

**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 the exclusive bargaining representative for all 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 Apprentice Communication Technician, Communication Technician, Communication Technician Crew Leader, Apprentice Substation Technician, Substation Technician, Substation Technician Crew Leader, Apprentice Lineworker, Lineworker, and Line Crew Leader.

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

- A. The City will make a 4% across-the-board increase prior to beginning of FY 2024.
 - 1. This pay increase will become effective June 11, 2023.
 - 2. This pay increase supersedes Section 19-85(a) and all eligible permanent employees will receive the pay adjustment, *with the exception of the positions listed above.*
- B. At the beginning of FY 2024, the City will implement the classification and compensation pay ranges at 6.44% above market.
 - 1. All members shall be moved to the new minimum if they earn below the newly established minimum at the beginning of FY 2024.

- C. The City will make a 2% across-the-board increase at the beginning of FY 2024 for all eligible W&L members.

SECTION 2: Pay Adjustments for Apprentice Communication Technician, Communication Technician, Communication Technician Crew Leader, Apprentice Substation Technician, Substation Technician, Substation Technician Crew Leader, Apprentice Lineworker, Lineworker, Lineworker Crew Leader.

- A. Pay guidelines will end September 30, 2023.
- B. At the beginning of FY 2024, minimum starting pay for Communication Technician, Substation Technician and Lineworker will be moved to \$45.87 per hour.
 - 1. At the beginning of FY 2024, employees in these classifications will be moved to the greater of a 6% pay increase or \$45.87 per hour.
- C. At the beginning of FY 2024, Communication Technician, Substation Technician and Line Crew Leaders will be adjusted to the greater of a 6% pay increase or 10% above the highest pay journey level technician in their series.
- D. At the beginning of FY 2024, minimum starting pay for Apprentice Communication Technician, Apprentice Substation Technician and Lineworkers will be moved to \$30.72 per hour.
 - 1. At the beginning of FY 2024, employees in these classifications will be moved to the greater of 6% pay increase or \$30.72 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: Spencer Larkin
Title: Substation Tech
Date: 5-31-23

By: [Signature]
Printed Name: James Martin
Title: Crew Leader ELK Dist.
Date: 5/31/23

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