

023640

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Ordinance No. 023640

Council Bill No. B 212-18 A

AN ORDINANCE

adopting the FY 2019 Classification and Pay Plan; providing for a salary increase for eligible employees; establishing an implementation date of September 23, 2018; 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 2019 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 economic growth recommendations of the City's consultant since FY 2016.

SECTION 2. A \$2.00 per hour pay increase shall be given to current Refuse Collector I, Refuse Collector II and Senior Refuse Collector employees. Where necessary to ensure a supervisor is paid at a rate of pay that is higher than subordinate employees, the hourly rate of pay for Solid Waste Supervisor II and Solid Waste Supervisor III employees shall be increased to a rate of pay that is \$0.02 greater than the highest paid subordinate employee supervised by such employee. This pay increase shall be applied before any other adjustments to pay are made pursuant to the terms of this ordinance.

SECTION 3. There is hereby established a minimum wage of \$15.00 per hour for all permanent city employees and positions, with the exception of 56-hour employees who shall have a minimum wage of \$10.714. All permanent employees with an hourly rate of pay less than the new minimum wage for permanent city employees shall be moved to the new minimum wage.

SECTION 4. All current Equipment Operator II employees shall be reassigned to Equipment Operator III positions and shall receive a 5% increase in pay or the minimum of the new pay band set forth in Exhibit A, whichever is greater. Title changes shall occur for Equipment Operator III positions to Senior Equipment Operator. The title for Equipment Operator I positions required to hold a commercial driver's license (CDL) shall be changed to Equipment Operator. The title for Equipment Operator I employees that do not require a CDL shall be changed to Warehouse Operator.

SECTION 5. Following application of the increases set forth in Sections 2 through 4 above, permanent employees with at least five (5) years of service as of March 1, 2018 in

their current classification and a score of at least 2.0 on their most recent FY 2018 performance evaluation shall receive a time-in-classification pay increase to 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 shall be presumed to have received a score of 2.0.

SECTION 6. For any position that on September 1, 2018 is occupied by both classified and unclassified employees as defined in Section 19-4 of the Code of Ordinances, the classified employees in such position shall be paid a salary at least as much as the lowest paid unclassified employee in the same position.

SECTION 7. Except as otherwise provided herein, all permanent employees whose rate of pay is below the pay grade maximum set forth in Exhibit A shall receive an across the board increase of \$0.45 per hour, with the exception of 56-hour employees who shall receive an increase of \$0.3214 per hour; provided that, such increase shall not be given in full and 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 2 through 6 hereof are made to employee wages.

SECTION 8. The City Manager shall assign employees to appropriate classifications adopted by this ordinance.

SECTION 9. This ordinance shall be in full force from and after its passage and shall be effective as of the pay period beginning September 23, 2018.

PASSED this 17th day of September, 2018.

ATTEST:




City Clerk



Mayor and Presiding Officer

APPROVED AS TO FORM:



City Counselor