

Introduced by _____

First Reading _____

Second Reading _____

Ordinance No. _____

Council Bill No. B 266-19

AN ORDINANCE

adopting the FY 2020 Classification and Pay Plan; providing for salary adjustments for eligible employees; establishing an implementation date of September 22, 2019; and fixing the time when this ordinance shall become effective.

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF COLUMBIA, MISSOURI, AS FOLLOWS:

SECTION 1. The City Council adopts the FY 2020 Classification and Pay Plan, which is attached to this ordinance as "Exhibit A." Among other modifications to the existing pay plan, Exhibit A includes an adjustment to the pay grade maximums to reflect a 0.5% across the board increase.

SECTION 2. Any permanent employee whose classification is assigned to a pay grade set forth in Exhibit A where the minimum of the pay grade is greater than the employee's current rate of pay shall receive a pay increase to the minimum of the new pay grade as of September 22, 2019.

SECTION 3. Following application of the increases set forth in Sections 1 and 2 above, permanent employees with three (3) to five (5) years of service as of March 1, 2019 in their current classification and at least one score of 2.0 on their FY 2018 or FY 2019 performance evaluation shall receive a time-in-classification pay increase as follows:

- Three years of service: 40% of the midpoint of such classification as set forth in Exhibit A
- Four years of service: 70% of the midpoint of such classification as set forth in Exhibit A
- Five years of service: 100% of the midpoint of such classification as set forth in Exhibit A

Any employee who did not receive a performance evaluation in FY 2018 or FY 2019 shall be presumed to have received a score of 2.0.

SECTION 4. Following application of the increases set forth in Sections 1 and 2 above, permanent employees with more than five (5) years of service as of March 1, 2019 in their current classification and at least one score of 2.0 on their FY 2018 or FY 2019 performance evaluation shall receive a time-in-classification pay increase of 0.5% for each

year above five (5) years of such classification; provided that, such increase shall be capped at the maximum rate of pay where it would establish or increase a rate of pay above the maximum rate of pay set forth in Exhibit A. Any employee who did not receive a performance evaluation in FY 2018 or FY 2019 shall be presumed to have received a score of 2.0.

SECTION 5. Except as otherwise provided herein, all permanent employees whose rate of pay is below the pay grade maximum as set forth in Exhibit A shall receive an across the board increase of 0.5% per hour, with the exception of employees in classifications represented by CPOA who shall receive an increase of 0.25% per hour; provided that, such increase shall be capped at the maximum rate of pay where it would establish or increase a rate of pay above the maximum rate of pay set forth in Exhibit A. The increase in this section shall be applied after all of the preceding adjustments set forth in Sections 1 through 4 hereof are made to employee wages.

SECTION 6. The City Manager shall assign employees to appropriate classifications adopted by this ordinance.

SECTION 7. This ordinance shall be in full force from and after its passage and shall be effective as of the pay period beginning September 22, 2019.

PASSED this _____ day of _____, 2019.

ATTEST:

City Clerk

Mayor and Presiding Officer

APPROVED AS TO FORM:

City Counselor