



City of Columbia

701 East Broadway, Columbia, Missouri 65201

Department Source: Human Resources

To: City Council

From: City Manager & Staff

Council Meeting Date: September 4, 2018

Re: Adopting the FY 2019 City of Columbia Classification and Pay Plan.

Executive Summary

The ordinance adopts the City of Columbia Classification and Pay Plan for FY 2019. Changes result from the annual classification review process. Changes are effective September 23, 2018. No adjustments are proposed to pay range structures for FY 2019. The FY 2019 proposed budget includes a \$0.25/hour across the board salary adjustment for all permanent employees who are not at or above the maximum pay range rate (\$0.1786/hour increase for 56 hour employees). All changes are included in the FY 2019 proposed budget document.

Discussion

FY 2019 changes are made to implement the results of reviews requested by departments, per Section 19-53. Classification review requests for 105.5 FTE were reviewed for the FY 2019 budget. The classification and pay plan is changed to reflect new classifications, closed classifications, consolidated classifications, reassigned classifications, title changes and union representation changes.

Reorganization requests were limited to significant and permanent operational changes required to comply with regulatory or legal mandates. Two (2) reorganizations requests were reviewed.

Classifications in the City Utilities Department Electric and Water Divisions are changed from represented by the Water and Light Association to unrepresented in order to comply with changes made to the Labor Organization sections of Chapter 105 RSMo by HB 1413, effective August 28, 2018.

The FY 2019 proposed budget includes a \$0.25/hour across the board salary adjustment for all permanent employees who are not at or above the maximum pay range rate (\$0.1786/hour increase for 56 hour employees).

The ordinance also addresses the classified/unclassified pay issue for Police Lieutenants.

Changes are effective September 23, 2018. The proposed plan and amendment sheet are attached.



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Fiscal Impact

Short-Term Impact: Two classifications are reassigned which will result in a 5% or more move to new range minimum pay increase for the incumbents.

Long-Term Impact: Annual review and calculation.

Strategic & Comprehensive Plan Impact

Strategic Plan Impacts:

Primary Impact: Operational Excellence, Secondary Impact: Secondary, Tertiary Impact: Tertiary

Comprehensive Plan Impacts:

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

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.