



Department Source: Human Resources

To: City Council

From: City Manager & Staff

Council Meeting Date: October 7, 2019

Re: Adopting a Correction to the FY 2020 City of Columbia Classification and Pay Plan.

Executive Summary

Corrects a clerical error in the FY 2020 City of Columbia Classification and Pay Plan.

Discussion

A clerical error in the FY 2020 Classification and Pay Plan will be corrected. The minimum pay rate for the F8 pay grade on the plan adopted by City Council on September 16, 2019 contained an error in the minimum rate for the grade. Incorrect data was pulled to create the pay plan, resulting in the entry of an incorrect minimum rate. This ordinance corrects the minimum range rate in pay grade F8 for 2080 annual hour positions from \$33.145 to \$25.888 to reflect the correct range minimum recommended by Paypoint HR.

This error does not impact any employee pay increase calculations effective September 22, 2019. The corrected plan and the relevant pages from Paypoint HR's report are attached.

Fiscal Impact

Short-Term Impact: None

Long-Term Impact: None

Strategic & Comprehensive Plan Impact

Strategic Plan Impacts:

Primary Impact: Operational Excellence, Secondary Impact: Secondary, Tertiary Impact: Tertiary

Comprehensive Plan Impacts:

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

Legislative History

Date	Action
9/16/19	B 266-19, Ordinance 024015

Suggested Council Action

Approve the proposed ordinance.