

**A BILL TO CREATE AN ORDINANCE ENTITLED:**

**AN ORDINANCE AUTHORIZING THE RATIFICATION AND APPROVAL OF A REVISED COLLECTIVE BARGAINING AGREEMENT WITH LABORERS' INTERNATIONAL UNION OF NORTH AMERICA LOCAL 955 AND TO AMEND THE PAY SCALE.**

BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE CITY OF CENTRALIA, MISSOURI, as follows:

SECTION 1. The Mayor is hereby authorized to sign a new Collective Bargaining Agreement with Laborers' International Union of North America Local 955, as generally described in "Exhibit "A," which is attached and herby made a part of this ordinance.

SECTION 2. All ordinances or parts of ordinances in conflict herewith are hereby repealed.

SECTION 3. This ordinance shall take effect and be in full force and effect from and after the date of its passage and approval.

Read two times by title only and **PASSED** by the Board of Aldermen and **APPROVED** by the Mayor this the 28<sup>TH</sup> Day of March, 2024.

Alderman Wilkins: Absent  
Alderman Rodgers: Yes  
Alderman Cox: Yes

Alderman Deckerd: Yes  
Alderman Hudson: Yes  
Alderman Magley: Absent

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Chris Cox, Mayor

ATTEST:

\_\_\_\_\_  
Marilyn Dick, City Clerk

APPENDIX A

2024 AMENDMENTS TO COLLECTIVE BARGAINING AGREEMENT

Between Laborers' International Union of North America, Local 955  
and the City of Centralia  
Effective April 1<sup>st</sup>, 2024, through March 31st, 2027

The parties have met as part of the annual wage opener for fiscal year 2025, as provided for in Article XXXIV of the Collective Bargaining Agreement and agree that the following amendments to the Agreement have been made as a result of their good faith efforts to satisfy their obligations under Missouri law.

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 the Agreement's expiration on March 31st, 2027.

1. Article VI Call In, Call Back, and Standby Pay:
  - A. Employees shall be placed "on call" or "Standby" on a week-to-week basis. These rotations shall last seven days.
  - B. Employees shall be paid the following for being on standby:
    - a. 1 hour of their base wage per weekday on call. (Five hours total.)
    - b. 1.5 hours of their base wage per weekend day on call. (3 hours total.)
    - c. 2 hours of their base wage for each holiday on call. {TBD}
  - H. All workers, regardless of departments, are eligible to work standby shifts. Street department to be allowed standby pay as designated by expected weather events to be approved by the City Administrator and/or the Public Works & Utilities Director. All street department employees shall receive standby for these events.
2. Article XXXIII Compensation
  - A. Employees covered by the collective bargaining agreement shall receive compensation based on the information in Exhibit A and B. Employees shall be placed into pay ranges congruent with their position and paid steps congruent with their years of service with the City. This is outlined in Addendum A.
  - B. Full-time employees of the Collective Bargaining Unit shall receive "longevity" pay increases as set forth by the Centralia City Code and this CBA as detailed in Addendum A.
    - B. Each scheduled step increase to the second, third, fourth, fifth, sixth, seventh, eighth, ninth and 10th step shall be effective on the first day of the pay period following the anniversary date of the employee's first day of work in a classified position. (Addendum B)
  - C. Employees covered by the Collective Bargaining Agreement shall receive compensation based on the classification and pay plan as set out in the report "FY 2005 Salary Plan for the City of Centralia, January 2005" by Public Sector Personnel Consultants, with the exception that the grades have been given new, consecutive letter designations A through AB. The pay schedule shown on page 8 of that report, as previously increased pursuant to agreements with the Collective Bargaining Agreement and shown as Appendix A of the most recent Agreement approved in 2023, shall be further amended by increasing the rate for each step and grade by 4 percent, as shown in the new schedule attached hereto as Appendix B. Provisions in the report for advancement to higher steps upon satisfactory completion of certain periods of service in a position shall be in full effect. The new pay scale became effective on March 25, 2024 at 7:00 a.m.

Addendum A

Title	Pay Range
Electric Apprentice – 1 <sup>st</sup> Day	J
Electric Apprentice – Completion of First Annual Test	K
Electric Apprentice – Completion of Second Annual Test	M
Electric Apprentice – Completion of Third Annual Test	N
Journeyman Lineman	O
Assistant Foreman 1	P
Assistant Foreman 2	Q
Assistant Foreman 3	R
Electric Foreman	T

Title	Pay Range
Water/Wastewater Worker 1	H
Water/Wastewater Worker 2	I
Water/Wastewater Worker 3	J
Water/Sewer Equipment Operator	F
Water/Wastewater Plant Operator	K
Water/Sewer Assistant Plant Operator 1	I
Water/Sewer Assistant Plant Operator 2	J
Assistant Foreman Level 1	K
Assistant Foreman Level 2	L
Assistant Foreman Level 3	M
Water/Sewer Laborer	D
Water/Sewer Foreman	Q

Addendum B  
Longevity Scale

Years of Service	Step of Pay Range in Employee's Position
First Day	1 <sup>st</sup> step
Six Months	2 <sup>nd</sup> Step
Two Years	3 <sup>rd</sup> Step
Four Years	4 <sup>th</sup> Step
Seven Years	5 <sup>th</sup> Step
Ten Years	6 <sup>th</sup> Step
Twelve Years	7 <sup>th</sup> Step
Fifteen Years	8 <sup>th</sup> Step
Seventeen Years	9 <sup>th</sup> Step
Twenty Years	10 <sup>th</sup> Step

Appendix B

**City of Centralia  
Pay Rate Schedule**

**April 1, 2024 - March 31, 2025**

<b>GRADE</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>	<b>STEP 9</b>	<b>STEP 10</b>
A	17.35	17.57	17.78	18.00	18.22	18.43	18.63	19.18	19.68	20.20
B	17.74	18.01	18.28	18.54	18.84	19.09	19.38	19.94	20.47	21.02
C	18.23	18.54	18.88	19.18	19.51	19.84	20.16	20.74	21.30	21.87
D	18.83	19.18	19.55	19.94	20.34	20.71	21.08	21.70	22.29	22.89
E	19.46	19.90	20.37	20.80	21.25	21.69	22.16	22.82	23.43	24.07
F	20.17	20.71	21.24	21.76	22.26	22.83	23.35	24.04	24.69	25.36
G	20.56	21.13	21.70	22.26	22.87	23.45	24.02	24.74	25.41	26.10
H	20.99	21.60	22.22	22.87	23.47	24.09	24.71	25.45	26.14	26.86
I	21.43	22.08	22.74	23.43	24.09	24.76	25.43	26.20	26.92	27.66
J	21.87	22.58	23.28	24.02	24.74	25.45	26.19	26.98	27.72	28.48
K	22.78	23.65	24.49	25.34	26.19	27.02	27.87	28.73	29.52	30.34
L	23.65	24.54	25.41	26.26	27.18	27.99	28.87	29.75	30.57	31.42
M	24.58	25.50	26.42	27.33	28.26	29.10	30.02	30.94	31.80	32.69
N	25.64	26.61	27.57	28.54	29.52	30.42	31.36	32.32	33.22	34.14
O	26.77	27.79	28.79	29.83	30.83	31.77	32.78	33.78	34.72	35.70
P	27.96	29.04	30.09	31.15	32.22	33.20	34.26	35.32	36.31	37.33
Q	29.19	30.36	31.45	32.55	33.68	34.71	35.83	36.93	37.97	39.04
R	30.50	31.69	32.86	34.01	35.22	36.32	37.46	38.63	39.72	40.84
S	31.86	33.13	34.35	35.57	36.82	37.95	39.18	40.39	41.53	42.71
T	33.31	34.63	35.92	37.17	38.51	39.69	40.98	42.27	43.47	44.70
U	34.82	36.19	37.54	38.91	40.27	41.53	42.88	44.22	45.48	46.78
V	36.41	37.87	39.26	40.69	42.14	43.46	44.88	46.28	47.60	48.96
W	38.07	39.60	41.09	42.45	44.08	45.48	46.97	48.43	49.82	51.24
X	39.83	41.42	42.99	44.55	46.11	47.59	49.15	50.69	52.14	53.64
Y	41.67	43.35	44.97	46.61	48.30	49.82	51.44	53.06	54.58	56.15
Z	43.59	45.36	47.07	48.81	50.56	52.15	53.88	55.59	57.19	58.83
AA	45.62	47.46	49.25	51.08	52.93	54.60	56.42	58.20	59.88	61.61

Article XXXIV

Terms of Collective Bargaining Agreement

This collective bargaining agreement shall be in effect from April 1, 2024 through March 31, 2027 and shall continue in full force and effect on a two year basis hereafter unless written notice to change, revise or terminate this agreement is served by either party upon the other party at least sixty days prior to the expiration date of this Collective Bargaining Agreement.

The Union shall have the right to open the Collective Bargaining Agreement annually between contract dates to submit and negotiate wages for the Bargaining Unit in 2025 and 2026. Written wage proposals shall be submitted at least sixty days prior to the City budget process.

Negotiations shall commence no later than the first day of the year in question.

Agreed to and adopted this 28<sup>th</sup> day of March 2024.  
Ratified and approved this \_\_\_\_\_ of \_\_\_\_\_ 2024.

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David Riney, Business Manager  
Laborers International Union of North America Local 955

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Brandon Flinn, Business Manager  
Laborers International Union of North America  
Missouri/Kansas Laborers District Council

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Chris Cox, Mayor  
City of Centralia, Missouri