



Department Source: City Manager

To: City Council

From: City Manager & Staff

Council Meeting Date: September 7, 2021

Re: Approving amendments to Chapter 19, Personnel Policies, to revise specific policy provisions.

Executive Summary

Please find highlights for amendments to Chapter 19, Personnel Policies, for FY 2022. Changes are effective September 19, 2021 and January 1, 2022.

Discussion

Proposed changes for Chapter 19 include:

Sec. 19-110. General benefits.

(a) *Employee health care plan.* The cost of employee dental plan coverage has increased from thirty two dollars and sixty two cents (\$32.62) to thirty-three dollars and sixty cents (\$33.60) per month for, for each eligible permanent employee. - effective date is **1/1/22**.

(d) *Deferred compensation.*

Adds language that states the deferred compensation program shall now be monitored by both the human resources and finance departments.

Sec. 19-4. Definitions.

Unclassified service.

Adds the position of diversity, equity and inclusion officer and removes the position of deputy fire chief to the list of unclassified service positions.

Sec. 19-25. Employee relations.

Give recognition of the ability of units of employees to have representation for the purpose of collective bargaining over salaries, terms and conditions of employment and other subjects mutually agreed upon as proper subjects for such discussions.

In 2018 HB 1413 was passed that imposed significant procedural requirements and limitations on most, labor unions representing public employees, the bill entirely exempted unions "primarily" representing public safety employees from regulation. To comply with HB 1413 the City amended 19-25 and added 19-25.1.

In June 2021 the Missouri Supreme Court overruled HB 1413 requiring the City to amend 19-25 and eliminate 19-25.1.



Sec. 19-121. Holidays.

Adds Juneteenth, June 19 as a recognized holiday for the city of Columbia. Rather than time off, fire department shift employees shall receive additional compensation in the amount of eleven and one-quarter (11.25) hours at their regular pay.

Sec. 19-101. Shift differential.

Increases shift differential from sixty –five cents (\$.65) per hour to seventy-five cents (\$.75) per hour.

Sec. 19-107. Uniform clothing allowance and personal protective equipment.

Increases Personal protective gear allowance for protective footwear from one hundred fifty dollars (\$150.00) to one hundred seventy five dollars (\$175.00) per fiscal year.

Fiscal Impact

Short-Term Impact: All costs associated with implementation of Chapter 19 changes have been included in the proposed FY 2022 Budget adjustment up for final read September 20, 2021. The effective date of the pay changes is September 19, 2021 and January 1, 2022.

Long-Term Impact: Based on annual budget and collective bargaining process.

Strategic & Comprehensive Plan Impact

Strategic Plan Impacts:

Primary Impact: Public Safety, Secondary Impact: Secondary, Tertiary Impact: Tertiary

Comprehensive Plan Impacts:

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

Legislative History

Date	Action

Suggested Council Action

Approve amendments to Chapter 19, Personnel Policies.