

Introduced by _____

First Reading _____

Second Reading _____

Ordinance No. _____

Council Bill No. B 232-20

AN ORDINANCE

amending Chapter 19 of the City Code as it relates to personnel policies, procedures, rules and regulations; 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:

...

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; assistant police chief; deputy city clerk; city management fellowship; trust administrator; cultural affairs manager; municipal court administrator; deputy court administrator.

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

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(c) Employees represented by Laborers' International Union of North America, Local ~~955-773~~ whose job duties require them to work outdoors or in unheated areas in the winter shall be eligible to receive additional compensation for the cost of winter outerwear of fifty dollars (\$50.00) per fiscal year. The compensation shall be paid on the second

payroll check of each quarter in the amount of twelve dollars and fifty cents (\$12.50). To be eligible to receive a quarterly winter outerwear compensation payment, the employee must be employed on the first day of the quarter. If the employee is employed by the city after the first day of the quarter, the employee will receive the compensation beginning with the subsequent quarter.

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Sec. 19-110. General benefits.

(a) Employee health care plan. The city shall pay into the employee benefit fund ~~four hundred ninety-six dollars and fourteen cents~~ five hundred twenty-four dollars and sixteen cents (\$496.14-524.16) per month for the cost of medical employee health care plan coverage, and thirty-two dollars and sixty-two cents (\$32.62) 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	\$592.58 <u>620.60</u>
Employee + Child(ren)	560.09 <u>588.11</u>
Employee + Family	728.70 <u>756.72</u>

These payments by the city shall begin when the employee becomes an eligible employee under the health care plan and end at the date of the employee's termination of employment with the city. Employees choosing not to participate in the health care plan or dental plan or both shall not be entitled to receive the amount the city would have contributed toward the cost of such employees' health care plan and dental plan coverage.

The city shall contribute ~~one hundred twenty-five dollars~~ sixty-two dollars and fifty cents (\$125.00-62.50) per month to the health savings account of each eligible employee with single coverage under the city's high deductible health plan and ~~two hundred fifty-one hundred twenty-five~~ dollars (\$250.00-125.00) per month to the health savings account of each eligible employee with single plus spouse, single plus children or full family coverage under the city's high deductible health plan.

...

Sec. 19-240. ~~Deputy police chief and assistant~~ Assistant police chief appeal rights.

~~The deputy police chief and any~~ Any assistant police chief shall be given, upon written request, a meeting with the chief of police within forty-eight (48) hours of a dismissal, disciplinary demotion or suspension that results in a reduction or withholding of salary. At any such meeting, the chief shall provide a brief statement, which may be oral, of the reason of the discharge, disciplinary demotion or suspension and permit the employee

the opportunity to respond. The result of this meeting shall be reduced to writing. This subsection shall not apply to ~~a deputy chief or an~~ assistant police chief serving in a probationary period.

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SECTION 2. This ordinance shall be in full force and effect from and after October 1, 2020.

PASSED this _____ day of _____, 2020.

ATTEST:

City Clerk

Mayor and Presiding Officer

APPROVED AS TO FORM:

City Counselor