



Department Source: Public Works

To: City Council

From: City Manager & Staff

Council Meeting Date: May 1, 2017

Re: Amending Chapter 19 of the City Code as it relates to Unclassified Service, the FY2017 Annual Budget and the FY2017 Classification and Pay Plan

Executive Summary

Staff is requesting to amend Chapter 19 of the City Code as it relates to unclassified service; amend the FY2017 Annual Budget and the FY2017 Classification and Pay Plan relating to positions in the Public Works Department and Columbia Utilities.

Discussion

The FY2017 Classification and Pay Plan includes a job title of "Engineering Manager", pay grade E7. Two of these Engineering Manager positions, one in Public Works Engineering division and another in Columbia Utilities Sewer/Stormwater divisions, not only manage engineering staff, but also manage the operations staff. In order to differentiate the additional managerial duties of the two positions, a new classification of "Engineering & Operations Manager" has been created, and the two positions will be reassigned to this new classification. The pay grade of E7 will not change nor will the salaries be adjusted with this change.

Additionally, the Mid-Missouri Solid Waste Management District (MMSWMD) Executive Board, made up of representatives from eight surrounding counties that provide planning, technical and financial support in the area of solid waste management, have recommended that the Solid Waste District Administrator receive a salary increase to the midpoint of his pay grade D6 (see attached letter). Although the MMSWMD Solid Waste District Administrator position is filled by a City of Columbia employee in the Public Works department, 100% of his salary and benefits, as well as actual expenses for mileage, telephone, office supplies, and travel are reimbursed by MDNR on a quarterly basis; therefore, the proposed salary increase will not affect the City's budget.

In order to facilitate the above changes, staff is proposing to amend Section 19-4 of the City Code to change the classification of these positions to unclassified service, as well as amend the FY2017 Annual Budget and the FY2017 Classification and Pay Plan.

Fiscal Impact

Short-Term Impact: There will be no fiscal impact to the City.

Long-Term Impact: None



Vision & Strategic Plan Impact

Vision Impacts:

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

Strategic Plan Impacts:

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

Comprehensive Plan Impacts:

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

Legislative History

Date	Action
	None

Suggested Council Action

Authorize an amendment to Chapter 19 of the City Code as it relates to unclassified service; amend the FY2017 Annual Budget and the FY2017 Classification and Pay Plan relating to positions in the Public Works department and Columbia Utilities.