

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

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

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

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

Council Bill No. B 239-16

**AN ORDINANCE**

adopting the FY 2017 Classification and Pay Plan for changes effective on September 25, 2016; adopting the FY 2017 Classification and Pay Plan for FLSA overtime assignment changes effective on November 20, 2016; providing for FY 2017 salary adjustments relating to the Classification and Pay Plans; providing for a salary increase for eligible employees; 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 2017 Classification and Pay Plan, which is attached to this ordinance as "Exhibit A." The FY 2017 Classification and Pay Plan and salary adjustments set forth herein shall be effective as of the pay period beginning on September 25, 2016.

SECTION 2. The City Council adopts the FY 2017 Classification and Pay Plan that contains federal Fair Labor Standards Act (FLSA) overtime assignment changes, which is attached to this ordinance as "Exhibit B." The FY 2017 Classification and Pay Plan and salary adjustments set forth herein shall be effective as of the pay period beginning on November 20, 2016 and shall replace the Classification and Pay Plan adopted in Section 1 ("Exhibit A") as of that date.

SECTION 3. Any permanent employee whose classification is assigned to a pay grade set forth in "Exhibit A" as of September 25, 2016, and as set forth in "Exhibit B" as of November 20, 2016, 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 on the effective date of such plan.

SECTION 4. Effective as the pay period beginning on September 25, 2016, all permanent employees shall receive a \$0.25 per hour pay increase, with the exception of 56 hour employees who shall receive a \$0.1786 per hour increase; provided that, such increase shall not be given where it would establish or increase a rate of pay above the maximum rate of pay established by this ordinance. The pay increase in this Section 4 shall be applied to the employee's salary after the pay adjustments, if any, set forth in Section 1 and Section 3 are calculated and applied.

SECTION 5. The City Manager shall assign employees to appropriate classifications adopted by this ordinance.

SECTION 6. This ordinance shall be in full force and effect from and after its passage.

PASSED this \_\_\_\_\_ day of \_\_\_\_\_, 2016.

ATTEST:

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

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

APPROVED AS TO FORM:

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