

A POLICY RESOLUTION

supporting a compensation philosophy for employees of the City of Columbia, Missouri that reflects the values and goals of the City.

WHEREAS, the City of Columbia, Missouri (hereinafter "City") has an interest to ensure the City's financial resources are used in the most effective and efficient manner; and

WHEREAS, the City has an interest to provide a rational basis for making compensation decisions and eliminating arbitrary salary assignments to establish internal fairness to its employees; and

WHEREAS, the City has an interest to maintain salary ranges that are competitive with labor markets from which employees are recruited, both within the public and private sectors; and

WHEREAS, the City has an interest to establish job titles and job descriptions that are consistently used throughout the City; and

WHEREAS, the City has an interest to clarify relationships among employee classifications in order to avoid overlaps and gaps in responsibilities; and

WHEREAS, the City has an interest to clarify the knowledge, skills and abilities required for an employee to competently perform duties of the employee's position and aid in the development of career paths; and

WHEREAS, the City has an interest to assist supervisors in evaluating and rewarding employee job performance; and

WHEREAS, the City desires to implement a compensation philosophy to further the foregoing interests of the City.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF COLUMBIA, MISSOURI, AS FOLLOWS:

SECTION 1. The City Council hereby supports the following compensation philosophy for employees of the City of Columbia, Missouri submitted by the City Manager:

The City of Columbia, Missouri's compensation philosophy is to provide City employees with base salaries and benefits which are externally competitive

and internally equitable while recognizing individual performance. The City identifies with, and competes for, talent among diverse organizations in both the public and private sectors in the State of Missouri and, in some cases, across the United States. Given the desire to provide fair and reasonable compensation and also ensure the prudent use of taxpayer funds, the City of Columbia targets benefits and compensation levels at the median of the competitive labor market.

SECTION 2. The City Council hereby directs the City Manager to implement the compensation philosophy for employees of the City of Columbia, Missouri, as funding may permit, through amendments to Chapter 19 of the Code of Ordinances, or by administrative rules promulgated under Chapter 19, in support of the compensation philosophy.

ADOPTED this _____ day of _____, 2013.

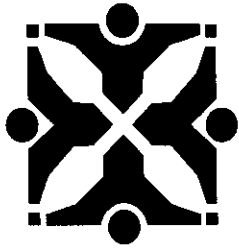
ATTEST:

City Clerk

Mayor and Presiding Officer

APPROVED AS TO FORM:

City Counselor



Source: Human Resources *ms*

Agenda Item No:

To: City Council
From: City Manager and Staff *AM*

Council Meeting Date: Sep 16, 2013

Re: City of Columbia Compensation Philosophy

EXECUTIVE SUMMARY:

Policy resolution regarding the City of Columbia's compensation philosophy.

DISCUSSION:

City Council approved funding in the FY 2013 budget for the City to engage an expert to conduct a comprehensive study of the City's job classifications, pay plan, benefits, and pay practices. CBIZ Human Capital Services began this project in October, 2012.

Review of current compensation policies and procedures, and a recommendation for a City compensation philosophy was one specific element of the study. CBIZ was asked to develop a specific philosophy for the city that is tied to the new classification and pay structure, and defines how pay decisions will be made in the future.

The overall purpose of the City's pay plan is to provide a means to assist in recruiting, retaining and rewarding employees. It seeks to establish salary grades that are competitive with the labor markets in which the City recruits talented employees and reflect the value of positions to the City, as determined by a job review which takes into account the duties and level of responsibility of each job. The key objective of the system is to ensure a pay philosophy that is reflective of the values and goals of the City.

This resolution adopts the recommended compensation philosophy for the City of Columbia.

FISCAL IMPACT:

Funds to implement the pay philosophy are determined in the annual budget process.

VISION IMPACT:

<http://www.gocolumbiamo.com/Council/Meetings/visionimpact.php>

10 Governance and Decision Making

10.1.7 Strategy: Anticipate future needs, and review and determine the best way to finance City operations, improvements, and infrastructure over the next 20-25 years.

10.1.8 Strategy: Increase the accountability of the City administration to the City Council and the public.

SUGGESTED COUNCIL ACTIONS:

Adopt this Council Resolution.

FISCAL and VISION NOTES:					
City Fiscal Impact Enter all that apply		Program Impact		Mandates	
City's current net FY cost		New Program/ Agency?	No	Federal or State mandated?	No
Amount of funds already appropriated		Duplicates/Epands an existing program?	No	Vision Implementation impact	
Amount of budget amendment needed		Fiscal Impact on any local political subdivision?	No	Enter all that apply: Refer to Web site	
Estimated 2 year net costs:		Resources Required		Vision Impact?	Yes
One Time	\$0.00	Requires add'l FTE Personnel?	No	Primary Vision, Strategy and/or Goal Item #	10.1.7
Operating/ Ongoing		Requires add'l facilities?	No	Secondary Vision, Strategy and/or Goal Item #	10.1.8
		Requires add'l capital equipment?	No	Fiscal year implementation Task #	FY 2014