

CITY OF COLUMBIA, MO
PAY & HEALTH INSURANCE HISTORY 2006 - 2019

Fiscal Year	Temporary Payment/Other	Market Adjustment to Pay Ranges	ATB Increase	Performance Pay	Move Toward Midpoint*	Health Insurance Change
2019	Establish \$15 minimum pay rate for permanent employees and adjust pay as required. \$2/per hour increase to refuse collector positions. End \$40 per pay period temporary payment.	Market adjustments to pay bands not made. Recommended adjustments to pay bands A - F were 2% to 2.4%.	\$0.45/hour	NONE	Full move to midpoint for eligible employees with a score of at least 2.0 on their FY 2018 performance evaluation.	3.30%
2018	\$40 per pay period for 25 pay periods	Market adjustments to pay bands not made. Recommended adjustments to pay bands A - F were 2% to 2.2%.	NONE	NONE	NONE	7%
2017	N/A	Market adjustments to pay bands not made. Recommended adjustments to pay bands A - F were 1.7% to 2.3%.	\$0.25/hour	NONE	NONE	13.80%
2016	N/A	Market adjustments to pay bands A - F of 1.7% to 1.95%. Move to new minimum of pay range for employees below the new range minimum.	2%	NONE	20% of diff between pay & midpoint	NONE
2015	N/A	Market adjustments to pay bands A - F of 1.5% to 1.7%. Move to new minimum of pay range for employees below the new range minimum.	2%	NONE	20% of diff between pay & midpoint	NONE
2014	N/A	New pay structure and compensation philosophy adopted. Established new pay ranges. Move to new minimum of pay range for employees below the new range minimum.	NONE	NONE	NONE	NONE
2013	N/A		\$0.27/hour	NONE	NONE	4.80%
2012	N/A		\$0.25/hour	NONE	N/A	NONE
2011	N/A		NONE	NONE	N/A	7%
2010	N/A		NONE	NONE	N/A	-2.90%
2009	N/A		\$0.25/hour	0% - 3% (3% Max)	N/A	7%
2008	N/A		1.5% or \$0.30/hour	0% - 3% (3% Max)	N/A	4.10%
2007	N/A		4% or \$0.50/hour	NONE	N/A	-11.60%
2006	N/A		3% or \$0.38/hour	1%	N/A	12.50%
*Part of compensation & classification system adopted in FY 2014 – employees with 5 years “time in class” as of March 1st were eligible						

Note: Market adjustments are calculated off the midpoint of each pay grade.

Cumulative midpoint adjustments by band if recommended market adjustments were made:

A	6.55%
B	6.40%
C	6.20%
D	6.00%
E	5.90%
F	6.20%