



City of Columbia

701 East Broadway, Columbia, Missouri 65201

Department Source: Human Resources

To: City Council

From: City Manager & Staff

Council Meeting Date: April 18, 2016

Re: Recognizing the Water and Light Association as an appropriate representative unit of employees with a mutually acceptable community of interest separate from other City of Columbia employees

Executive Summary

Pursuant to section 19-25(a) the City Manager has the authority to recommend to the City Council the recognition of appropriate representative units of employees with a mutually acceptable community of interest for the purpose of meeting, conferring, and discussing salaries and other conditions of employment which are mutually agreed upon as proper subjects for such discussions. This recommendation is made following certified elections or other assurances of interest deemed appropriate by the City Manager and not inconsistent with state legislation.

Discussion

Employees of the City Utilities Department in the Electric Distribution Division filed a petition with the State Board of Mediation for recognition by the City of Columbia (Public Case No. R 2016-014) for specific positions in the Electric Distribution Division of the City Utilities Department. The City, the petitioners, and representatives of Local 773 of Laborers' International Union of North America entered into discussion to determine an appropriate community of interest. The State Board of Mediation approved and encouraged this discussion process. At the conclusion of the discussions, the petitioners agreed to include the Water Utility in the community of interest. Local 773 agreed to give up representation of Power Production employees and allow the petitioners to include those employees in the proposed group. The positions all parties have agreed will be covered by the Water & Light Association are attached to this memo.

The City Manager finds that the petition process, the resulting discussions, and the proposed list of covered job classifications are an acceptable assurance of interest to recommend to the City Council that the Water & Light Association be recognized as an appropriate bargaining unit of employees, separate from other City of Columbia employees pursuant to section 19-26(9). The FY 2016 Classification and Pay Plan will be updated to include the Water and Light Association designation on appropriate classifications and include any necessary new classification numbers to differentiate Water and Light Association classifications.



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Fiscal Impact

Short-Term Impact: Unknown
Long-Term Impact: Unknown

Vision & Strategic Plan Impact

[Vision Impacts:](#)
Primary Impact: Governance & Decision Making, Secondary Impact: Secondary, Tertiary Impact: Tertiary

[Strategic Plan Impacts:](#)
Primary Impact: Operational Excellence, Secondary Impact: Secondary, Tertiary Impact: Tertiary

[Comprehensive Plan Impacts:](#)
Primary Impact: Not Applicable, Secondary Impact: Secondary, Tertiary Impact: Tertiary

Legislative History

Date	Action
None	None

Suggested Council Action

Adoption of this resolution.

Introduced by _____ Council Bill No. _____ R 48-16

A RESOLUTION

recognizing the Water and Light Association as an appropriate representative unit of employees with a mutually acceptable community of interest separate from other City of Columbia employees.

WHEREAS, the City Manager has recommended to the City Council that certain employees of the City's Utilities Department – Electric Distribution Division be recognized as an appropriate bargaining unit of employees separate from other City of Columbia employees.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF COLUMBIA, MISSOURI, AS FOLLOWS:

SECTION 1. The City Council hereby recognizes certain job classifications within the City's Utilities Department – Electric Distribution Division, as set forth in "Exhibit A" attached hereto and made a part hereof, hereinafter "Water and Light Association," as an appropriate representative unit of employees with a mutually acceptable community of interest separate from other City of Columbia employees for the purpose of meeting, conferring and discussing salaries and other conditions of employment which are mutually agreed upon as proper subjects for such discussions, as long as the City Manager has assurances by election or other assurance that the majority of the Water and Light Association wish to have such a representative unit, or such representation is otherwise dissolved by operation of law.

ADOPTED this _____ day of _____, 2016.

ATTEST:

City Clerk

Mayor and Presiding Officer

APPROVED AS TO FORM:

City Counselor

City of Columbia
Water and Light Association - Representated Classifications

4/18/2016

Job Title	Job Group	Overtime	EEO
A5			
Storeroom Assistant - W&L	Operator	Non-Exempt	6
A6			
Equipment Operator I - W&L	Operator	Non-Exempt	7
Meter Reader - W&L	Operator	Non-Exempt	8
A7			
Consulting Utility Forester - W&L	Operator	Non-Exempt	7
Equipment Operator II - W&L	Operator	Non-Exempt	7
Utility Service Worker - W&L	Operator	Non-Exempt	7
A8			
Associate Power Plant Operator - W&L	Operator	Non-Exempt	7
Lead Utility Service Worker - W&L	Operator	Non-Exempt	7
Senior Meter Reader - W&L	Technician	Non-Exempt	8
Utility Locator - W&L	Operator	Non-Exempt	7
Water Treatment Plant Operator I - W&L	Technician	Non-Exempt	7
A9			
Associate Utility Maintenance Mechanic - W&L	Operator	Non-Exempt	7
Electronic Data Specialist - W&L	Technician	Non-Exempt	6
Equipment Operator III - W&L	Technician	Non-Exempt	7
Laboratory Technician - W&L	Technician	Non-Exempt	3
Water Distribution Lead Operator - W&L	Technician	Non-Exempt	7
Water Distribution Technician - W&L	Technician	Non-Exempt	7
Water Treatment Plant Operator II - W&L	Technician	Non-Exempt	7
A10			
Electric Meter Repair Worker - W&L	Technician	Non-Exempt	7
Lead Consulting Utility Forester - W&L	Operator	Non-Exempt	7

City of Columbia
Water and Light Association - Representated Classifications

4/18/2016

Job Title	Job Group	Overtime	EEO
Lead Meter Reader - W&L	Technician	Non-Exempt	8
Meter Shop Foreman - W&L	Technician	Non-Exempt	7
Power Plant Operator W&L	Operator	Non-Exempt	7
Utility Locator Foreman - W&L	Technician	Non-Exempt	7
Utility Maintenance Mechanic - W&L	Technician	Non-Exempt	7
Water Distribution Foreman - W&L	Technician	Non-Exempt	7
Water Treatment Plant Operator III - W&L	Technician	Non-Exempt	7
A11			
Biogas Plant Technician - W&L	Technician	Non-Exempt	7
Instrument Technician - W&L	Technician	Non-Exempt	7
Senior Utility Maintenance Mechanic - W&L	Technician	Non-Exempt	7
Water Inspection Foreman - W&L	Technician	Non-Exempt	3
A12			
Apprentice Communication Technician - W&L	Technician	Non-Exempt	8
Apprentice Lineworker - W&L	Technician	Non-Exempt	8
Apprentice Substation Technician - W&L	Technician	Non-Exempt	8
CEC Technician - W&L	Technician	Non-Exempt	7
Lead Electric Meter Repair Worker - W&L	Technician	Non-Exempt	7
Lead Power Plant Operator - W&L	Technician	Non-Exempt	7
A13			
Journeyman Communication Technician - W&L	Technician	Non-Exempt	7
Journeyman Lineworker - W&L	Technician	Non-Exempt	7
Journeyman Substation Technician - W&L	Technician	Non-Exempt	7
A14			
Communication Technician Foreman - W&L	Technician	Non-Exempt	7
Line Foreman - W&L	Technician	Non-Exempt	7
Substation Technician Foreman - W&L	Technician	Non-Exempt	7

City of Columbia
Water and Light Association - Representated Classifications

4/18/2016

Job Title	Job Group	Overtime	EEO
B5			
Stores Clerk - W&L	Clerical	Non-Exempt	6