



# City of Columbia, Missouri

## Meeting Minutes

### City Council

---

Monday, March 20, 2023  
5:00 PM

Pre-Council

Conference Room  
1A/1B  
Columbia City Hall  
701 E. Broadway

---

#### I. CALL TO ORDER

Mayor Buffaloe called the meeting to order at 5:00 p.m.

**Present:** 7 - Peters, Pitzer, Fowler, Waner, Buffaloe, Foster, and Lovelady

#### **This item is open to the public:** Class and Compensation Study Presentation

T.L. Cox from the Segal Group. They have worked on the classification study and will present his findings. Mr. Cox's agenda included City's Objectives, Methodology, Key Deliverables, Job Evaluation, Total Compensation Market Assessment, Results, Leadership and Union Feedback and Next Steps and Implementation.

Mr. Cox discussed with Council Members objectives of the City of Columbia's project which are to ensure that:

1. Staff are appropriately classified into the correct job title
2. Job descriptions are reflective of the work currently being done by employees
3. Relationships among jobs are consistent and objective
4. Total compensation is market competitive
5. The performance management system sets and measures effective goals and consistently links pay to performance (where applicable)
6. Drivers of individual pay are equitable and quantifiable, with outliers identified and explained

The primary goal of this project is to ensure that the classification and compensation system is accurate, equitable and market sensitive.

Cox went on to discuss methodology. He stated the analysis was conducted internally to ensure consistency and objectivity. In addition, extensive total compensation data was gathered to assess the City's current market competitiveness.

Cox discussed the results, leadership and union feedback and next steps and implementation with Council Members.

#### **This item is open to the public:** Motion for the City Council to go into closed session to discuss:

- Preparation, including any discussions or work product, on behalf of a public governmental body or its representatives for negotiations with employee groups pursuant to Section 610.021(9) RSMo.
- Individually identifiable personnel records, performance ratings or records pertaining to employees or applicants for employment pursuant to

Section 610.021(13) RSMo.

At approximately 5:38 p.m., Mayor Buffaloe made a motion for the City Council of the City of Columbia, Missouri, to immediately go into a closed meeting in Conference Room 1A/1B of City Hall to discuss the preparation, including any discussions or work product, on behalf of a public governmental body or its representatives for negotiations with employee groups pursuant to Section 610.021(9) of the Revised Statutes of Missouri and individually identifiable personnel records, performance ratings or records pertaining to employees or applicants for employment pursuant to Section 610.021(13) of the Revised Statutes of Missouri. The motion was seconded by Council Member Waner.

**Yes:** 7 - Peters, Pitzer, Fowler, Waner, Buffaloe, Foster, and Lovelady

**This item is closed to the public:** Closed Meeting in Conference Room 1A/1B

The Council adjourned the closed meeting and returned to the open pre-council work session portion of the meeting at approximately 6:34 p.m.

**This item is open to the public:** Citizens Police Review Board Interviews

Council Members interviewed two Citizens Police Review Board Members and the pre-council meeting adjourned at 6:45 p.m.

## **II. ANY OTHER ITEMS COUNCIL MAY WISH TO DISCUSS**

None.

## **III. ADJOURNMENT**

Meeting adjourned at 6:45 p.m.