

024017

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Ordinance No. 024017

Council Bill No. B 268-19

AN ORDINANCE

authorizing provisions pertaining to conditions of employment for City employees represented by Laborers' International Union of North America, Local 773; and fixing the time when this ordinance shall become effective.

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF COLUMBIA, MISSOURI, AS FOLLOWS:

SECTION 1. *INTENT AND PURPOSE.* The purpose of this ordinance is to set forth certain terms and conditions of employment on issues that cannot be addressed with universal changes in Chapter 19, City Manager Rules, or Department Rules that effect and promote genuine cooperation and efficiency for the mutual interest of the City, employees of the City represented by Laborers' International Union of North America, Local 773 "Union" or "bargaining unit," and the citizens of Columbia.

This ordinance shall not be considered a contract and may be unilaterally changed by the City Council of Columbia Missouri. The City Council explicitly reserves its governing authority and legislative power. If this ordinance is construed or considered to have any type of contractual binding effect, then the ordinance shall be void. Nothing in this ordinance alters the terms or conditions of the existing collective bargaining agreement entered into on October 2, 2017, as amended on August 21, 2018. The ordinance is consistent with Section 4 of the collective bargaining agreement, which says in part that the collective bargaining agreement "...shall not bind the City from, in its sole discretion, exceeding the terms set forth herein."

Any conflict with this ordinance and Chapter 19 of the City Code shall be resolved by following the provisions of Chapter 19 of the City Code.

It is the intention of the parties that this ordinance will continue sound relations between the City and its employees which will promote genuine cooperation, and efficiency in which the City and its employees will mutually benefit, and to facilitate discussions of differences which may arise from time to time between the City and employees.

SECTION 2. *SALARY ADJUSTMENTS.* The City will make the following pay adjustments for employees of the City represented by Laborers' International Union of North America, Local 773. The effective date of the pay changes is September 22, 2019. Adjustments herein will be made in the order presented.

1. The City will adopt pay ranges recommended by Paypoint HR as presented to City Council for its consideration at the June 10, 2019 budget work session.
2. The City will move classifications to new pay grades recommended by Paypoint HR.
3. The City will move any employee paid below the new minimum to the new minimum pay for employee's classification.
4. Incremental move to midpoint. The following increases are contingent on an employee achieving at least one score of 2.0 or higher in the 2018 and 2019 annual performance evaluation.
 - a. For employees with a minimum of three (3) years' time in classification as of March 1, 2019, employee pay will be at least 40% of the difference between the new midpoint and the minimum for the employee's pay grade.
 - b. For employees with a minimum of four (4) years' time in classification as of March 1, 2019, employee pay will be at least 70% of the difference between the new midpoint and the minimum for the employee's pay grade.
 - c. For employees with a minimum of five (5) years' time in classification as of March 1, 2019, employee pay will be at least the midpoint for the employee's pay grade.
5. A one-time, time-in-classification adjustment to address pay compression for employees with more than five (5) years in classification as of March 1, 2019. The following increase is contingent on an employee achieving at least one score of 2.0 or higher in the 2018 and 2019 annual performance evaluation.
 - a. The City will increase pay by 0.5% for each year an employee has been in classification above five (5) years.
6. After making the adjustments described above, the City will make a one-time across the board increase of 0.5% for all employees.
7. Pay grade maximums will increase by the across the board percentage.
8. No employee may receive an increase that exceeds the maximum for their pay range.
9. The City will designate a specific number of positions in the Street Division as eligible to receive an add pay for obtaining a commercial driver's license (CDL) hazardous materials endorsement. Employees in the Street Division selected to obtain a CDL hazmat endorsement will receive a \$0.50/hour add pay upon obtaining the endorsement.
10. The City will not increase the current employee contribution to health insurance premium costs.

SECTION 3. *TERM.* This ordinance shall be in full force and effect from and after its passage and shall remain in effect for a period of one (1) year unless sooner modified or repealed.

PASSED this 16th day of September, 2019.

ATTEST:



City Clerk



Mayor and Presiding Officer

APPROVED AS TO FORM:



City Counselor