



Department Source: Human Resources

To: City Council

From: City Manager & Staff

Council Meeting Date: September 6, 2022

Re: Adopting the FY 2023 City of Columbia Classification and Pay Plan.

Executive Summary

The ordinance adopts the City of Columbia Classification and Pay Plan for FY 2023. Approved changes will be effective September 18, 2022.

Discussion

FY 2023 changes to the Classification and Pay Plan reflect new classifications, closed classifications, classification separations, reassigned classifications, title changes, upgrades, reorganizations, and changes to union representation. Reorganization requests were limited to significant and permanent operation changes required to comply with regulatory or legal mandates, or at the direction of the City Manager.

The FY 2023 proposed budget includes the following:

- Across the board increase of 4% for permanent employees*.
- Increase base pay to midpoint for 5 years' time in classification as of March 1, 2022 for permanent employees*.
- Performance pay of up to 1% for eligible permanent employees*.
- Adjust supervisor pay to ensure all supervisors are making 1% above what the highest paid employee they supervise makes (after the above mentioned components have been calculated) unless different rates have been negotiated as part of a Collective Bargaining Agreement.
- *Pay increases for positions represented by the Columbia Police Officers Association, Columbia Professional Firefighter I.A.F.F. Local 1055, Laborers' International Union of North America, Local 955, and Columbia Police Lieutenants' Association are based on Collective Bargaining Agreements/Memorandum of Agreements.

Additionally, it is requested that the City Council waive Section 19-85(a) to allow all eligible permanent employees to receive the pay adjustments listed above even if the increases would make the pay of an employee higher than the maximum of the salary range set forth in the FY 2023 Pay Plan. This waiver is being requested because there is no proposal at this time to adjust the salary ranges due to the salary and compensation study that is underway.

If approved, changes will be effective September 18, 2022. The proposed pay plan and amendment sheet are attached.



Fiscal Impact

Short-Term Impact: All costs associated with implementation of the ordinance provisions have been included in the FY 2023 budget.

Long-Term Impact: Annual review and calculation.

Strategic & Comprehensive Plan Impact

Strategic Plan Impacts:

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

Comprehensive Plan Impacts:

Primary Impact: Not Applicable, Secondary Impact: Secondary, Tertiary Impact: Tertiary

Legislative History

| Date | Action |
|-----------|---|
| 10/7/2013 | Policy Res. 194.13; Supporting a compensation philosophy for employees of the City of Columbia, Missouri. |

Suggested Council Action

Approve the proposed ordinance