



City of Columbia

701 East Broadway, Columbia, Missouri 65201

Department Source: Human Resources

To: City Council

From: City Manager & Staff

Council Meeting Date: November 6, 2017

Re: Amending the FY 2018 Annual Budget by adding and deleting a position in the Human Resources Department; amending the FY 2018 Classification and Pay Plan by adding a new classification and adding a union affiliation designation.

Executive Summary

Modifies the FY 2018 Classification and Pay Plan and FY 2018 budget in the Human Resources Department by reassigning a vacant 1.0 FTE Wellness Educator, pay grade C4, to a new classification of Training Assistant, pay grade C3.

Adds a union affiliation designation to the CCTV Technician classification (Job Code 2320), as approved by council on September 18, 2017 in the LiUNA Local 773 Collective Bargaining Agreement.

Discussion

Human Resources conducted a review of the current wellness program and City University staffing to determine the best use for a vacant Wellness Educator position. After that review it was determined that additional help with training activities for both programs was the best use of resources. The new Training Assistant classification will provide backup for both the Training Coordinator and Wellness Educator. The replacement of a Wellness Educator with a Training Assistant will allow the training and wellness work units to pool resources to increase efficiency, collaboration, and service.

The City agreed to add the CCTV Technician classification (Job Code 2320) to the classifications represented by Laborers' International Union of North America, Local 773 in the collective bargaining agreement approved by City Council on September 18, 2017. This ordinance adds the 773 designation to that classification in the FY 2018 Classification and Pay Plan.

Fiscal Impact

Short-Term Impact: No impact or minor savings because the Training Assistant will be hired at a rate of pay equal to or lower than the previous Wellness Educator.

Long-Term Impact: Unknown.



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Strategic & Comprehensive Plan Impacts

Strategic Plan Impacts:

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

Comprehensive Plan Impacts:

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

Legislative History

Date	Action
09/18/2017	Ordinance 023327, Collective Bargaining Agreement with Laborers' International Union of North America, Local 773

Suggested Council Action

Approve the proposed ordinance.