

**A POLICY RESOLUTION**

amending the compensation philosophy for employees of the City of Columbia, Missouri to reflect the values and goals of the City.

WHEREAS, on October 9, 2013, the City Council adopted PR 194-13 to support a compensation philosophy for employees of the City of Columbia, Missouri (hereinafter “City”) to reflect the values and goals of the City; and

WHEREAS, the City has an interest to be fair and equitable; and

WHEREAS, the City has an interest to be fiscally responsible, and consider budget constraints and the need to use taxpayer funds wisely; and

WHEREAS, the City has an interest to maintain salary ranges that are competitive with labor markets from which employees are recruited; and

WHEREAS, the City has an interest to establish job titles and job descriptions that are consistently used throughout the City; and

WHEREAS, the City has an interest to clarify relationships among positions in order to avoid overlaps and gaps in responsibilities; and

WHEREAS, the City has an interest to clarify the knowledge, skills and abilities required for an employee to competently perform duties of the employee’s position and aid in the development of career paths; and

WHEREAS, the City has an interest to assist supervisors in evaluating and rewarding employee job performance; and

WHEREAS, the City desires to amend the compensation philosophy adopted by PR 194-13 to further the foregoing interests of the City.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF COLUMBIA, MISSOURI, AS FOLLOWS:

SECTION 1. The City Council hereby supports the following compensation philosophy for employees of the City of Columbia, Missouri submitted by the City Manager:

The City of Columbia, Missouri's compensation philosophy is to balance the needs of the organization with the needs of its employees, while also being fair, equitable, and fiscally responsible with taxpayer funds. The City seeks to lead the market by providing City employees with fair and equitable base salaries and benefits that attract and retain talented employees.

SECTION 2. The City Council hereby directs the City Manager to implement the compensation philosophy for employees of the City of Columbia, Missouri, as funding may permit, through amendments to Chapter 19 of the Code of Ordinances, or by administrative rules promulgated under Chapter 19, in support of the compensation philosophy.

ADOPTED this \_\_\_\_\_ day of \_\_\_\_\_, 2023.

ATTEST:

\_\_\_\_\_  
City Clerk

\_\_\_\_\_  
Mayor and Presiding Officer

APPROVED AS TO FORM:

\_\_\_\_\_  
City Counselor