City of Columbia

701 East Broadway, Columbia, Missouri 65201

Department Source: City Manager
To: City Council
From: City Manager & Staff
Council Meeting Date: May 16, 2022
Re: Approving amendments to the Collective Bargaining Agreement between the City and the Laborers' International Union of North America, Local 955 (LiUNA).

Executive Summary

The City of Columbia has negotiated labor contact amendments with the Laborers' International Union of North America, Local 955 (LiUNA) and the City of Columbia. The amendment provides a FY22 3% across the board increase; either a $1500 or $750 one time retention pay; and a FY23 4% across the board increase and up to 1% performance pay. The amendment requires City Council approval.

Discussion

The City of Columbia Code of Ordinance, Section 19-25 establishes the roles and responsibility for labor negotiations; it sets out the process for those negotiations and includes a timeline. The city council, as a council or as individuals, are prohibited from engaging in any form of collective bargaining with employees, employee groups, or employee representatives. The city council is required to issue instructions on labor relations matters and working agreement provisions only to the city manager. The city manager, in turn, is required to keep the council informed of all developments and potential impacts in a timely manner.

In April, City of Columbia management presented a wage proposal to representatives for Columbia Police Officer Association, Fraternal Order of Police Lodge #26 (CPOA), Columbia Professional Firefighter, International Association of Fire Fighters, Local 1055 (IAFF), Lieutenants of the Columbia Police Department (CPLA), Water and Light Association and Laborers' International Union of North America, Local 955 (LiUNA). The City has concluded negotiations with LiUNA 955 and have tentatively agreed, subject to City Council approval, on contract amendments concerning pay adjustments.

Adjustments will be in the following order:

1. Pay ranges remain the same as FY 2022 due to ongoing classification and compensation study.
2. 3.0% across-the-board increase effective 5/15/22.
3. Retention Payment Effective 6/26/22.
    a. $1,500 one-time retention payment in FY 2022 for employees that were actively and continuously employed in a permanent city position from 3/8/20 through the effective date of the payment; or
    b. $750 one-time retention payment in FY 2022 for employees that were actively and continuously employed in a permanent city position from 1/9/22 through the effective date of the payment.
4. 4.0% across-the-board increase at the beginning of FY 2023.
5. Increase base pay to midpoint for 5 years' time in classification as of March 1, 2022 effective at the beginning of FY 2023.

6. Up to 1% performance pay increase for eligible employees.
7. Adjust supervisor pay to ensure all supervisors are making 1% above highest paid subordinate.
8. Request City Council to waive Section 19-85(a) to allow all eligible permanent employees to receive pay adjustments listed above which might exceed the maximum salary range contained in the current pay plan.
9. Reopen negotiations on compensation including pay structure within 90 days after receiving the classification and compensation study final report and the City Manager commits to make a recommendation to the City Council to implement recommended changes as soon as practical.
10. A minimum of two meetings for a maximum of two hours each will be conducted by July 29, 2022 to discuss emergency operations during weather emergencies.
11. A minimum of two meetings for a maximum of two hours each will be conducted by July 29, 2022 to discuss transit overtime bidding procedures.

The contract will also include amendments relating to new Para-Transit Van Driver and Public Works Street Maintenance and Cleaning Laborer-955 classifications

The Water and Light Association will be approved in the council budget amendment and CPOA will have separate legislation. The City is continuing negotiations with IAFF 1055 and CPLA. Once those negotiations have finished, staff will return to Council with legislation to amend and/or introduce contracts.

Fiscal Impact

Short-Term Impact: All costs associated with implementation of the contractual obligations are included in the proposed FY 2022 Budget adjustment up for final read May 16, 2022
Long-Term Impact: Based on annual budget and collective bargaining process.

Strategic & Comprehensive Plan Impact

Strategic Plan Impacts:
Primary Impact: Organizational Excellence, Secondary Impact: Reliable Infrastructure, Tertiary Impact: Inclusive Community
Comprehensive Plan Impacts:
Primary Impact: Not Applicable, Secondary Impact: Secondary, Tertiary Impact: Tertiary

Legislative History

Date	Action
04/05/2021	R53-21 Authorizing an amendment to the collective bargaining agreement with Columbia Police Officers Association, Fraternal Order of Police Lodge #26; authorizing an amendment to the collective bargaining agreement with LiUNA, Local 955.

Suggested Council Action

Approve the proposed contract amendments for the Laborers' International Union of North America, Local 955 (LiUNA) and the City of Columbia.