



Department Source: City Manager
To: City Council
From: City Manager & Staff
Council Meeting Date: June 5, 2023
Re: FY-2023 Pay Adjustments

Executive Summary

This resolution provides for a FY-2023 pay adjustment for all permanent employees not represented by a labor union. Additionally, staff is requesting Council authorization to waive Section 19-85(a) to allow all eligible permanent employees to receive the pay adjustments listed above even if the increase would make the pay of an employee higher than the maximum of the salary range set forth in the FY-2023 Pay Plan. Similar pay adjustments for members of the Water & Light Association are requested in separate legislation as a Memorandum of Agreement.

Discussion

Staff implemented pay adjustments as part of the Fiscal Year 2023 budget with an understanding that there would likely be a mid-year pay adjustment prior to receiving the results of the classification and compensation study, proposed to be enacted as part of the Fiscal Year 2024 budget. A mid-year FY-2022 3% across the board increase and retention pay was approved by Council on May 16, 2022.

The FY-23 pay adjustment includes a 4% across-the-board salary increase for permanent employees that are not represented by a labor union. These proposed changes to the budget will be effective with the pay period starting on June 11, 2023. Due to the number of personnel vacancies, this pay adjustment does not require an appropriation of funds.

City management continues to be in negotiations with labor group representatives on how the salary increases will be implemented for the particular labor group(s). Agreement has been reached with the Water and Light Association and the Columbia Police Lieutenants Association. The Memorandum of Agreement for the Water and Light Association is before Council in separate legislation. The Columbia Police Lieutenants Association (CPLA) representatives have chosen to accept their pay adjustments as part of the City's Fiscal Year 2024 budget which becomes effective October 1, 2023.

Negotiations continue for a full collective bargaining agreement for the Columbia Police Officer's Association Lodge #26 (CPOA), and Local 955, Laborers International Union of North America (LIUNA). Negotiations for amendments to the International Association of Fire Fighters (IAFF Local 1055) are ongoing as well. These agreements and amendments will be brought back to the City Council at a future Council meeting for consideration.

Additionally, it is requested that the City Council waive Section 19-85(a) to allow all eligible permanent employees to receive the pay adjustments listed above even if the increase



City of Columbia

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would make the pay of an employee higher than the maximum of the salary range set forth in the FY-2023 Pay Plan. This waiver is being requested as the existing pay ranges will remain the same until the implementation of the classification and compensation pay plan as part of the Fiscal Year 2024 budget. Pay ranges will be adjusted at that time.

Fiscal Impact

Short-Term Impact: The existing FY-2023 budget can absorb this 4% increase which represents approximately \$800,000 for the remaining 8 pay periods.

Long-Term Impact: Approximately \$3 million dollars per fiscal year for the increase pending staffing levels.

Strategic & Comprehensive Plan Impact

Strategic Plan Impacts:

Primary Impact: Organizational 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
05/16/2022	B148-22 Amending the FY 2022 Annual Budget by appropriating funds to accommodate mid-year salary adjustments for employees; providing for FY 2022 salary adjustments for unrepresented permanent employees; providing for FY 2022 salary adjustments for employees represented by Water and Light Association; granting a waiver from the requirements of Section 19-85 of the City Code to provide for salary adjustments for employees that exceeds the salary ranges established in the FY 2022 Classification and Pay Plan; establishing an implementation date; providing for retention payments for unrepresented permanent employees and employees represented by Water and Light Association.

Suggested Council Action

Approval of the FY-2023 pay adjustments and waive Section 19-85(a) to allow all eligible permanent employees to receive the pay adjustments.