



Department Source: Human Resources

To: City Council

From: City Manager & Staff

Council Meeting Date: September 8, 2020

Re: Adopting the FY 2021 City of Columbia Classification and Pay Plan

## Executive Summary

The ordinance adopts the City of Columbia Classification and Pay Plan for FY 2021. Changes result from evaluation of positions and reorganization requests by departments, maintenance plan positions reviews, position cuts in the FY 2021 proposed budget, and a change in affiliation of Laborer's International Union of North America from Local 773 to Local 955. Changes are effective September 20, 2020, and October 1, 2020.

## Discussion

The FY 2021 changes to the Classification and Pay Plan reflect new classifications, closed classifications, classification separations, reassigned classifications, title changes, and union representation changes.

No adjustments are proposed to pay range structures for FY 2021.

### Changes effective September 20, 2020:

The City is in the eighth year of operating under the classification and compensation policy adopted in FY 2014.

- Maintenance plan – all positions assigned to a pay grade with a midpoint of \$45,000 or less were reviewed
- One (1) classification with significant recruitment issues was reviewed
- Eight (8) positions recommended for upward reassignment
- One (1) position recommended for downward reassignment
- Ten (10) positions included in classification separations
- Two (2) classifications recommended for pay grade upgrade

In addition, all classifications represented by Laborers' International Union of North America have been revised to reflect the change of affiliation from Local 773 to Local 955.

### Changes effective October 1, 2020:

This change removes five (5) classifications that are eliminated because of positions cut in the FY 2021 budget. Current employees in the positions will remain employed through September 30, 2020.

The proposed plans and amendment sheets are attached.



## Fiscal Impact

Short-Term Impact: All costs associated with implementation of the ordinance provisions have been included in the FY 2021 Budget.

Long-Term Impact: Annual review and calculation.

## Strategic & Comprehensive Plan Impact

### Strategic Plan Impacts:

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

### Comprehensive Plan Impacts:

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

## Legislative History

Date	Action
10/07/13	Section 114-496; Policy Res. 194-13; Supporting a compensation philosophy for employees of the City of Columbia, Missouri that reflects the values and goals of the City.

## Suggested Council Action

Approve the proposed ordinance.