



Department Source: Human Resources

To: City Council

From: City Manager & Staff

Council Meeting Date: September 19, 2016

Re: Supplemental Information – Amendment to B241-16, Amending Chapter 19, Personnel Policies, to revise specific policy provisions

Executive Summary

The ordinance amendment proposes an additional change to 19-4. The change adds the Police Lieutenant classification to the unclassified service for employees who are hired or promoted to Police Lieutenant after August 30, 2016.

Discussion

19-4 Definitions: Unclassified service. Police Lieutenant is added to the unclassified service for employees hired or promoted to that classification after August 30, 2016. The employees who hold positions in the Police Lieutenant classification prior to August 30, 2016 will remain in the classified service as long as those employees hold the Police Lieutenant position. This change is a result of discussion with the Columbia Police Lieutenants Association, with assistance from the Federal Mediation and Conciliation Service.

Fiscal Impact

Short-Term Impact: None.

Long-Term Impact: None.

Vision & Strategic Plan Impact

[Vision Impacts:](#)

Primary Impact: Governance & Decision Making, Secondary Impact: Secondary, Tertiary Impact: Tertiary

[Strategic Plan Impacts:](#)

Primary Impact: Operational Excellence, Secondary Impact: Secondary, Tertiary Impact: Tertiary

[Comprehensive Plan Impacts:](#)

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



City of Columbia

701 East Broadway, Columbia, Missouri 65201

Legislative History

Date	Action
Annual review process.	Chapter 19 provisions are reviewed annually as part of the budget preparation cycle and the meet and confer process.

Suggested Council Action

Adopt the ordinance.