

Introduced by _____

First Reading _____

Second Reading _____

Ordinance No. _____

Council Bill No. B 212-24

AN ORDINANCE

adopting the FY 2025 Classification and Pay Plan; providing for salary adjustments for eligible employees; establishing an implementation date; and fixing the time when this ordinance shall become effective.

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF COLUMBIA, MISSOURI, AS FOLLOWS:

SECTION 1. The City Council adopts the FY 2025 Classification and Pay Plan, which is attached to this ordinance as "Exhibit A."

SECTION 2. All unrepresented permanent employees whose classification is assigned to a pay grade set forth in Exhibit A where the minimum of the pay grade is greater than the employee's current rate of pay shall receive a pay increase to the minimum of the new pay grade.

SECTION 3. Following application of any increases set forth in Section 2, except as otherwise provided herein, all unrepresented permanent employees shall receive an across the board increase of 3.5% per hour; provided that, such increase shall not be given where it would establish or increase a rate of pay above the maximum rate of pay established by this ordinance.

SECTION 4. Following application of the increases as set forth above, an adjustment shall be made to the rate of pay for a qualifying supervisor so that such supervisor shall be paid 1.0% above the rate of pay of the supervisor's highest paid employee; provided that, such increase shall be capped at the maximum rate of pay where it would establish or increase a rate of pay above the maximum rate of pay set forth in Exhibit A.

SECTION 5. The City Manager shall assign employees to appropriate classifications adopted by this ordinance.

SECTION 6. This ordinance shall be in full force from and after its passage and shall be effective as of the pay period beginning September 29, 2024.

PASSED this _____ day of _____, 2024.

ATTEST:

City Clerk

Mayor and Presiding Officer

APPROVED AS TO FORM:

City Counselor