

**Fourth Amendment to
COLLECTIVE BARGAINING AGREEMENT**

**Between Laborers' International Union of North America, Local 955; and
City of Columbia**

Effective: Upon execution by last signatory through September 30, 2027

The parties have met to further negotiate those issues reserved pursuant to the collective bargaining agreement in effect for the period from October 1, 2023 to September 30, 2027 ("Agreement") and such other issues as have been negotiated on the mutual consent of the parties. The parties agree that these amendments to that Agreement have been made as a result of their good faith efforts to satisfy their obligations under Missouri law, and that the parties have met, discussed, and agreed upon a resolution of all issues raised by the parties.

These amendments replace sections of the Agreement as indicated herein. Unless expressly replaced herein, all provisions of the existing Agreement continue to apply up to the time of expiration on September 30, 2027. Terms defined in the Agreement shall have the same definition in this amendment.

Section 12.3 is replaced with the following:

12.3 Compensation and Wage Reopener

The City will make the following pay adjustments for employees of the City represented by Laborers' International Union of North America, Local 955. Adjustments herein will be made in the order presented.

1. The parties agree that the pay scale previously adopted shall be in effect as provided herein. The previously adopted pay scale is attached for reference as **Exhibit A**.
2. Effective the beginning of the pay period following approval by City Council, the members listed in **Exhibit B** will be moved from their current rate of pay to the pay enumerated in the attached **Exhibit B**.
3. Implementation of the pay scale shall be as follows;
 - a. The parties agree that the pay scale above shall be in effect as provided herein. All new members shall enter the grade at the entry step as illustrated in **Exhibit A**.
 - b. If a member is currently above the top step, that employee will remain at the current pay rate. Upon reaching the top step, members shall not receive an increase to their pay rate that exceeds the step to which the member is assigned.

- c. No member shall have their current pay rate reduced by any amount except as a result of demotion as defined in Art. VII, Sec. E of the Administrative Rules Supplement to Chapter 19.
- 4. Future pay changes and/or upward movement within the pay scale/steps shall be negotiated as part of an annual wage reopener.

The rate of pay for new hires, promotions, transfers and demotions shall be in accordance with City personnel rules and regulations.

Annually beginning in 2025, in accordance with Section 19-25.1 of the Code of Ordinances, the City and the Union shall meet and confer on the issue of salaried compensation. Changes in the terms of compensation will be memorialized in the form of a work ordinance or other mutually agreeable form.

[SIGNATURES ON FOLLOWING PAGE]

By signing below, the parties represent that this Amendment has been duly approved and ratified, and they agree to abide by its terms and conditions.

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 Attorney

I hereby certify that this Agreement is within the purpose of the appropriations to which it is to be charged.

Matthew Lue, Director of Finance

Laborers' International Union of North America, Local 955:

Representative:
Title:

Date: _____

David Riney
Representative: David Riney
Title: LOCAL 955 BUSINESS MANAGER

Date: MARCH 21, 2025

Exhibit A

| Local 955 Step Plan | | | | | | | | | | | | | | | |
|---------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Pay Grade | Entry | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| 101 | \$ 15.30 | \$ 15.61 | \$ 15.92 | \$ 16.24 | \$ 16.56 | \$ 16.89 | \$ 17.23 | \$ 17.58 | \$ 17.93 | \$ 18.29 | \$ 18.65 | \$ 19.02 | \$ 19.40 | \$ 19.79 | \$ 20.19 |
| 102 | \$ 16.07 | \$ 16.39 | \$ 16.71 | \$ 17.05 | \$ 17.39 | \$ 17.74 | \$ 18.09 | \$ 18.45 | \$ 18.82 | \$ 19.20 | \$ 19.58 | \$ 19.98 | \$ 20.37 | \$ 20.78 | \$ 21.20 |
| 103 | \$ 16.87 | \$ 17.21 | \$ 17.55 | \$ 17.90 | \$ 18.26 | \$ 18.62 | \$ 19.00 | \$ 19.38 | \$ 19.76 | \$ 20.16 | \$ 20.56 | \$ 20.97 | \$ 21.39 | \$ 21.82 | \$ 22.26 |
| 105 | \$ 18.60 | \$ 18.97 | \$ 19.35 | \$ 19.74 | \$ 20.13 | \$ 20.53 | \$ 20.94 | \$ 21.36 | \$ 21.79 | \$ 22.23 | \$ 22.67 | \$ 23.12 | \$ 23.59 | \$ 24.06 | \$ 24.55 |
| 106 | \$ 20.64 | \$ 21.06 | \$ 21.48 | \$ 21.91 | \$ 22.35 | \$ 22.79 | \$ 23.25 | \$ 23.71 | \$ 24.19 | \$ 24.67 | \$ 25.16 | \$ 25.67 | \$ 26.18 | \$ 26.70 | \$ 27.24 |
| 107 | \$ 22.91 | \$ 23.37 | \$ 23.84 | \$ 24.32 | \$ 24.80 | \$ 25.30 | \$ 25.81 | \$ 26.32 | \$ 26.85 | \$ 27.38 | \$ 27.93 | \$ 28.49 | \$ 29.06 | \$ 29.64 | \$ 30.24 |
| 108 | \$ 25.43 | \$ 25.94 | \$ 26.46 | \$ 26.99 | \$ 27.53 | \$ 28.08 | \$ 28.64 | \$ 29.22 | \$ 29.80 | \$ 30.40 | \$ 31.01 | \$ 31.63 | \$ 32.26 | \$ 32.90 | \$ 33.56 |
| 109 | \$ 28.23 | \$ 28.80 | \$ 29.37 | \$ 29.96 | \$ 30.56 | \$ 31.17 | \$ 31.79 | \$ 32.43 | \$ 33.08 | \$ 33.74 | \$ 34.42 | \$ 35.10 | \$ 35.81 | \$ 36.52 | \$ 37.25 |

Exhibit B

| Last Name | First Name | Job Class Code | Job Class Code Desc | Current Rate | Proposed Rate |
|------------|------------|----------------------|--------------------------------|--------------|---------------|
| AGUADO | JUVENTINO | 2884 | JET LEAD OP 955 | \$ 26.46 | \$ 26.99 |
| WYATT | WILLIAM | 2884 | JET LEAD OP 955 | \$ 26.99 | \$ 27.53 |
| LIPHAM | CHARLES | 2503 | LEAD BUS DRIVER 955 | \$ 25.30 | \$ 25.81 |
| PIERCE | MATTHEW | 2399 | MAINTENANCE TECHNICIAN III 955 | \$ 26.46 | \$ 26.99 |
| DOCHTERMAN | NICOLE | 2107 | MECHANIC I 955 | \$ 23.84 | \$ 24.32 |
| POOLER | ALEXANDER | 2420 | UTIL MAINT MECH III 955 | \$ 26.46 | \$ 26.99 |
| HOWARD | JAMES | 6108 | WAREHOUSE OPERATOR 955 | \$ 19.38 | \$ 19.76 |
| THOMPSON | ANTHONY | 6108 | WAREHOUSE OPERATOR 955 | \$ 21.39 | \$ 21.82 |
| ANDREWS | GUSTAVE | 2295 | WATER DISTRIBUTION OP I 955 | \$ 23.71 | \$ 24.19 |
| GALLOWAY | JONAH | 2295 | WATER DISTRIBUTION OP I 955 | \$ 26.70 | \$ 27.24 |
| CRAFT | ADAM | 2296 | WATER DISTRIBUTION OPER II 955 | \$ 23.71 | \$ 24.19 |
| GEORGE | BENJAMIN | 2312 | WTR DIST TECH 955 | \$ 28.49 | \$ 29.06 |
| TALTON | TRAVIS | 2881 | UTILITY SERVICE WORKER I 955 | \$ 21.36 | \$ 21.79 |