



Department Source: Finance

To: City Council

From: City Manager & Staff

Council Meeting Date: February 1, 2016

Re: Ordinance Requesting Market Adjustment for Pension Administrator Position

Executive Summary

We have been unable to fill the Pension Administrator position at the current salary level. This ordinance authorizes a market adjustment for the position increasing the salary range by approximately \$10,000.

Discussion

We have posted the Pension Administrator's position on three different occasions and did not receive applicants meeting the qualifications for this position. We contacted other retirement system administrators and employees and they confirmed that the salary range was just too low for the qualifications listed for the position. We believe the qualifications listed for the Pension Administrator are the qualifications needed to address the ongoing pension issues facing the city of Columbia to provide the information and advice the City Manager and the City Council expect from this position.

We submitted a market review request to the Consultant that conducts this research for the City of Columbia and they have recommended the adjustment attached to this memo.

Fiscal Impact

Short-Term Impact: This will not require an additional appropriation in Fiscal Year 2016 because the position has been vacant long enough to fund the increased salary range. The Fiscal Year 2017 budget will need to be increased approximately \$10,000 to accommodate this adjustment.

Long-Term Impact: Approximately \$10,000.

Vision & Strategic Plan Impact

Vision Impacts:

Primary Impact: Governance & Decision Making, Secondary Impact: Not Applicable, Tertiary Impact: Not Applicable

Strategic Plan Impacts:

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



City of Columbia

701 East Broadway, Columbia, Missouri 65201

Comprehensive Plan Impacts:

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

Legislative History

None

Date	Action
N/A	N/A

Suggested Council Action

Approval of this ordinance.