Memorandum of Understanding
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, pending further negotiation governed by Section 19-25 of the City Code, the parties desire to enter into this Memorandum of Understanding ("MOU") for the purpose of memorializing the resolution of non-recurring retention payments between the City and the W&L as more fully set forth herein;

NOW THEREFORE, this MOU 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. Retention Payments.

The City will implement retention payments for employees of the City represented by W&L. Permanent employees are eligible for up to three (3) retention payments up to a maximum of fifteen hundred dollars ($1,500.00) per employee depending on their hire date with the City of Columbia. The criteria for payments are listed below.

a. $500 retention payment for employees actively and continuously employed in a permanent position on or before 10/1/23 through 2/4/24, which will be reflected on 2/23/24 paycheck.
b. $500 retention payment for employees actively and continuously employed in a permanent position on or before 11/12/23 through 3/17/24, which will be reflected on 4/5/24 paycheck.
c. $500 retention payment for employees actively and continuously employed in a permanent position on or before 12/24/23 through 4/28/24, which will be reflected on 5/17/24 paycheck.

SECTION 2. 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.

WATER AND LIGHT ASSOCIATION

By: _____

Printed Name: James Martin

Title: Crew Leader

Date: 1/10/24

By: _____

Printed Name: Cole Talley

Title: Journeyman

Date: 1-10-24

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 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