

Introduced by \_\_\_\_\_

First Reading \_\_\_\_\_

Second Reading \_\_\_\_\_

Ordinance No. \_\_\_\_\_

Council Bill No.         B 15-24        

**AN ORDINANCE**

amending the FY 2024 Annual Budget by appropriating funds to accommodate retention payments for eligible permanent City employees; providing for retention payments for unrepresented eligible permanent City employees; authorizing memorandums of understanding with Laborers’ International Union of North America, Local 955, Columbia Police Officers Association, Columbia Police Lieutenants’ Association, Columbia Professional Firefighters I.A.F.F. Local 1055, and Water and Light Association; granting a waiver from the requirements of Section 19-85 of the City Code to provide for salary adjustments for employees that exceeds the salary ranges established in the FY 2024 Classification and Pay Plan; and fixing the time when this ordinance shall become effective.

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF COLUMBIA, MISSOURI, AS FOLLOWS:

SECTION 1. The FY 2024 Annual Budget adopted by Ordinance No. 025477 is amended by appropriating funds as set forth in “Attachment A” attached hereto and made a part hereof to accommodate retention payments for eligible permanent City employees.

SECTION 2. All unrepresented eligible permanent employees shall receive retention payments as follows:

1. Eligible unrepresented permanent employees actively and continuously employed with the City on or before October 1, 2023 through February 4, 2024 shall receive a one-time retention payment of \$500.00. The retention payment will be reflected in employee’s February 23, 2024 paycheck.
2. Eligible unrepresented permanent employees actively and continuously employed with the City on or before November 12, 2023 through March 17, 2024 shall receive a one-time retention payment of \$500.00. The retention payment will be reflected in employee’s April 5, 2024 paycheck.
3. Eligible unrepresented permanent employees actively and continuously employed with the City on or before December 24, 2023 through

April 28, 2024 shall receive a one-time retention payment of \$500.00. The retention payment will be reflected in employee's May 17, 2024 paycheck.

SECTION 3. The City Manager is hereby authorized to enter into memorandums of understanding with Laborers' International Union of North America, Local 955, Columbia Police Officers Association, Columbia Police Lieutenants' Association, Columbia Professional Firefighters I.A.F.F. Local 1055, and Water and Light Association which are in substantially the same form as attached hereto respectively as "Exhibit A," "Exhibit B," "Exhibit C," "Exhibit D," and "Exhibit E."

SECTION 4. The City Council hereby grants a waiver from the requirements of Section 19-85 of the City Code to allow all eligible permanent employees to receive the pay adjustments set forth herein and in any negotiated collective bargaining agreement even if the increase is in excess of the salary ranges prescribed in the FY 2024 Classification and Pay Plan adopted by Ordinance No. 025448.

SECTION 5. This ordinance shall be in full force and effect from and after its passage.

PASSED this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

ATTEST:

\_\_\_\_\_  
City Clerk

\_\_\_\_\_  
Mayor and Presiding Officer

APPROVED AS TO FORM:

\_\_\_\_\_  
City Counselor