First 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 2.10 is added as follows:

2.10 Utilities Department – Water Distribution
Utility Locator I
Utility Service Worker I
Water Distribution Crew Leader
Water Distribution Operator I
Water Distribution Operator II
Water Distribution Technician

Section 8. is replaced as follows:

The Union may appoint a maximum of four stewards in Solid Waste.
The Union may appoint a maximum of 2 stewards in the following work units:

- Street maintenance and cleaning
- Waste water treatment and sewer/storm water maintenance operations
- Transit
- Parks and recreation
- Fleet operations
- Water Distribution

The Union may appoint a maximum of 1 steward in the following work units:

- Airport

- Building Maintenance
- Parking

The Union shall notify the appropriate Department Director and the Human Resources Director of the appointment and changes in any appointment. A steward shall be subject to the same terms of employment as any other employee, and shall not be discriminated against by reason of the fact that the individual is a steward.

Section 12.3a is added as follows:

12.3a Compensation and Wage Reopener for work unit 2.10

PURPOSE: the following adjustments listed herein are to reflect the wages of the employees listed in Section 2.10, added as of this date. The City will make the following pay adjustments for the Section 2.10 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 wages negotiated by the Water and Light Association on behalf of the Water Distribution positions identified in Section 2.10 that were effective on June 11, 2023 and October 1, 2023 shall be rescinded. The new members will be placed in the steps on the specific dates identified on the spreadsheet titled Water Distribution Employee Pay Changes, attached hereto as **Exhibit C.** Employees must be actively employed in the same position on the effective date of the pay rate change to receive the pay rate identified in **Exhibit C**.

2. Implementation of the pay scale shall be as follows;
    a. 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.**
    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.

3. 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 2024, 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'Carlon 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: MKLDC Business Manager
Date: 1·30·24

_____
Representative:
Title: BUSINESS MANAGER
Date: 1/30/24

Laborers' International Union of North America, Local 955:

Representative:
Title: MKLDC Business Manager

Date: 1.30.24

Representative:
Title:

Date:

EXHIBIT A

Local 955 Step Plan															
Pay Grade	**Entry**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**11**	**12**	**13**	**14**
101	$ 15.00	$ 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
102	$ 15.75	$ 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
103	$ 16.54	$ 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
105	$ 18.23	$ 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
106	$ 20.24	$ 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
107	$ 22.47	$ 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
108	$ 24.94	$ 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
109	$ 27.68	$ 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

E C

Exhibit C

Employee #	Last Name	First Name	Job Class Code	Job Class Code Desc	Work Start Date	6/16/23 Hourly Rate	Pay Grade	Step	955 Rate	Hourly Difference	Yearly Difference	Total Payback Amount	955 Rate	# of working hours to pay back	# of pay checks based on 80 hours	Date pay rate needs to change
11334	TALTON	TRAVIS	2880	UTILITY SERVICE WORKER I WL	04/02/2023	19.92	105	105-8	**21.36**	(0.23)	(484.71)	714.92	21.36	3,067.86	38.35	3/30/2025
17895	AHOLT	AARON	2295	WATER DISTRIBUTION OP I WL	04/12/2021	18.21	106	106-3	**21.48**	(0.84)	(1,742.14)	192.60	21.48	229.96	2.87	1/12/2024
18704	CRAFT	ADAM	2295	WATER DISTRIBUTION OP I WL	08/08/2022	17.87	106	106-3	**21.48**	(0.84)	(1,742.14)	186.38	21.48	222.52	2.78	1/12/2024
18705	KATZ	NATHANIEL	2295	WATER DISTRIBUTION OP I WL	08/15/2022	17.87	106	106-3	**21.48**	(0.84)	(1,742.14)	134.16	21.48	160.18	2.00	1/12/2024
16831	MALINSKI	GARRETT	2295	WATER DISTRIBUTION OP I WL	07/24/2022	18.69	106	106-3	**21.48**	(0.84)	(1,742.14)	416.94	21.48	497.80	6.22	3/8/2024
17328	ALLEN	CODY	2296	WATER DISTRIBUTION OPER II WL	08/07/2022	20.55	107	107-3	**23.84**	(0.92)	(1,913.81)	255.52	23.84	277.71	3.47	1/26/2024
17897	FOX	CONNOR	2296	WATER DISTRIBUTION OPER II WL	08/07/2022	20.03	107	107-3	**23.84**	(0.92)	(1,913.81)	214.55	23.84	233.19	2.91	1/12/2024
2944	GEORGE	KYLE	2312	WTR DIST TECH WL	01/17/2005	26.74	107	107-13	**29.06**	(0.69)	(1,437.17)	463.75	28.49	671.17	8.39	4/5/2024
17877	GRAY	ISAIAH	2296	WATER DISTRIBUTION OPER II WL	08/07/2022	19.66	107	107-3	**23.84**	(0.92)	(1,913.81)	464.28	23.84	504.60	6.31	3/8/2024
6962	HENDREN	ARCHIE	2312	WTR DIST TECH WL	11/03/2005	26.62	107	107-13	**29.06**	(0.83)	(1,728.37)	414.02	28.49	498.25	6.23	3/8/2024
18252	KUHLE	STEVEN	2296	WATER DISTRIBUTION OPER II WL	08/07/2022	19.66	107	107-3	**23.84**	(0.92)	(1,913.81)	575.69	23.84	625.68	7.82	3/22/2024
10260	VANDELOECHT	KEVIN	2312	WTR DIST TECH WL	10/05/2011	25.85	107	107-12	**28.49**	(1.07)	(2,227.94)	325.01	28.49	303.43	3.79	1/26/2024
14281	WRIGHT	SEAN	2296	WATER DISTRIBUTION OPER II WL	10/03/2021	20.55	107	107-3	**23.84**	(0.92)	(1,913.81)	946.39	23.84	1,028.57	12.86	5/31/2024
4340	BRANDES	TIMOTHY	2314	CREW LEADER WATER DIST WL	10/27/2008	29.51	108	108-13	**32.26**	(0.96)	(1,991.92)	448.75	32.26	468.60	5.86	2/23/2024
4989	GORDON	STEVEN	2314	CREW LEADER WATER DIST WL	09/23/2007	29.67	108	108-13	**32.26**	(0.78)	(1,617.52)	495.91	32.26	637.70	7.97	3/22/2024
8575	HARTMAN	BRIAN	2314	CREW LEADER WATER DIST WL	09/11/2017	24.67	108	108-3	**26.46**	(0.29)	(608.42)	544.13	26.46	1,860.21	23.25	11/1/2024
7319	MARTIN	CHAD	2314	CREW LEADER WATER DIST WL	10/27/2008	30.31	108	108-14	**32.90**	(0.75)	(1,565.83)	551.47	32.90	732.55	9.16	4/19/2024
6961	NOWLIN	DANIEL	2314	CREW LEADER WATER DIST WL	07/16/2012	28.94	108	108-12	**31.63**	(0.93)	(1,924.31)	446.35	31.63	482.47	6.03	3/8/2024
16144	SHEDD	CASEY	2314	CREW LEADER WATER DIST WL	03/10/2020	22.71	108	108-3	**26.46**	(1.02)	(2,126.82)	274.16	26.46	268.13	3.35	1/26/2024
11226	SHIPLEY	MICHAEL	2314	CREW LEADER WATER DIST WL	02/06/2017	26.53	108	108-7	**28.64**	(0.50)	(1,048.05)	528.15	28.64	1,048.18	13.10	6/14/2024
4585	SMITH	HOMER	2314	CREW LEADER WATER DIST WL	10/27/2008	29.99	108	108-14	**32.90**	(1.09)	(2,273.03)	496.68	32.90	454.50	5.68	2/23/2024
6611	STEVENSON	BRADLEY	2314	CREW LEADER WATER DIST WL	02/20/2022	22.6	108	108-3	**26.46**	(1.02)	(2,126.82)	270.84	26.46	264.87	3.31	1/26/2024
4998	VINEYARD	JESSE	2314	CREW LEADER WATER DIST WL	07/02/2018	27.42	108	108-8	**29.22**	(0.13)	(263.64)	659.73	29.22	5,205.01	65.06	6/12/2026
13807	WATSON	JACOB	2314	CREW LEADER WATER DIST WL	02/20/2022	22.93	108	108-3	**26.46**	(1.02)	(2,126.82)	392.73	26.46	384.08	4.80	2/9/2024