



Department Source: Human Resources

To: City Council

From: City Manager & Staff

Council Meeting Date: March 7, 2016

Re: Amendment to the 2016 Classification and Pay Plan and amendment to the City Manager's Office personnel budget

## Executive Summary

The proposed ordinance would amend the 2016 Classification and Pay Plan by making a position reassignment to the Trust Specialist position (the Community Foundation of Central Missouri position in the City Manager's Office).

## Discussion

The City Manager's Office requested a review of the pay grade assignment for the Trust Specialist position, based on information submitted by the board of the Community Foundation of Central Missouri. The City's classification and compensation consultant performed a job duty review and a market pay analysis on that classification, and recommended a title change to Trust Administrator and a reassignment from pay grade C6 to C8. This ordinance would make that title change and reassignment.

## Fiscal Impact

Short-Term Impact: Reassignment of the pay range for the Trust Administrator will require a FY 2016 budget amendment of \$10,000. An appropriation from the Community Foundation of Central Missouri to the General Fund personnel budget in the City Manager's Office will be required.

Long-Term Impact: Unknown; any increase or decrease to costs depends on the incumbent salary rate.

## Vision & Strategic Plan Impact

### [Vision Impacts:](#)

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

### [Strategic Plan Impacts:](#)

Primary Impact: Operational Excellence, Secondary Impact: Secondary, Tertiary Impact: Tertiary

### [Comprehensive Plan Impacts:](#)

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



# City of Columbia

701 East Broadway, Columbia, Missouri 65201

## Legislative History

Date	Action
None.	None.

## Suggested Council Action

Passage of the ordinance.