



City of Columbia

701 East Broadway, Columbia, Missouri 65201

Department Source: Public Health and Human Services

To: City Council

From: City Manager & Staff

Council Meeting Date: May 19, 2025

Re: Amending the FY 2025 Classification and Pay Plan.

Executive Summary

The ordinance amends the FY 2025 Classification and Pay Plan, adds 1.0 FTE and amends the FY2025 budget.

Discussion

PHHS has requested the downward reassignment of 3.0 FTE Community Health Worker, job code 7305, pay grade 106 to pay grade 104.

PHHS would like to add 1.0 FTE Community Health Worker position for the DIVERT program. The DIVERT program provides a compassionate approach to justice by integrating social services in the City of Columbia's public safety and justice systems. The goal of the DIVERT program is to reduce the burden of health and social issues on City public safety departments and the Municipal Court while improving outcomes for and the lives of our residents. The current caseloads of DIVERT staff are high and the program continues to grow. The additional staff would decrease the wait time before the initial contact is made with a referral and increase capacity. Funds for the 1.0 FTE Community Health Worker will be transferred to personnel accounts from contractual services. These funds have previously not been used in contractual services.

A classification and pay plan amendment sheet are attached.

Fiscal Impact

Short-Term Impact: None. There are no costs associated with the requested pay grade change. Funds for the 1.0 FTE Community Health Worker will be transferred to personnel accounts from contractual services. These funds have previously not been used in contractual services.

Long-Term Impact: N/A

Strategic & Comprehensive Plan Impact

Strategic Plan Impacts:

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

Comprehensive Plan Impacts:

Primary Impact: Primary, Secondary Impact: Secondary, Tertiary Impact: Tertiary



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Legislative History

Date	Action
09/16/2024	B212-24: Adopting the FY 2025 Classification and Pay Plan, providing for salary adjustments for eligible employees; establishing an implementation date. B212-24

Suggested Council Action

Approve FY 2025 Classification and Pay Plan Amendment.