



Department Source: Human Resources
To: City Council
From: City Manager & Staff
Council Meeting Date: September 5, 2023
Re: City of Columbia Compensation Philosophy

Executive Summary

Policy resolution regarding the City of Columbia's compensation philosophy

Discussion

The City Council approved funding for the City to engage an expert to assist in the design, conduct, and implementation of a comprehensive classification and compensation plan to include a review of benefit offerings. The Segal Company Midwest, Inc. began this project in October 2021.

Review of the current compensation philosophy was one element of the study. The overall purpose of the City's pay plan is to provide a means to assist in recruiting, retaining and rewarding employees. It seeks to establish salary grades that lead the competitive labor markets in which the City recruits talented employees and reflects the value of positions to the City, as determined by a job review which considers the duties and level of responsibility of each job.

Fiscal Impact

Short-Term Impact: All costs associated with implementation have been included in the FY 2024 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
09/16/2013	Adopted current classification and compensation system.

Suggested Council Action

Adopt policy resolution regarding the City of Columbia's compensation philosophy.