

Introduced by Treece

First Reading 9-6-16

Second Reading 9-19-16

Ordinance No. 022949

Council Bill No. B 241-16 A

**AN ORDINANCE**

amending Chapter 19 of the City Code as it relates to unclassified service and general benefit provisions; 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. Chapter 19 of the Code of Ordinances of the City of Columbia, Missouri, is hereby amended as follows:

Material to be deleted in ~~strikeout~~; material to be added underlined.

Sec. 19-4. Definitions.

As used in this chapter, the following terms shall have the meanings indicated in this section:

*Classification.* A grouping of city positions which are substantially alike in duties and responsibilities and which require substantially the same qualifications.

...

*Unclassified service.* The following offices and positions are in the unclassified service: All department heads; all assistant department heads; deputy city manager; assistant city manager; assistant to city manager; deputy city counselor; prosecutor; assistant city counselor; internal auditor; sustainability manager; civic relations officer; deputy fire chief; assistant fire chief; deputy police chief; assistant police chief; ~~financial project officer~~; deputy city clerk; city management fellowship; trust administrator specialist; PMO manager; controller; treasurer; budget officer; purchasing agent; risk manager; accounting supervisor; budget supervisor; police lieutenant, with the exception of the seven (7) police lieutenants who occupy the position in such classification on August 30, 2016 who shall be grandfathered in classified service. Any grandfathered lieutenant may irrevocably elect to terminate grandfathered status and become unclassified by written notice to the human resources director.

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Sec. 19-110. General benefits.

(a) *Employee health care plan.* The city shall pay into the employee benefit fund ~~three hundred ninety four dollars and sixty cents (\$394.60)~~ four hundred forty-eight dollars and eighty-seven cents (\$448.87) per month for the cost of medical employee health care plan coverage, and ~~thirty three dollars and twelve cents (\$33.12)~~ thirty-one dollars and sixty-three cents (\$31.63) per month for the cost of employee dental plan coverage, for each eligible permanent employee and each eligible employee otherwise required to be covered by the city who participates in the plan. The city shall pay a portion of dependent care coverage for those eligible permanent employees who elect to purchase dependent health plan coverage under the city plan, subject to the following maximum amounts:

Employee + Spouse	<del>\$494.28</del> <u>545.31</u>
Employee + Child(ren)	<del>460.70</del> <u>512.82</u>
Employee + Family	<del>634.97</del> <u>681.43</u>

...


(f) *Post employment health plan.* The city shall make sick leave conversions to the health care insurance premium reimbursement subaccounts of each eligible employee leaving city employment if the employee has been employed by the city for ten (10) years or more, or if the employee is retiring or has previously retired pursuant to the terms of a city-sponsored retirement plan (based on either age or disability). Such sick leave conversions shall be made at the rate of two dollars (\$2.00) for every hour of final accumulated sick leave. Participation in the sick leave buyback program pursuant to section 19-130(p) will reduce the number of hours converted to the post employment health plan. This subsection shall not apply to employees hired after September 30 2011.

(g) *Long term disability insurance.* Each month the city shall pay the entire cost of the long term disability insurance provided by the city for eligible permanent employees. Payments by the city shall begin at the date of hire into a permanent position.

SECTION 2. This ordinance shall be in full force and effect from and after its passage.


PASSED this 19th day of September, 2016.

ATTEST:

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

  
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Mayor and Presiding Officer

APPROVED AS TO FORM:

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