



City of Columbia

701 East Broadway, Columbia, Missouri 65201

Department Source: Human Resources

To: City Council

From: City Manager & Staff

Council Meeting Date: September 3, 2024

Re: Adopting the FY 2025 City Classification and Pay Plan; providing for salary adjustments for eligible employees; and establishing an implementation date.

Executive Summary

The ordinance adopts the FY 2025 City of Columbia Classification and Pay Plan and provides salary adjustments for eligible employees. Classification and Pay Plan changes result from evaluation of position and reorganization requests by departments. If approved, changes are effective September 29, 2024.

Discussion

FY 2025 changes to the Classification and Pay Plan reflect new classifications, closed classifications, separated classifications, reassigned classifications, consolidated classifications, title changes, upgrades, FLSA status changes, and reorganizations.

The FY 2025 proposed budget includes and across the board increase of 3.5% for eligible permanent employees; not to exceed the maximum of the pay ranges.

The FY 2025 classification and pay plan is attached along with an amendment sheet identifying classification changes.

Pay adjustments for positions represented by labor unions are based on Collective Bargaining Agreements/Memorandum of Agreements that are submitted as separate legislation for City Council approval.

Fiscal Impact

Short-Term Impact: All costs associated with implementation of the classification and pay plan have been included in the FY 2025 Budget.

Long-Term Impact: Annual review and calculation

Strategic & Comprehensive Plan Impact

[Strategic Plan Impacts:](#)

Primary Impact: Organizational Excellence, Secondary Impact: Secondary, Tertiary Impact: Tertiary

[Comprehensive Plan Impacts:](#)

Primary Impact: Primary, Secondary Impact: Secondary, Tertiary Impact: Tertiary



City of Columbia

701 East Broadway, Columbia, Missouri 65201

Legislative History

Date	Action
09/18/2023	B208-23: Adopting the FY 24 Classification and Pay Plan, providing for salary adjustments for eligible employees; establishing an implementation date. B208-23

Suggested Council Action

Adopt Classification and Pay Plan for FY 2025.