



Department Source: Police

To: City Council

From: City Manager & Staff

Council Meeting Date: November 7, 2016

Re: Amendments to FY17 Classification and Pay Plan and FY17 Police Budget

## Executive Summary

The Columbia Police Department is requesting to reassign 1.0 FTE Assistant Police Chief to 1.0 FTE Deputy Police Chief and create the classification of Police Lieutenant Unclassified.

## Discussion

The additional Deputy Chief position will allow for a more manageable and appropriate span of control at this level of administration. This change will seek to improve the efficiency of the administrative process, streamline communications, and help prevent the bottleneck that can occur within the current structure.

As a result of FY17 Meet and Confer and mediation sessions, the City of Columbia and the Columbia Police Lieutenants Association (CPLA) agreed to create the new Police Lieutenant Unclassified position to be used for any new Lieutenants promoted/hired after the classification creation date. As part of the agreement, current (classified) Police Lieutenants promoted prior to the new Lieutenant Unclassified position will have the option to remain in their current classified position if they desire.

## Fiscal Impact

Short-Term Impact: For Deputy Chief position: Increase of \$16,279 to permanent positions budget and a decrease of \$16,279 to temporary positions budget, resulting in a net financial impact of \$0. For Lieutenant position: No financial impact anticipated as this is just a creation of the job classification.

Long-Term Impact: No anticipated costs for years beyond two as the increase to permanent positions and decrease to temporary positions will remain for future year budgets

## Vision & Strategic Plan Impact

### [Vision Impacts:](#)

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

### [Strategic Plan Impacts:](#)



# City of Columbia

701 East Broadway, Columbia, Missouri 65201

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
N/A	N/A

### Suggested Council Action

Shall council agree, staff recommends passage of the legislation to add 1.0 Deputy Police Chief position, delete 1.0 Assistant Police Chief position, and create the Police Lieutenant Unclassified position.