

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

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

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

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

Council Bill No. B 232-25

### **AN ORDINANCE**

adopting the FY 2026 Classification and Pay Plans; establishing implementation dates of September 28, 2025 and January 18, 2026; providing for salary adjustments 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 2026 Classification and Pay Plan, which is attached to this ordinance as "Exhibit A." The FY 2026 Classification and Pay Plan and salary adjustments set forth herein shall be effective as of the pay period beginning on September 28, 2025.

SECTION 2. The City Council adopts the FY 2026 Classification and Pay Plan that contains an across the board increase of 1.5% per hour, which is attached to this ordinance as "Exhibit B." The FY 2026 Classification and Pay Plan set forth herein shall be effective as of January 18, 2026, and shall replace the Classification and Pay Plan adopted in Section 1 (Exhibit A) as of that date.

SECTION 3. Any unrepresented permanent employee whose classification is assigned to a pay grade set forth in Exhibit A as of September 28, 2025, and as set forth in Exhibit B as of January 18, 2026, 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. Following application of any increases set forth in Section 3, except as otherwise provided herein, all unrepresented permanent employees shall receive an across the board increase of 2% per hour effective September 28, 2025, and an across the board increase of 1.5% per hour effective January 18, 2026; provided that, such increases shall not be given where it would establish or increase a rate of pay above the maximum rate of pay established by this ordinance.

SECTION 5. 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 1.0% 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 as set forth in Exhibit A and Exhibit B.

SECTION 6. The City Manager shall assign employees to appropriate classifications adopted by this ordinance.

SECTION 7. This ordinance shall be in full force from and after its passage.

PASSED this \_\_\_\_\_ day of \_\_\_\_\_, 2025.

ATTEST:

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

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

APPROVED AS TO FORM:

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