain base pay issues between the City and W&L as more fully set forth herein;

**NOW THEREFORE**, this Agreement is made and entered into by the City and members of W&L and shall be effective upon execution by the last signatory.

**SECTION 1. Pay Adjustments for all members except employees assigned to the NERC Certified System Operator classification.**

The City will make the following pay adjustments for employees of the City represented by W&L, with the exception of the classification listed above. The pay adjustments will be made in the order listed below. Adjustments herein will be made in the order presented.

- A. Matthew Wansing, Chad Collard, Brett Helms, Wade Pingel, Derrick Gallatin, Kyle Parrish, James Mastin, Jason Benedict, Rustin Smiley, Christopher Duren, Kenneth Watson, Dustin Wilhite, Charles Schouten, Timothy Wilson, Joshua Koch, and Benjamin Betz will move to the maximum of their respective pay range effective September 1, 2024.
- B. Excluding the members listed above and members assigned to the NERC Certified System Operator classification, the City will make a 3.5% across-the-board effective September 29, 2024.

**SECTION 2: Establish a starting pay for new hires in the NERC Certified System Operator Classification.**

- A. Effective September 29, 2024, starting pay for the NERC Certified System Operator classification will be set at \$45.87 per hour.

1. Effective September 29, 2024, any employee in this classification that is not already paid at \$45.87 per hour or greater will be moved to \$45.87 per hour.

**SECTION 3. Effective Date.**

This Agreement shall become effective upon ratification and signature of the last party to execute below. By signing below, the parties represent that this Agreement has been duly approved and ratified, and they agree to abide by its terms and conditions.

[SIGNATURES APPEAR ON FOLLOWING PAGE]

**WATER AND LIGHT ASSOCIATION**

By: [Signature]  
Printed Name: James Mastin  
Title: Electric crew leader  
Date: 8/1/2024

By: [Signature]  
Printed Name: Cole Talley  
Title: Journeyman Lineman  
Date: 8-9-24

**CITY OF COLUMBIA, MISSOURI**

By: \_\_\_\_\_  
De'Carlton Seewood, City Manager  
Date: \_\_\_\_\_

ATTEST:

By: \_\_\_\_\_  
Sheela Amin, City Clerk

APPROVED AS TO FORM:

By: \_\_\_\_\_  
Nancy Thompson, City Counselor

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