



701 East Broadway, Columbia, Missouri 65201

Department Source: Human Resources

To: City Council

From: City Manager & Staff

Council Meeting Date: November 3, 2025

Re: Amending FY 2026 City Classification and Pay Plan and Section 19-129 Vacation Leave.

Impacted Ward: Citywide

Executive Summary

The ordinance adopts amendments to the FY 2026 City of Columbia Classification and Pay Plan and amends Section 19-129, Vacation Leave.

Discussion

The ordinance adopts amendments to the FY 2026 City of Columbia Classification and Pay Plan by adjusting pay ranges based on an agreement reached with the Columbia Police Lieutenants' Association (CPLA). The pay range for Police Lieutenant will increase by 2% effective November 23, 2025, and by an additional 1.5% effective January 18, 2026.

The ordinance also amends Section 19-129, Vacation Leave, to align Police Lieutenants' vacation accruals with those of general employees, effective November 23, 2025.

Attached are the FY 2026 Classification and Pay Plans, scheduled to take effect on November 23, 2025 and January 18, 2026.

The Memorandum of Agreement with CPLA has been submitted as separate legislation for City Council approval.

Fiscal Impact

Short-Term Impact: Costs associated with the implementation of the Classification and Pay Plan and the increased vacation leave have been included in the FY 2026 Budget.

Long-Term Impact: Annual review and calculation.

Strategic & Comprehensive Plan Impact

[Strategic Plan Impacts:](#)

Primary Impact: Organizational Excellence, Secondary Impact: Secondary, Tertiary Impact: Tertiary

[Comprehensive Plan Impacts:](#)

Primary Impact: Primary, Secondary Impact: Secondary, Tertiary Impact: Tertiary

Legislative History

Date	Action
09/15/2025	B232-25 : Adopting the FY 2026 Classification and Pay Plan, providing for salary adjustments for eligible employees; establishing an implementation date. B231-25 : Amending Chapter 2 as it relates to departments and Chapter 19 as it relates to personnel policies, procedures, rules, and regulations.

Suggested Council Action

Adopt revised Classification and Pay Plan and amendment to Section 19-129.