



City of Columbia

701 East Broadway, Columbia, Missouri 65201

Department Source: Finance

To: City Council

From: City Manager & Staff

Council Meeting Date: May 2, 2022

Re: FY22 Pay Plan Amendments and FY22 Budget Amendments

Executive Summary

This ordinance adopts mid-year amendments to the City of Columbia FY22 Budget and provides for mid-year pay adjustment for unrepresented and Water and Light Association employees. These proposed changes to the budget will be effective May 15th, 2022.

Discussion

The Mid-Year FY22 budget amendment is based on the equivalent of a 3% across-the-board salary increase for permanent employees. In addition it reflects proposed retention payments for employees who retained employment with the City since March 8, 2020 or January 9, 2022, as applicable.

City management continues to be in negotiations with labor group representatives on how the salary increases will be implemented for the particular labor group(s). Agreement has been reached with the Water and Light Association and is set forth in the attached bill. While final agreements have not been reached with all five of the unions, we expect all mid-year pay adjustments negotiated with the labor group representatives to be manageable within this budget proposal. The collective bargaining agreement amendments for the remaining labor unions will be brought back to the City Council at a future Council meeting for consideration in order to implement mid-year adjustments for the respective labor group(s).

Salary adjustments for unrepresented employees and Water and Light Association employees in mid-year FY22 which are reflected in the bill are as follows:

- 3% across-the-board increase effective May 15
- Retention Payment Effective June 26
 - \$1,500 one-time retention payment for employees that were actively and continuously employed in a permanent city position from 3/8/20 through the effective date of the payment, OR
 - \$750 one-time retention payment for employees that were actively and continuously employed in a permanent city position from 1/9/22 through the effective date of the payment

Additionally, it is requested that the City Council waive Section 19-85(a) to allow all eligible permanent employees to receive the pay adjustments listed above even if the increase would make the pay of an employee higher than the maximum of the salary range set forth in the FY 2022 Pay Plan. This waiver is being requested because there is no proposal at this time to adjust the salary ranges due to the salary and compensation study that is underway.



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Once the salary and compensation study is finalized, there will be an opportunity to evaluate the existing salary ranges and make adjustments as deemed feasible.

Fiscal Impact

Short-Term Impact: \$3,300,000 in FY22
Long-Term Impact: Approximately \$3 million dollars per fiscal year for the pay plan

Strategic & Comprehensive Plan Impact

Strategic Plan Impacts:

Primary Impact: Organizational Excellence, Secondary Impact: Not Applicable, Tertiary Impact: Not Applicable

Comprehensive Plan Impacts:

Primary Impact: Not Applicable, Secondary Impact: Not applicable, Tertiary Impact: Not Applicable

Legislative History

Date	Action
09/07/2021	B241-21 Adopting the FY 2022 Annual Budget for the City of Columbia.

Suggested Council Action

Approval of the Mid-Year adjustments is recommended by Staff