City Council Priorities

Monday January 5th, 2026

city of
Columbia

Strategic Priorities

Organizational Excellence

Goal Statement
Create and support an engaged workforce and organization that delivers an efficient, innovative, transparent and collaborative City government.

Safe Community

Goal Statement
Provide equitable community-centered public health and safety services to ensure the City is safe for all.

Inclusive & Equitable Community

Goal Statement
Cultivate a community focusing on equitable access, inclusive engagement and equal opportunity and treatment for all.

Resilient Economy

Goal Statement
Foster a resilient and diverse economy that meets the needs of our community.

Reliable & Sustainable Infrastructure

Goal Statement
Provide reliable, sustainable and innovative infrastructure for the efficient delivery of municipal services to meet the current and future needs of our community.

FY26 City Council Priorities

- Public safety
- Affordable housing
- City Employees

FY26 City Council Priorities

Public Safety

- Addition of six full-time Police positions and reassignment of four park rangers and two airport safety officers to police officer positions.
- Continued investment in Flock Safety System and Axon Technology upgrades.
- Addition of two positions for the City's DIVERT program.
- Continuation of $1 million investment into the Police & Fire pension.

FY26 City Council Priorities

Housing

- Continued investment in additional homes with the Columbia Community Land Trust.
- City will begin assessment of recommendations outlined in the Boone County Housing Study.

FY26 City Council Priorities

City Employees

- Funding increased by 5.8% for personnel and 10% for employee medical benefits in FY 26.
- Pay ranges and employee pay increased by 3.5% in FY 26.
- City is moving forward with Classification and Compensation Study Phase III, which is focused on performance management.

FY27 City Council Priorities

- Identify the City Council's top priorities for Fiscal Year 2027
    - Ongoing Priorities
    - New Priorities