

Introduced by _____

First Reading _____

Second Reading _____

Ordinance No. _____

Council Bill No. B 276-21

AN ORDINANCE

adopting the FY 2022 Classification and Pay Plan; providing for salary adjustments for eligible employees; establishing an implementation date of September 19, 2021; 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 City Council adopts the FY 2022 Classification and Pay Plan, which is attached to this ordinance as "Exhibit A." Among other modifications to the existing pay plan, Exhibit A includes an adjustment to the pay grade minimums and maximums to reflect a 2.17% across the board increase and the movement of certain classifications to new pay grades as recommended by Paypoint HR.

SECTION 2. Except as otherwise provided herein, all unrepresented permanent employees and permanent employees represented by LiUNA whose rate of pay is below the pay grade maximum set forth in Exhibit A shall receive an across the board increase of 3.0% per hour; provided that, such increase shall be capped at the maximum rate of pay where it would establish or increase a rate of pay above the maximum rate of pay set forth in Exhibit A.

SECTION 3. All unrepresented permanent employees and permanent employees represented by LiUNA whose classification is assigned to a pay grade set forth in Exhibit A where the minimum of the pay grade is greater than the employee's current rate of pay shall receive a pay increase to the minimum of the new pay grade as of September 19, 2021.

SECTION 4. Following application of any increase set forth in Section 3 above, all unrepresented permanent employees and permanent employees represented by LiUNA with three (3) to five (5) years of service as of March 1, 2021 in their current classification, shall receive a time-in-classification pay increase as follows:

- Three years of service: 40% of the midpoint of such classification as set forth in Exhibit A
- Four years of service: 70% of the midpoint of such classification as set forth in Exhibit A

Five years of service: 100% of the midpoint of such classification as set forth in Exhibit A

SECTION 5. Following application of the increases as set forth above, all eligible unrepresented permanent employees and employees represented by LiUNA who scored one standard deviation above the average of their department/group shall receive a performance pay increase in the amount of 0.5% per hour; provided that, such increase shall be capped at the maximum rate of pay where it would establish or increase a rate of pay above the maximum rate of pay set forth in Exhibit A.

SECTION 6. Following application of the increases as set forth above, an adjustment shall be made to the rate of pay for a qualifying supervisor so that such supervisor shall be paid 1% above the rate of pay of the supervisor's highest paid employee; provided that, such increase shall be capped at the maximum rate of pay where it would establish or increase a rate of pay above the maximum rate of pay set forth in Exhibit A.

SECTION 7. Employees represented by CPOA or I.A.F.F. Local 1055 shall be compensated and receive pay increases as set forth in their respective Collective Bargaining Agreements.

SECTION 8. The City Manager shall assign employees to appropriate classifications adopted by this ordinance.

SECTION 9. This ordinance shall be in full force from and after its passage and shall be effective as of the pay period beginning September 19, 2021.

PASSED this _____ day of _____, 2021.

ATTEST:

City Clerk

Mayor and Presiding Officer

APPROVED AS TO FORM:

City Counselor