



Department Source: Public Works

To: City Council

From: City Manager & Staff

Council Meeting Date: July 17, 2017

Re: Amend the FY2017 Classification and Pay Plan to Reassign Two FTE Senior Building Maintenance Mechanic Positions in the Public Works Department

Executive Summary

Staff has prepared for council consideration an ordinance amending the FY2017 Classification and Pay Plan to reassign two FTE Senior Building Maintenance Mechanics-773 in the Public Works department from pay grade A10 to pay grade A11.

Discussion

The Public Works department has had difficulty in recruiting, and retaining, skilled senior building maintenance mechanics in the Building Maintenance division. This position requires an experienced mechanic capable of working on HVAC systems, electrical systems, boilers, chillers, and computerized control systems. Staff recently requested that the Human Resources department consultant review the qualifications for this position to ensure that the pay grade is equivalent to other similar positions. This review resulted in a recommendation to reassign the Senior Building Maintenance Mechanic-773 from a pay grade A10 (pay range \$36,586-\$53,050) to pay grade A11 (pay range \$41,159-\$59,681).

The Building Maintenance division currently has two FTE positions classified as Senior Building Maintenance Mechanic-773. One of the positions was just recently filled and the other is vacant. If this classification reassignment is approved, there will be no budget impact due to at least one of the two FTE positions being vacant for a number of months throughout this fiscal year.

Fiscal Impact

Short-Term Impact: If the reclassification assignment is approved, the incumbent will receive a 5% pay increase; however, there will be no impact to the FY2017 budget due to position vacancies throughout the fiscal year.

Long-Term Impact: Staff believes that the 5% pay increase for the incumbent and fulling the vacant position will have minimal impact to future budgets.

Vision & Strategic Plan Impact

Vision Impacts:

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



City of Columbia

701 East Broadway, Columbia, Missouri 65201

Strategic Plan Impacts:

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

Comprehensive Plan Impacts:

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

Legislative History

Date	Action
None	None

Suggested Council Action

Amend the FY2017 Classification and Pay Plan to reassign two FTE Senior Building Maintenance Mechanics-773 in the Public Works department from pay grade A10 to pay grade A11.