



# City of Columbia

701 East Broadway, Columbia, Missouri 65201

Department Source: City Manager

To: City Council

From: City Manager & Staff

Council Meeting Date: February 19, 2024

Re: Amending the FY 2024 Budget Personnel Summary and the Classification/Pay Plan to create new classifications, reassign classifications, and change classification titles.

## Executive Summary

Request to amend the FY 2024 budget personnel summary and the Classification/Pay Plan to create new classifications, reassign classifications, change a classification title, and revise classification titles to designate union representation as a result of voluntary recognition previously approved by the City Council.

## Discussion

On October 16, 2023 the City Council approved recognition of identified classifications in the Water Distribution Division of the Utilities Department as an additional work unit of LiUNA Local 955 bargaining Unit. At this time, it is requested to revise classification titles and reassign classifications to reflect the change in representation from Water and Light Association to LiUNA Local 955. The following classifications are impacted by this change: Utility Locator I, Utility Service Worker I, Water Distribution Operator I, Water Distribution Operator II, Water Distribution Crew Leader, and Water Distribution Technician. There is separate legislation to amend the Collective Bargaining Agreement with Local 955 to incorporate identified Water Distribution classifications. There is separate legislation to amend the Collective Bargaining Agreement with LiUNA Local 955 to incorporate identified Water Distribution classifications.

Additionally, on January 16, 2024 the City Council approved recognition of identified classifications in the Electric Production and Electric Distribution Divisions of the Utilities Department as members of the Water and Light Association bargaining unit. At this time, it is requested to revise classification titles to reflect representation by the Water and Light Association and to have consistent titling with the NERC Certified System Operator and Apprentice classification. The following classifications are impacted by this change: Apprentice Balancing Authority Operator, Electric Distribution Coordinator, and NERC Certified System Operator.

## Fiscal Impact

Short-Term Impact: Unknown, fiscal impact will be based on future negotiations.

Long-Term Impact: Unknown, fiscal impact will be based on future negotiations.



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## Strategic & Comprehensive Plan Impact

### Strategic Plan Impacts:

Primary Impact: Organizational Excellence, Secondary Impact: Secondary, Tertiary Impact: Tertiary

### Comprehensive Plan Impacts:

Primary Impact: Primary, Secondary Impact: Secondary, Tertiary Impact: Tertiary

## Legislative History

Date	Action
09.18.23	B221-23 – City Council approved CBA with LiUNA Local 955. <a href="https://rb.gy/57sz8f">https://rb.gy/57sz8f</a>
10.16.23	R161-23 - Voluntary recognition of specific classifications in Water Distribution <a href="https://rb.gy/7okn7y">https://rb.gy/7okn7y</a>
06.05.23	R93-23 - Authorizing a memorandum of agreement with the Water and Light Association. <a href="https://rb.gy/mczvgb">https://rb.gy/mczvgb</a>
01.16.24	R2-24 - Voluntary recognition of specific classifications in Electric Production and Electric Distribution <a href="https://rb.gy/e7l4ol">https://rb.gy/e7l4ol</a>

## Suggested Council Action

Adoption of this ordinance