



Department Source: Human Resources

To: City Council

From: City Manager & Staff

Council Meeting Date: September 21, 2020

Re: Supplemental Memo - Amending Chapter 19, Personnel Policies, to revise specific policy provisions.

## Executive Summary

Supplemental information – Amendments to Chapter 19, Personnel Policies, are outlined for FY 2021. Changes are effective September 20, 2020 and October 1, 2020.

## Discussion

### **Supplemental information:**

Changes reflect amendments to eliminate the 5% increase to dental coverage. Delta Dental, the city's fully-insured carrier, has granted the city a rate hold for 2021. Rates will not be increased in FY 2021.

The amendments also eliminate the proposed reduction in city contributions to health savings accounts under the city's high deductible health plan. Contributions will remain at \$125/month for single coverage and \$250/month for single plus spouse/child(ren)/full family coverage.

Proposed changes, as amended, effective September 20, 2020 include:

### **19-110, General Benefits**

Increases the city contribution for employee-only medical coverage \$496.14 to \$524.16 per month. The increase covers the 5.6% medical plan premium increase under the self-insured medical plan. City contributions for dependent coverage are also increased:

- Employee + Spouse \$592.58/month to \$620.60/month
- Employee + Child(ren) \$560.09/month to \$588.11/month
- Employee + Family \$728.70/month to \$756.72/month

### **19-107, Uniform Clothing Allowance and Personal Protective Equipment**

Section (c), compensation for winter outerwear, is amended to change the local union affiliation for Laborers' International Union of North America from Local 773 to Local 955.

### **19-240, Assistant Police Chief Appeal Rights**

Removes Deputy Police Chief from this section. Deputy Police Chief is no longer a job classification in the Columbia Police Department.



Proposed changes effective October 1, 2020 include:

## 19-4, Definitions

“Unclassified service” is amended to remove 2 classifications from the unclassified service, Assistant to the City Manager and Civic Relations Officer. The positions/classification are eliminated in the FY 2021 budget. Current employees in the positions will remain employed through September 30, 2020.

### Fiscal Impact

Short-Term Impact: All expenses/revenues associated with implementation of the changes have been included in the FY 2021 Budget.

Long-Term Impact: Annual review and calculation based on changes.

### Strategic & Comprehensive Plan Impact

#### 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
Annual review process.	Chapter 19 provisions are reviewed annually as part of the budget preparation cycle and the labor group negotiation process.□

### Suggested Council Action

Approve the proposed ordinance.