

Introduced by _____

First Reading _____

Second Reading _____

Ordinance No. _____

Council Bill No. B 245-22

AN ORDINANCE

adopting the FY 2023 Classification and Pay Plan; providing for salary adjustments for eligible employees; granting a waiver from the requirements of Section 19-85 of the City Code to provide for salary adjustments for employees that exceeds the maximum salary ranges established in the FY 2023 Classification and Pay Plan; 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 2023 Classification and Pay Plan, which is attached to this ordinance as "Exhibit A."

SECTION 2. Except as otherwise provided herein, all unrepresented permanent employees shall receive an across the board increase of 4.0% per hour.

SECTION 3. Following application of any increase set forth in Section 2 above, 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 as of September 18, 2022.

SECTION 4. Following application of any increase set forth in Section 2 and Section 3 above, all unrepresented permanent employees with five (5) years of service as of March 1, 2022 shall be moved to the midpoint of such classification.

SECTION 5. Following application of the increases as set forth above, all eligible unrepresented permanent employees shall receive a performance pay increase in the amount of 1.0% per hour.

SECTION 6. Following application of the increases as set forth above, an adjustment shall be made to the rate of pay for a qualifying supervisor, with the exception of those supervisors represented by Columbia Police Officers Association and Columbia Professional Firefighter I.A.F.F. Local 1055, so that such supervisor shall be paid 1.0% above the rate of pay of the supervisor's highest paid employee.

SECTION 7. Employees represented by Columbia Police Officers Association, Columbia Professional Firefighter I.A.F.F. Local 1055, Laborers' International Union of North America, Local 955, and Columbia Police Lieutenants' Association shall be compensated and receive pay increases as set forth in their respective Collective Bargaining Agreement or Memorandum of Agreement.

SECTION 8. The City Council hereby grants a waiver from the requirements of Section 19-85 of the City Code to allow all eligible permanent employees to receive the pay adjustments set forth herein, and in any negotiated collective bargaining or memorandum of agreement, even if the increase is in excess of the maximum salary ranges prescribed in the FY 2023 Classification and Pay Plan as set forth in Section 1 of this ordinance.

SECTION 9. The City Manager shall assign employees to appropriate classifications adopted by this ordinance.

SECTION 10. This ordinance shall be in full force from and after its passage and shall be effective as of the pay period beginning September 18, 2022.

PASSED this _____ day of _____, 2022.

ATTEST:

City Clerk

Mayor and Presiding Officer

APPROVED AS TO FORM:

City Counselor