

**Second 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**

PURPOSE: the following adjustments listed herein are to address compression. The City will make the following pay adjustments for employees of the City represented by Laborer’s International Union of North America, Local 955. Adjustments herein will be in 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 starting the pay period following Council approval, all members, except for Refuse Collector I and II, will be placed in the step that corresponds with their years in the classification as of March 1, 2024.
  - a. 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.
  - b. For the purpose of this one-time compression adjustment, time in classification will continue when a lateral transfer occurred for a member of Local 955.

- c. For the purpose of this one-time compression adjustment, when a member of Local 955 promoted to a new classification and demoted to their previous position during the probationary/qualifying period or within eighteen months of that promotion, time in classification for the original position continues.
  - d. For the purpose of this one-time compression adjustment, time in class will continue for the four equipment operators who were reassigned on September 23, 2018. These employees are: James Brown, Michael Burks, Mike Johnson, and Jason Lampkins.
  - e. For the purpose of this one-time compression adjustment, time in class will continue for current Crew Leaders who were promoted from Equipment Operator/Equipment Operator III into the Crew Foreman/Crew Leader classification when it was created in FY 2020. These employees are: Curtis Wheat, Nick McSwain, Chris Jackson, Derrick Ray and Cameron Steinwand.
  - f. For the purpose of this one-time compression adjustment, time in Classification will continue for employees that promoted from Mechanic I to Mechanic II. Moving forward there is an understanding between City Management and Local 995 that Mechanic IIs are expected to perform the above referenced essential functions.
    - i. Provide guidance and training to others and give input to supervisor regarding other employees' performance.
    - ii. Serve as a mentor and a leader to create a positive and productive work environment.
3. Upon paying the City back for wages negotiated and received as a member of the W&L Association, Mr. Hartman will be placed at step 108-6, \$28.08 per hour effective November 1, 2024.
  4. Effective starting the pay period following Council approval, Refuse Collectors I and II shall move to the rate of pay shown in the attached **Exhibit B**.
  5. Effective immediately after the above listed compression adjustments, the rate of pay for new hires, promotions, transfers and demotions shall be in accordance with City personnel rules and regulations.

**[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:**

Brandon Flinn  
Representative: MKLDC Business Manager  
Title:

Date: 9.30.24

David Rines  
Representative: DAVID RINES  
Title: BUS. MGR.

Date: 9/27/24

EXHIBIT A

PROPOSED STEPS																
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	

Last Name	First Name	Job Class Code Desc	Work Start Date	Hourly Rate	Proposed Rate	Increase	Annual Increase
HUTCHEN	CHRISTOPHER	REFUSE COLLECTOR I 955	07/24/2022	\$ 24.24	\$ 24.41	\$ 0.17	\$ 356.93
GIBBS	COREY	REFUSE COLLECTOR I 955	07/31/2023	\$ 24.24	\$ 24.35	\$ 0.11	\$ 230.31
EDWARDS	DEMETRIUS	REFUSE COLLECTOR I 955	01/21/2024	\$ 24.24	\$ 24.29	\$ 0.05	\$ 104.00
CRENSHAW	ALFEA	REFUSE COLLECTOR I 955	03/31/2024	\$ 24.29	\$ 24.29	\$ -	\$ -
HAWKINS	JEVON	REFUSE COLLECTOR I 955	05/13/2024	\$ 24.00	\$ 24.29	\$ 0.29	\$ 603.20
COATS	DEMARCUS	REFUSE COLLECTOR I 955	05/26/2024	\$ 24.00	\$ 24.29	\$ 0.29	\$ 603.20
CAMPBELL	JASON	REFUSE COLLECTOR I 955	08/18/2024	\$ 24.00	\$ 24.29	\$ 0.29	\$ 603.20
HUMPHREY	JEREMY	REFUSE COLLECTOR I 955	08/18/2024	\$ 24.00	\$ 24.29	\$ 0.29	\$ 603.20
BROWN	MONIQUE	REFUSE COLLECTOR I 955	08/26/2024	\$ 24.00	\$ 24.29	\$ 0.29	\$ 603.20
ANDERSON	ABRAHAM	REFUSE COLLECTOR II 955	12/18/2000	\$ 29.94	\$ 29.94	\$ -	\$ -
HARPER	REGINALD	REFUSE COLLECTOR II 955	11/10/2009	\$ 27.73	\$ 29.64	\$ 1.91	\$ 3,972.80
LINDSEY	IAN	REFUSE COLLECTOR II 955	05/09/2011	\$ 27.50	\$ 28.49	\$ 0.99	\$ 2,059.20
GULLY	MICHAEL	REFUSE COLLECTOR II 955	08/18/2015	\$ 26.87	\$ 28.18	\$ 1.31	\$ 2,725.37
ANDERSON	JORDAN	REFUSE COLLECTOR II 955	02/13/2017	\$ 26.47	\$ 28.11	\$ 1.64	\$ 3,411.20
PIERCE	BRUCE	REFUSE COLLECTOR II 955	05/08/2017	\$ 26.47	\$ 28.11	\$ 1.64	\$ 3,411.20
THOMAS	FRANKIE	REFUSE COLLECTOR II 955	07/03/2017	\$ 26.47	\$ 28.11	\$ 1.64	\$ 3,411.20
SIMS	NORBERT	REFUSE COLLECTOR II 955	07/03/2017	\$ 26.47	\$ 28.11	\$ 1.64	\$ 3,411.20
BILLINGTON	NATHAN	REFUSE COLLECTOR II 955	11/06/2017	\$ 26.47	\$ 28.11	\$ 1.64	\$ 3,411.41
BUTLER	DOMINIC	REFUSE COLLECTOR II 955	02/12/2018	\$ 26.47	\$ 28.04	\$ 1.57	\$ 3,265.60
BAGBY	ALBERT	REFUSE COLLECTOR II 955	02/12/2018	\$ 26.47	\$ 28.04	\$ 1.57	\$ 3,265.60
DORMAN	TRAVIS	REFUSE COLLECTOR II 955	02/12/2018	\$ 26.47	\$ 28.04	\$ 1.57	\$ 3,265.60
HART	JIMMY	REFUSE COLLECTOR II 955	02/12/2018	\$ 26.47	\$ 28.04	\$ 1.57	\$ 3,265.60
GOINS	BRANDON	REFUSE COLLECTOR II 955	02/12/2018	\$ 26.47	\$ 28.04	\$ 1.57	\$ 3,265.60
WASHINGTON	SPENSER	REFUSE COLLECTOR II 955	02/12/2018	\$ 26.47	\$ 28.04	\$ 1.57	\$ 3,265.60
NEWSOM	TERRELL	REFUSE COLLECTOR II 955	03/26/2018	\$ 26.47	\$ 28.04	\$ 1.57	\$ 3,264.92
ZENO	DARRELL	REFUSE COLLECTOR II 955	01/28/2019	\$ 26.47	\$ 27.97	\$ 1.50	\$ 3,119.48
BEGEMANN	AUGUST	REFUSE COLLECTOR II 955	06/01/2020	\$ 26.47	\$ 27.90	\$ 1.43	\$ 2,974.40
WOODS	DEVON	REFUSE COLLECTOR II 955	07/13/2020	\$ 26.47	\$ 27.90	\$ 1.43	\$ 2,974.40
DUEBER	JUSTIN	REFUSE COLLECTOR II 955	08/10/2020	\$ 26.47	\$ 27.90	\$ 1.43	\$ 2,973.52
MCDANIEL	QUINTON	REFUSE COLLECTOR II 955	01/24/2021	\$ 26.47	\$ 27.83	\$ 1.36	\$ 2,828.80
WUEST	JARED	REFUSE COLLECTOR II 955	10/03/2021	\$ 26.47	\$ 27.83	\$ 1.36	\$ 2,828.80
BUTLER	JOSHUA	REFUSE COLLECTOR II 955	10/31/2021	\$ 27.83	\$ 27.83	\$ -	\$ -
SLAUGHTER	JEFFERY	REFUSE COLLECTOR II 955	10/31/2021	\$ 26.47	\$ 27.83	\$ 1.36	\$ 2,828.80

CRUMP	CHAD	REFUSE COLLECTOR II 955	12/13/2021	\$ 26.47	\$ 27.83	\$ 1.36	\$ 2,828.80
REID	ROBERT	REFUSE COLLECTOR II 955	02/06/2022	\$ 26.47	\$ 26.98	\$ 0.51	\$ 1,060.80
KNOWLES	CASEY	REFUSE COLLECTOR II 955	04/17/2022	\$ 26.47	\$ 26.98	\$ 0.51	\$ 1,060.80
WHITFIELD	PIERRE	REFUSE COLLECTOR II 955	05/29/2022	\$ 26.47	\$ 26.98	\$ 0.51	\$ 1,060.80
JAMES	WILLIAM	REFUSE COLLECTOR II 955	10/30/2022	\$ 26.47	\$ 26.98	\$ 0.51	\$ 1,060.80
HARDING	MATTHIEU	REFUSE COLLECTOR II 955	11/13/2022	\$ 26.47	\$ 26.98	\$ 0.51	\$ 1,069.99
ABBOTT	TORREY	REFUSE COLLECTOR II 955	02/19/2023	\$ 26.47	\$ 26.92	\$ 0.45	\$ 930.02
RIDGWELL	RONALD	REFUSE COLLECTOR II 955	06/12/2023	\$ 26.47	\$ 26.92	\$ 0.45	\$ 936.00
TURNER	ROBERT	REFUSE COLLECTOR II 955	01/07/2024	\$ 26.00	\$ 26.85	\$ 0.85	\$ 1,768.00
BENSON	CLYDE	REFUSE COLLECTOR II 955	02/05/2024	\$ 26.00	\$ 26.85	\$ 0.85	\$ 1,768.00
WEAKLEY	JOSEPH	REFUSE COLLECTOR II 955	02/19/2024	\$ 26.00	\$ 26.85	\$ 0.85	\$ 1,768.00
HORTON	TIMONTRELL	REFUSE COLLECTOR II 955	06/23/2024	\$ 26.66	\$ 26.85	\$ 0.19	\$ 395.20
SMITH	BILLY	REFUSE COLLECTOR II 955	06/23/2024	\$ 26.40	\$ 26.85	\$ 0.45	\$ 936.00
REED	JAMES	REFUSE COLLECTOR II 955	06/23/2024	\$ 26.40	\$ 26.85	\$ 0.45	\$ 936.00
PATTERSON	JOSEPH	REFUSE COLLECTOR II 955	06/23/2024	\$ 26.40	\$ 26.85	\$ 0.45	\$ 936.00
CLIPPARD	JOHNNY	REFUSE COLLECTOR II 955	08/18/2024	\$ 26.40	\$ 26.85	\$ 0.45	\$ 936.00
COATS	ERIC	REFUSE COLLECTOR II 955	08/18/2024	\$ 26.66	\$ 26.85	\$ 0.19	\$ 395.20
ROBERTS	KERSTON	REFUSE COLLECTOR II 955	08/18/2024	\$ 26.40	\$ 26.85	\$ 0.45	\$ 941.74
MOORE	DAVIN	SOLID WASTE PACKER 955	04/30/2023	\$ 19.00	\$ 19.02	\$ 0.02	\$ 41.60
NOTE: Employees must be in same classification on the effective date to be eligible for the compression pay adjustment.							