



Department Source: City Manager

To: City Council

From: City Manager & Staff

Council Meeting Date: August 19, 2024

Re: Authorizing a memorandum of agreement with the Water and Light Association to provide for FY 2024 and FY 2025 salary adjustments for eligible employees.

## Executive Summary

The City of Columbia has negotiated a Memorandum of Agreement (MOA) with the Columbia Water and Light Association, (W&L) which includes the following pay adjustments: moving 16 employees to the maximum of their pay range effective September 1, 2024. All other members except NERC certified systems operators will receive a 3.5% across the board increase on September 29, 2024.

The MOA also establishes a \$45.87 per hour starting rate of pay for the NERC certified systems operators. Those employees who do not yet make the new starting rate will be moved to \$45.87 on September 29, 2024.

## Discussion

In April, City of Columbia management began wage negotiations with the Water and Light Association (W&L). The City has concluded negotiations with W&L on the attached Memorandum of Agreement concerning the below pay adjustments:

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.

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.



# City of Columbia

701 East Broadway, Columbia, Missouri 65201

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.

## Fiscal Impact

Short-Term Impact: These costs are accommodated in the FY25 budget.

Long-Term Impact: Future fiscal years will not be adversely affected.

## Strategic & Comprehensive Plan Impact

### Strategic Plan Impacts:

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

### Comprehensive Plan Impacts:

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

## Legislative History

Date	Action
06/05/2023	R93-23 Authorizing a memorandum of agreement with the Water and Light Association to provide for FY 2023 and FY 20224 salary adjustments for eligible employees. <a href="#">R93-23</a>

## Suggested Council Action

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