

Introduced by _____

First Reading _____

Second Reading _____

Ordinance No. _____

Council Bill No. B 280-25

AN ORDINANCE

adopting amended FY 2026 Classification and Pay Plans; establishing implementation dates of November 23, 2025 and January 18, 2026; amending Chapter 19 of the City Code as it relates to vacation leave; 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 hereby adopts an amended FY 2026 Classification and Pay Plan, which is attached to this ordinance as "Exhibit A." The amended FY 2026 Classification and Pay Plan and salary adjustments set forth herein shall be effective as of the pay period beginning on November 23, 2025. The amended FY 2026 Classification and Pay Plan replaces the Classification and Pay Plan attached to Ordinance No. 026103 passed on September 15, 2025.

SECTION 2. The City Council adopts an amended FY 2026 Classification and Pay Plan that contains an across the board increase of 1.5% per hour, which is attached to this ordinance as "Exhibit B." The amended FY 2026 Classification and Pay Plan set forth herein shall be effective as of January 18, 2026, and shall replace the Classification and Pay Plan adopted in Section 1 (Exhibit A) as of that date.

SECTION 3. Chapter 19 of the Code of Ordinances of the City of Columbia, Missouri, is hereby amended as follows:

Material to be deleted in ~~strikeout~~; material to be added underlined.

Sec. 19-129. Vacation leave.

(a) Vacation shall be earned and accumulated by pay periods and granted on the last day of each pay period in hourly amounts accrued according to the following charts:

General Employees		
Length of Service (Years)	Pay Period Accrual (hours)	Maximum Balance (hours)
0—4	3.69	192
5—9	4.46	232
10—14	5.23	272
15—19	6.00	312
20—24	6.77	352
25+	7.54	392

Employees Represented by the Columbia Police Lieutenant's Association		
Length of Service (Years)	Pay Period Accrual (hours)	Maximum Balance (hours)
0—4	3.38	176
5—9	4.15	216
10—14	4.92	256
15—19	5.69	296
20+	6.46	336

Fire Department 56-Hour Employees		
Length of Service (Years)	Pay Period Accrual (hours)	Maximum Balance (hours)
0—4	5.54	288
5—9	5.54 plus 28 hours pay	288
10—14	5.54 plus 56 hours pay	288
15—19	5.54 plus 84 hours pay	288
20+	5.54 plus 112 hours pay	288

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SECTION 4. This ordinance shall be in full force from and after its passage.

PASSED this _____ day of _____, 2025.

ATTEST:

City Clerk

Mayor and Presiding Officer

APPROVED AS TO FORM:

City Counselor