



City of Columbia

701 East Broadway, Columbia, Missouri 65201

Department Source: City Manager

To: City Council

From: City Manager & Staff

Council Meeting Date: September 2, 2025

Re: Authorizing a fifth amendment to the collective bargaining agreement with Laborers' International Union of North America, Local 955.

Executive Summary

The City of Columbia has negotiated a (CBA) amendment with LiUNA local 955 to implement pay adjustments for eligible employees.

Discussion

The City of Columbia management team engaged in negotiations with LiUNA regarding CBA Sections 12.3.

Effective the beginning of FY 2026

Increase pay ranges by 2%. No increase to steps.

Move eligible members currently on a step up 1 step

Eligible members not on a step will receive a 2% increase and then be placed on the step closest to their newly adjusted rate of pay without losing pay

Effective January 18, 2026

Increase pay ranges by 1.5%

Increase member pay for eligible members by 1.5% and adjust the steps in the pay scale to reflect the 1.5% increase

Fiscal Impact

Short-Term Impact: Costs for this action are accommodated in the FY26 budget.

Long-Term Impact: Ongoing costs for employee salary and benefits.

Strategic & Comprehensive Plan Impact

Strategic Plan Impacts:

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

Comprehensive Plan Impacts:

Primary Impact: Economic Development, Secondary Impact: Livable & Sustainable Communities, Tertiary Impact: Not Applicable



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Legislative History

| Date | Action |
|------------|---|
| 04/07/2025 | Authorizing a fourth amendment to the collective bargaining agreement with Laborers' International Union of North America, Local 955. R41-25 |
| 12/16/2024 | The City of Columbia has negotiated a (CBA) amendment with LiUNA local 955 to implement pay adjustments for eligible employees, and amending the language in Section 16. R238-24 |
| 10/07/2024 | Authorizing the second amendment to the Collective Bargaining Agreement (CBA) between the City and the Laborers' International Union of North America, Local 955 (LiUNA). R176-24 |
| 02/19/2024 | Authoring a first amendment to the collective bargaining agreement with LiUNA. R40-24 |
| 09/18/2023 | Authorizing a collective bargaining agreement with Laborers' International Union of North America, Local 955 for a four-year labor contract. B221-23 |

Suggested Council Action

Approve the proposed CBA amendment between LiUNA and the City of Columbia.