



City of Columbia

701 East Broadway, Columbia, Missouri 65201

Department Source: Human Resources

To: City Council

From: City Manager & Staff

Council Meeting Date: September 2, 2025

Re: Adopting the FY 2026 City Classification and Pay Plan; providing for salary adjustments for eligible employees; and establishing an implementation date.

Executive Summary

The ordinance adopts the FY 2026 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 will take effect on September 28, 2025 and January 18, 2026.

Discussion

FY 2026 changes to the Classification and Pay Plan reflect new classifications, closed classifications, separated classifications, reassigned classifications, title changes, upgrades, and reorganizations.

The proposed FY 2026 budget includes a 2% across-the-board increase for eligible permanent employees and employees represented by the Water & Light Association effective September 28, 2025, not to exceed the maximum of the applicable pay ranges. The pay ranges themselves will also be increased by 2%.

Additionally, effective January 18, 2026, eligible permanent employees and employees represented by the Water & Light Association will receive a 1.5% across-the-board increase, again not to exceed the maximum of the pay ranges. The pay ranges will be increased by an additional 1.5% at that time.

Attached are the FY 2026 classification and pay plans, scheduled to take effect on September 28, 2025 and January 18, 2026, accompanied by an amendment sheet outlining associated classification changes.

Pay adjustments for positions represented by the Laborers' International Union of North America Local 955, Columbia Professional Firefighter I.A.F.F. Local 1055, Columbia Police Officers Association, and Columbia Police Lieutenants' Association 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 2026 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

Legislative History

Date	Action
09/16/2024	B212-24: Adopting the FY 2025 Classification and Pay Plan, providing for salary adjustments for eligible employees; establishing an implementation date. B212-24
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 2026.