

## **Notice of Meeting**

**Columbia City Council Work Session  
Saturday, April 17 at 8:30 a.m.  
City Hall –Conference Room 1A/1B  
701 East Broadway**

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### Agenda Items:

- Tour of City Facilities ?
- Council Goals Next 3 Months
  - Budget process and calendar
  - Stormwater
    - Utility
    - Regulations/Infill
- Parks Sales Tax Ballot Issue
- Council Processes
  - Labor Negotiations Process begins next pre-Council meeting (May 3)
  - Board and Commission Appointment Process
  - Streamlining Council meetings
- Future meeting dates – mini-retreat and retreat, including location
  - May 22 – mini-retreat
  - June 10-12 – retreat
- Continuation of monthly work sessions? (possible dates)
- Other items the Council may wish to discuss

## FY 2011 Budget and CIP Timeline

December, 2009	January, 2010	February, 2010	March, 2010	April, 2010
<b>Council:</b> <ul style="list-style-type: none"> <li>♦ Winter Retreat Worksession</li> <li>-briefing on end of year</li> <li>-briefing on updated 3 year projections</li> <li>-review/critique of FY10 budget process and FY11 schedule</li> </ul>	<b>Council:</b> <ul style="list-style-type: none"> <li>♦</li> </ul>	<b>Council:</b> <ul style="list-style-type: none"> <li>♦ Feb 22 Council Bdgt Wrksn:</li> <li>-review programs and vision impact</li> <li>-performance measurement concept</li> </ul>	<b>Council:</b> <ul style="list-style-type: none"> <li>♦ Budget worksession, if needed to continue discussion of programs and vision impact and performance measurement concept</li> </ul>	<b>Council:</b> <ul style="list-style-type: none"> <li>♦ Budget worksession, if needed to continue discussion of programs and vision impact and performance measurement concept</li> </ul>
<b>Staff:</b> <ul style="list-style-type: none"> <li>♦</li> <li>♦</li> <li>♦</li> </ul>	<b>Staff:</b> <ul style="list-style-type: none"> <li>♦ Budget staff updates CIP project information</li> <li>♦ Staff provide Council with what they do (core functions) mandates, etc</li> </ul>	<b>Staff:</b> <ul style="list-style-type: none"> <li>♦ Depts. Begin entering new projects and update CIP info</li> <li>♦ Staff identify issues impacting FY 2011 budget</li> <li>♦ Departments identify 3-4 performance measurements</li> <li>♦ Identify comparative data cities</li> </ul>	<b>Staff:</b> <ul style="list-style-type: none"> <li>♦ Mid March: City Mgr. meets with depts to discuss CIP projects</li> <li>♦ Receive comparative data from comparable cities</li> </ul>	<b>Staff:</b> <ul style="list-style-type: none"> <li>♦ Budget staff begins preparing draft CIP document</li> <li>♦ City Manager provides budget guidelines to departments</li> <li>♦ Depts begin working on budget estimates</li> </ul>
<b>Public Opportunities:</b> <ul style="list-style-type: none"> <li>♦</li> </ul>	<b>Public Opportunities:</b> <ul style="list-style-type: none"> <li>♦</li> </ul>	<b>Public Opportunities:</b> <ul style="list-style-type: none"> <li>♦ Feb 22 Council Bdgt Wrksn</li> </ul>	<b>Public Opportunities:</b> <ul style="list-style-type: none"> <li>♦</li> </ul>	<b>Public Opportunities:</b> <ul style="list-style-type: none"> <li>♦</li> </ul>
May, 2010	June, 2010	July, 2010	August, 2010	September, 2010
<b>Council:</b> <ul style="list-style-type: none"> <li>♦ Mini-retreat (Consider full-day or adding some topics to June Council Retreat</li> <li>-Complete Council preliminary review of CIP</li> <li>-Financial Review &amp; forecasts</li> <li>-Finalize Performance measures</li> </ul>	<b>Council:</b> <ul style="list-style-type: none"> <li>♦ Council Retreat</li> <li>♦ June 21 - public hearing on CIP</li> </ul>	<b>Council:</b> <ul style="list-style-type: none"> <li>♦ End: Council receives City Manager's budget document</li> </ul>	<b>Council:</b> <ul style="list-style-type: none"> <li>♦ City Council budget work-sessions and public hearings</li> <li>♦ Adjust budget and outcomes based on public hearings and Council worksessions</li> </ul>	<b>Council:</b> <ul style="list-style-type: none"> <li>♦ City Council budget work-sessions and public hearings</li> <li>♦ Budget scheduled to be adopted on 09/20/10</li> </ul>
<b>Staff:</b> <ul style="list-style-type: none"> <li>♦ Draft CIP document prepared and reviewed by Planning &amp; Zoning Commission</li> <li>♦ mid-May: Depts submit budgets to Finance for review</li> </ul>	<b>Staff:</b> <ul style="list-style-type: none"> <li>♦ City Manager budget meetings with Departments</li> </ul>	<b>Staff:</b> <ul style="list-style-type: none"> <li>♦ Finalize CIP for City Manager's Budget Document</li> <li>♦ Mid: City Manager makes final budget decisions</li> <li>♦ City Manager's budget document prepared &amp; press conference held</li> </ul>	<b>Staff:</b> <ul style="list-style-type: none"> <li>♦ Prepares and meets with City Council during worksessions</li> <li>♦ Amendments prepared and submitted</li> </ul>	<b>Staff:</b> <ul style="list-style-type: none"> <li>♦ Prepares Final budget document once Council adopts budget</li> </ul>
<b>Public Opportunities:</b> <ul style="list-style-type: none"> <li>♦</li> </ul>	<b>Public Opportunities:</b> <ul style="list-style-type: none"> <li>♦ June 21 - public hearing on CIP</li> </ul>	<b>Public Opportunities:</b> <ul style="list-style-type: none"> <li>♦ July 31 - City Manager's budget available on-line</li> </ul>	<b>Public Opportunities:</b> <ul style="list-style-type: none"> <li>♦ Council Budget Worksession</li> <li>♦ Budget Public Hearing</li> </ul>	<b>Public Opportunities:</b> <ul style="list-style-type: none"> <li>♦ Council Budget Worksession</li> <li>♦ Budget Public Hearings</li> </ul>

# FY 2011 Council Budget Process

## December, 2009

- Winter Retreat Worksession
- briefing on end of year
- briefing on updated 3 year projections
- review/critique of FY 10 budget process and FY11 schedule

## February, 2010

- February 22 - Council Budget Worksession
- review programs and vision impact
- performance measurement concept

## March, 2010

- Budget worksession, if needed to continue review of programs and vision impact and performance measures

## April, 2010

- Budget worksession, if needed to continue review of programs and vision impact and performance measures

## May, 2010

- Mini-retreat (consider a full-day or adding some topics to June Retreat)
- complete Council preliminary review of CIP
- Financial review and forecasts
- Finalize Performance measures

## June, 2010

- Council Retreat
- Public Hearing on CIP (June 21)

## July, 2010

- Council receives City Manager's Budget

## August, 2010

- Council budget worksessions and public hearings

## September, 2010

- Council budget worksessions and public hearings
- Budget scheduled to be adopted 09/20/10

# FY 2011 Budget Process Calendar - Tentative

Please send information via e-mail whenever possible – no more paper copies sent via inter-office mail

Everything you need to know about the budget can be accessed from our new **Budgeting Intranet** page at:

<http://www.columbia.mo.gov/finance/budget/index.php>

- Mon 03/01/10**     **Performance Measurements** - budget staff will send out 3-4 performance measurements that will be added to the budget document for FY 2011. Performance Measurements will be due April 9.
- Thur 04/01/10**     **ALL new position requests** for FY 2011 budget must be submitted to Human Resources for review
- Positions will not be included on the supplemental listing if HR has not signed off on them
  - HR will notify Finance of the positions and grades. Finance will calculate the salary and notify department of amount to use on new position forms and supplemental requests
- Mon 04/05/10**     **Comparative Data** - budget staff has prepared standard comparisons and selected comparable cities and will work with established group to prepare data. We will request feedback from dept and will have comparative data available and ready for final adopted budget.
- Mon 04/05/10**     **Fleet replacement schedule changes** due back to Finance (Click on "[Fleet Replacement Schedules](#)")
- Scan pages with changes and e-mail to Kim Chick – no hardcopy please
- Mon 04/26/10**     **Supplemental Requests** due back to Finance (Click on "[Supplemental Requests](#)")
- Dept. head must e-mail to requests to Laura and Kim – no hardcopy please
- Mon 04/26/10**     **Payroll changes** due back to Finance (Click on "[Payroll Information](#)")—must have access to view
- Scan pages with changes and e-mail to Kim – no hardcopy please
  - Changes will be made and you will have another chance to review them
- Fri 05/07/10**     **Estimated FY 2010 Numbers** must be entered into HTE for all departments
- Click on "[Reports Available](#)" on Budgeting intranet page to view history reports for accounts
  - General Fund departments need to stay within **97%** of their budget for estimates. Please use miscellaneous information to explain differences from Finance estimates.
  - Departments responsible for entering all estimated numbers into HTE except for Interest Revenue, Interest Expense, and Depreciation
- Fri 05/14/10**     **Base FY 2011 Numbers** must be entered into HTE for all departments
- Click on "[Reports Available](#)" on Budgeting intranet page to view history reports for accounts
  - Refer to City Manager's memo for guidelines
  - Departments responsible for entering all base numbers into HTE for Materials & Supplies; Travel & Training; and Utilities, Services & Miscellaneous categories.
  - Finance will enter base numbers for Personnel Services, Intragovernmental Charges, and Capital Additions (once they have been approved by the City Manager).
- Wed 05/26/10-  
Thurs 05/27/10**     **City Manager Budget Meetings**  
Employee Benefit, Self Insurance, Custodial & Building Maintenance, Fleet Services, Information Technologies, Public Communications, and Utility Customer Services
- 06/14/10-  
07/02/10**     **City Manager Budget Meetings**  
All other departments meet with City Manager
- Fri 07/9/10**     **City Manager makes final budget decisions**
- Wed 07/14/10**     **Duties and Highlights** due back from departments (Click on "[Duties and Highlights](#)")
- E-mail completed files back to Kim
- Mon 07/26/10**     **Budget sent to Print Shop** for final printing – all departments will receive CD's.

**Columbia City Council Work Session Minutes**  
**Saturday, April 17 at 8:30 a.m.**  
**City Hall –Conference Room 1A/1B**  
**701 East Broadway**

**Council members present:** Mayor McDavid, Paul Sturtz, Jason Thornhill,  
Gary Kespohl, Laura Nauser and Barbara Hoppe

**Absent:** Daryl Dudley

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Agenda Items:

- Tour of City Facilities?

Council expressed an interest in conducting a tour of facilities – staff to schedule a tour on an April/May Saturday morning. Suggested tour sites include: water treatment plant, wastewater treatment plant and landfill operations.

- Council Goals Next 3 Months
  - Budget process and calendar
  - Storm water
    - Utility – management of the utility – it is broke. Consultant was hired and need to begin discussions regarding structure of the utility.
    - Regulations/Infill development – staff will be working to bring back to Council some changes – both philosophy and practical changes.

Schedule a 1-2 hour facilitated session for Council goal-setting. Resend list of goals from last facilitated session. Goal is to have Council goals by the end of retreat (June).

The City Manager explained what staff would like to accomplish during the May 22 mini-retreat:

1. 6 month financial review
2. Performance measures
3. 5-year CIP
4. Council goal-setting

- Parks Sales Tax Ballot Issue (November 2010 – capital 1/8 cent)

Staff is compiling survey data; ballot projects will be reviewed and discussed at the retreat before formally adopting a program. Funding allocation options will also be presented at the retreat.

- Council Processes
  - Labor Negotiations Process begins next pre-Council meeting (May 3)
  - Board and Commission Appointment Process
  - Streamlining Council meetings

Margrace Buckler briefed the Council on how the labor negotiations process works and what Council may encounter in the next several months. She referred Council to the attachment – Section 19-25(c) (*Attachment City of Columbia, Meet and Confer Process*)

The City Clerk will place existing B/C into categories and provide to Council at Monday's pre-council meeting. Clerk will also prepare a timeframe/timeline for advertising vacant positions.

Council plans to extend the advertising for PZC and Storm water Advisory Board. Council interested in conducting interviews for both boards, possibly on May 17 – PZC and June 7 Storm water Advisory Board.

- Future meeting dates – mini-retreat and retreat, including location
  - May 22 – mini-retreat (day long retreat) (finances, CIP and goal setting)
  - June 10-12 – retreat – discussed the possibility of holding retreat June 3-5. Discuss at April 19 pre-council. Council discussed pros/cons of holding retreat out of town versus in town with a preference to hold out of town. Staff to provide cost for overnight accommodations/cost savings if retreat were held in town – Council travel budget will absorb the cost of all overnight accommodations.
- Continuation of monthly work sessions? (possible dates)
 

July 12 and July 26 – set aside for work session
- Other items the Council may wish to discuss

Meeting adjourned at 10:30 a.m.

## **City of Columbia, Meet and Confer Process**

The City's meet and confer process is outlined in Section 19-25, Employee relations. A copy of that ordinance is attached. Section 19-26, Reserved management rights is also included.

There are four groups currently recognized by the City of Columbia:

Local 773, Labors International Union of North America  
Local 1055, International Association of Firefighters  
Columbia Police Officers Association  
Water and Light Association

The City Manager usually holds a meeting with all of these groups prior to the beginning of the meet and confer process to discuss the current budget outlook and his goals for the upcoming fiscal year. That meeting for this year is scheduled on April 22, 2010.

Representatives from the four groups will attend the May 3, 2010 pre-council meeting and present their FY 2011 wage and benefit requests to Council at that time. (Council members will receive this material prior to the meeting.) Council members may ask questions of the groups about their proposals at that time.

After the May 3<sup>rd</sup> meeting, the City negotiating team will schedule the first meet and confer session with each group. The current negotiating team is Paula Hertwig-Hopkins, Margrace Buckler, and the appropriate department directors to each group. The Human Resources Department coordinates the process and maintains the official records of the meetings. Law Department assistance is brought in if needed. Meetings continue in May, June and July as needed.

Generally, the City Manager meets jointly with all labor groups early in July to discuss the budget situation and the manager's proposed personnel package. Additional meetings with the recognized groups, singly or jointly, are scheduled as needed through August. Labor group representatives may also address Council at the FY 2011 budget public hearings in September.

There are no current work ordinances in effect. A work ordinance for Local 1055 will be introduced at the April 19, 2010 council meeting. Staff is currently working with Local 773 on a work ordinance for that group, with a target for completion of September 2010.

Finally, the City was approached in March by the International Brotherhood of Electrical Workers Local 2 with a request to recognize that union as the representative for Water and Light Department employees. City staff will meet with the business representative to discuss details concerning the proposed bargaining unit and election.

Historical wage and benefit change information is attached for your information.

## Section 19-25 Employee relations.

(a) The city manager shall have the authority to recommend to the city council (following certified elections or other assurances of interest deemed appropriate by the city manager and not inconsistent with state legislation) recognition of appropriate representative units of employees with a mutually acceptable community of interest for the purpose of meeting, conferring and discussing salaries and other conditions of employment which are mutually agreed upon as proper subjects for such discussions.

(b) The city manager shall designate representatives of the city to meet and confer with employee group representatives.

(c) The city council, as a council or as individuals, shall not, in any manner, engage in any form of collective bargaining with employees, employee groups, or employee representatives; and the city council shall issue instructions on labor relations matters and working agreement provisions only to the city manager, and the city manager shall keep the council informed of all developments and potential impacts in a timely manner.

(d) The following timetable is established as a guideline for the meet-and-confer process. It is not intended to limit the right of employee groups to present proposals to the city relative to salaries and other conditions of employment. Neither is it intended to establish absolute deadlines.

(1) *April.* Representatives of the city and the various employee groups may meet to discuss goals and objectives for the meet and confer process.

(2) *May.* Representatives of the various employee groups shall prepare written summaries of their goals and objectives for the meet-and-confer process. The summaries shall be submitted to the city council prior to the first meeting in May. At the first regular meeting in May, or at a work session meeting in May, the various employee groups shall be given the opportunity to make oral presentations to the council. The city council shall establish policy guidelines to be followed by the city's representatives during the meet-and-confer process.

(3) *May and June.* Discussion sessions proceed.

(4) *July.* After July 1, any employee group dissatisfied with the progress of the meet-and-confer sessions may present their views directly to the city council at a work session meeting. The council shall meet at least once with the employee group requesting the opportunity of presenting its views directly to the city council.

(5) *August.* After August 1, the city's representatives or any employee group dissatisfied with the progress of the meet-and-confer sessions may request the services of a mediator from the federal mediation and conciliation service or any other mediator mutually agreed upon by the employee group and the city's representative. The cost of any such mediation shall be borne equally by the employee group and the city.

(6) *September.* After September 1, if discussions have reached an impasse, any employee group or the city's representatives may request the services of a fact finder mutually agreed upon by the employee group and the city's representatives . The cost of any fact-finding shall be borne equally by the employee group and the city.

(Code 1964, § 22.350; Ord. 12597, § 1, 4-16-90; Ord. No. 17442, § 1, 9-16-02)  
(Ord. 17442, Amended, 09/16/2002, Prior Text)

## **Section 19-26 Reserved management rights.**

Specific areas of responsibility shall be reserved to management if the public service mission of the city is to function effectively and if rules and regulations are to be administered fairly, consistently, equitably and without discrimination and these rights shall not be diminished by action of labor organizations and any related working agreements. The management of the city shall:

- (1) Determine the nature, scope, and definition of the city organization including: classification, selection, number, retention, promotion, reorganization, transfer, deployment, assignment, lay-off, recall and scheduling of employees;
- (2) Determine the methods, means, tools and equipment and personnel by which operations are to be conducted, including the right to contract and subcontract existing and future work;
- (3) Direct employees;
- (4) Discipline, suspend, demote, and/or discharge employees in accordance with the ordinances of the city;
- (5) Require as a part of normal employee development, and in order to attain at least the minimal skills required of the classification, and in order to aid in the professionalization and general upgrading of the department, that employees take appropriate related training either on or off duty, in order to fulfill the responsibility of the position;
- (6) Take the necessary measures to maintain optimum productivity in operations;
- (7) Determine the necessity for and assignment of overtime in compliance with appropriate related legislation and/or court rulings;
- (8) Determine the scope, priority, and amount of budget allocations;
- (9) Determine eligibility for employee participation in employee representative unit activities in terms of the following exclusions: supervisory, confidential, or temporary employees, or those employees lacking community of interest with the general orientation of recognized representative unit activities, and where such community of interest may conflict with aforementioned management responsibilities ((1) through (8) above). This provision shall not serve to prevent supervisory employees from participating in representative unit activities as a separate unit with their own respective community of interest.

(Code 1964, § 22.360; Ord. No. 17442; § 1, 9-16-02)  
(Ord. 17442, Amended, 09/16/2002, Prior Text)

CITY OF COLUMBIA  
HISTORICAL REVIEW OF WAGE BENEFIT PACKAGE  
BY EMPLOYEE GROUP

FISCAL YEAR	UNCLASSIFIED	LOCAL 45 (773)	LOCAL 1055	C.P.O.A.	WATER & LIGHT	UNREPRESENTED OVERTIME ELIGIBLE	UNREPRESENTED OVERTIME INELIGIBLE	SPECIAL
1977	6% increase eff. 10/1/76	6% increase eff. 10/1/76	6% plus educational plans	6% plus educational plans	6% increase eff. 10/1/76	6% increase eff. 10/1/76	6% increase eff. 10/1/76	6.1% Police Sgt. Lt, Capt, Major. Fire Batt. Eff. 10/1/76
			INCENTIVE PLAN ESTABLISHED	INCENTIVE PLAN ESTABLISHED				
1978	5% increase eff. 10/1/77	5% increase eff. 10/1/77	5% increase eff. 10/1/77	5% increase eff. 10/1/77	5% increase eff. 10/1/77	5% increase eff. 10/1/77	5% increase eff. 10/1/77	
1979	6.5% increase eff. 10/1/78	6.5% increase eff. 10/1/78	6.5% increase eff. 10/1/78	6.5% increase eff. 10/1/78	3% increase eff. 10/1/78	6.5% increase eff. 10/1/78	6.5% increase eff. 10/1/78	
					Increase max payment for family health insurance from \$10 to \$59 per month.			
1980	7% increase eff. 10/1/79	\$354/hr or 6.38% whichever is greater eff. 10/1/79 and drop 1st range step	\$354/hr or 6.38% whichever is greater eff. 10/1/79	7% increase eff. 10/1/79	7% increase eff. 10/1/79	7% increase eff. 10/1/79	7% increase eff. 10/1/79	
					Increase dependent health and hosp. ins. from \$59 to \$69 max. payment by City			
1981	8.25% increase eff. 10/1/80	\$.50/hr increase eff. 10/1/80	8% increase eff. 10/1/80	8.25% increase eff. 10/1/80	\$.40/hr or 8.4% whichever is greater eff. 10/1/80	\$.40/hr or 8.25% whichever is greater eff. 10/1/80	\$.40/hr or 8.25% whichever is greater eff. 10/1/80	
1982	4.75% + \$15/mo eff. 1/1/81	8% increase eff. 10/1/81	5% increase eff. 10/1/81	8% increase eff. 10/1/81	4% + \$12.50/mo. Eff. 10/1/81	4.75% + \$15/mo. Eff. 10/1/81 and 4/1/82	4.75% + \$15/mo. Eff. 10/1/81 and 4/1/82	
		\$15/mo effective 4/1/82	5% increase eff. 4/1/82		4% + \$12.50/mo. Eff. 4/1/82			
1983	5% increase eff. 9/26/82	3.8% + \$.26/hr increase eff. 9/25/82	5% increase eff. 9/26/82	8.5% increase eff. 9/26/82	4% + \$12.50/mo. Eff. 9/26/82	4% + \$15/mo. Eff. 9/26/82	5% increase eff. 9/26/82	Police Sgt. 5% 9/26/82; 5% 3/27/83
			5% increase eff. 3/27/83		4% + \$12.50/mo. Eff. 3/27/83	4% + \$15/mo. Eff. 3/27/83	5% increase eff. 3/27/83	
1984	City to pay employees' share of LAGERS contribution (4%) effective 9/25/83	City to pay employees' share of LAGERS contribution (4%) effective 9/25/83	\$200/employee inc. meal allowance; pay increases resulting from educational step advances standardized at \$40	20-yr retirement elig plan effective 9/25/83; + \$.05/hr shift diff.: \$40 inc. to each wage educ pay incentive step	City to pay employees' share of LAGERS contribution (4%) effective 9/25/83	City to pay employees' share of LAGERS contribution (4%) effective 9/25/83	City to pay employees' share of LAGERS contribution (4%) effective 9/25/83	Police Sgts ellg for 4% above max w/Mgmt Program Cert effective 2/26/84; Fire Marshal + 3.5% flex benefit inc 9/25/83
		Additional \$10 boot allowance			Additional \$10 boot allowance			
1985	4.7% ATB effective 9/23/84	4.7% ATB effective 9/23/84	4.7% ATB effective 9/23/84	4.7% ATB effective 9/23/84	3% ATB plus 3% increase to max for merit effective 9/23/84	4.7% ATB effective 9/23/84	4.7% ATB effective 9/23/84	Police Sgts & above: 3% ATB plus 3% increase to max for merit
		+ \$.20/hr job site meal comp. (ellg employees only)						
1986	2.5% ATB; 1.9% merit potential; .6% insurance benefit	5% inc for those at top on 9/22/84; all others 2.5% (Plus \$.20/hr J.S.M.C. employees only)	5% inc for those at top on 9/22/84; 2.5% inc for those at top on 3/23/85	5% inc to those at top on 9/22/84; 1 step inc for others; increase clothing allowance plain clothes officers \$70/month	5% inc to those at top on 9/22/84; 2.5% inc to all others	5% inc to those at top on 9/22/84; 2.5% inc to all others	5% inc to those at top on 9/22/84; 2.5% inc to all others	Plus negotiated city contribution on health insurance; increase max annual carryover of floating holidays to 9 days
MERIT INCREASE 3.5% AVERAGE, 7% MAX AUTHORIZED BY PERSONNEL DIRECTOR								

CITY OF COLUMBIA  
HISTORICAL REVIEW OF WAGE BENEFIT PACKAGE  
BY EMPLOYEE GROUP

FISCAL YEAR	UNCLASSIFIED	LOCAL 45 (773)	LOCAL 1055	C.P.O.A.	WATER & LIGHT	UNREPRESENTED OVERTIME ELIGIBLE	UNREPRESENTED OVERTIME INELIGIBLE	SPECIAL
1987	No ATB	No ATB	No ATB	No ATB	No ATB	No ATB	No ATB	Employees hired during FY'87 were not eligible for merit increases
MERIT INCREASE 2% AVERAGE, 4% MAX AUTHORIZED BY PERSONNEL DIRECTOR								
1988	2.25% ATB	2.25% ATB	2.25% ATB	2.25% ATB	2.25% ATB	2.25% ATB	2.25% ATB	Long-term disability program effective 1/1/88 projected cost .25%
MERIT INCREASE 2.5% AVERAGE, 5% MAX AUTHORIZED BY PERSONNEL DIRECTOR								
1989	5% ATB	5% ATB	5% ATB	5% ATB	5% ATB	5% ATB	5% ATB	Sick Leave Buyback (OT Eligible employees) 401K (unrep employees) Begin bi-weekly payroll deductions for health insurance
MERIT INCREASE 4.5% AVERAGE, 7% MAX AUTHORIZED BY PERSONNEL DIRECTOR								
1990	3.4% or \$51/mo whichever is greater	3.4% or \$51/mo; \$.085/hr additional increase	3.4% or \$51/mo	3.4% or \$51/mo; 2% additional inc to those at max for 6 months; possible 15.5% for career ladder; clothing allowance converted to pay.	3.4% or \$51/mo	3.4% or \$51/mo	3.4% or \$51/mo	Section 125 Cafeteria Plan; Health insurance equalization 1/1/90; City contribution to health insurance increased \$20.99 to \$161.83/month for all employees; LAGERS refund; Police Sgts OT eligible; Conversion of 3.2% flex benefit to pay for unrepresented Fire personnel not in LAGERS; Option to use \$10 Armory parking allowance for parking garage fee; Amended Chapter 19-96 establishing work periods for overtime; Supplemental life insurance effective mid-FY'90
MERIT INCREASE 4.5% AVERAGE, 7% MAX AUTHORIZED BY PERSONNEL DIRECTOR								
1991	2.5% ATB	2.5% ATB	2.5% ATB	2.5% ATB	2.5% ATB	2.5% ATB	2.5% ATB	PAS reclassification establishing minimum and maximum pay ranges; employees whose current rate of pay is above max shall continue at current rate of pay; employees at max for over one year are eligible for increase and have evaluation date changed to October 1; employees receiving more than 5% to reach new min not eligible for merit until October 1 and have evaluation date changed to October 1; MLK birthday holiday; PPO begins 1/1/91.
MERIT INCREASE 2.5% AVERAGE, 5% MAX AUTHORIZED BY PERSONNEL DIRECTOR								
1992	1% ATB	1% ATB	1% ATB	1% ATB	1% ATB	1% ATB	1% ATB	Employees with salary at minimum to receive total 2% to reach new min., 1% to be applied toward FY merit increase and have review date changed to October 1; employees hired on or after 9/29/91 not eligible for salary increase for one year; railroad employees to receive 2.3% deferred compensation contribution by City.
	LAGERS program changed to L-7.	LAGERS program changed to L-7.	Standby pay increased to \$11/day	Standby pay increased to \$11/day	LAGERS program changed to L-7.	LAGERS program changed to L-7.	LAGERS program changed to L-7.	
		Standby pay increased to \$11/day	Shift Differential \$0.375/hr	Shift Differential \$0.375/hr	Standby pay increased to \$11/day	Standby pay increased to \$11/day	Standby pay increased to \$11/day	
		Shift Differential \$0.375/hr	Meal Allowance \$9/day	Equalize Fire and Police pensions	Shift Differential \$0.375/hr	Shift Differential \$0.375/hr	Shift Differential \$0.375/hr	
			Equalize Fire and Police pensions	Retirement options eliminated to allow progression to salary max.	Probation and qualifying periods six months			
					Accrue vacation from date of hire			
2% INCREASE TO PAY GRADE MIN & MAX; 2.5% AVERAGE MERIT, 5% MAX MERIT AUTHORIZED BY PERSONNEL DIRECTOR								

CITY OF COLUMBIA  
HISTORICAL REVIEW OF WAGE BENEFIT PACKAGE  
BY EMPLOYEE GROUP

FISCAL YEAR	UNCLASSIFIED	LOCAL 45 (773)	LOCAL 1055	C.P.O.A.	WATER & LIGHT	UNREPRESENTED OVERTIME ELIGIBLE	UNREPRESENTED OVERTIME INELIGIBLE	SPECIAL
1993	2% ATB	2% ATB	2% ATB	2% ATB	2% ATB	2% ATB	2% ATB	Attempted to change LAGERS program to LT-8 (requires 2 year wait between program changes); replaced with City contribution of .5% of employee salary into 401(a) plan; employees eligible for deferred compensation from date of hire; employees with salary above max receive pay increase equal to health insurance premium increase for dependent care if covered under \$500 deductible plan; change to FY92 merit increase freeze allowing merit increase on 9/27/92 if probation is completed prior to 9/27/92; merit increase on probation completion date if probation completed after 9/27/92.
2% INCREASE TO PAY GRADE MIN & MAX; 2.5% OR \$.25/HR AVERAGE MERIT (WHICHEVER IS GREATER); 5% MAX MERIT AUTHORIZED BY PERSONNEL DIRECTOR								
1994	2% ATB	2% ATB	2% ATB	2% ATB	2% ATB	2% ATB	2% ATB	Adoption of LAGERS plan LT-8 with Rule of 80; employees with salary above max receive pay increase equal to health insurance premium increase for dependent care if covered under \$500 deductible plan.
		Safety footwear reimbursement increased to \$50/yr and eye protection to \$20; indefinite accumulation discontinued.			Participation in sick leave buy back program discontinued in exchange for additional .5% employer contribution into 401(a) plan.			
		Participation in sick leave buy back program discontinued in exchange for additional .5% employer contribution into 401(a) plan.						
2% INCREASE TO PAY GRADE MIN & MAX; 2.5% OR \$.30/HR AVERAGE MERIT (WHICHEVER IS GREATER); 5% MAX MERIT AUTHORIZED BY PERSONNEL DIRECTOR								
1995	3% ATB	3% ATB	3% ATB	3% ATB	3% ATB	3% ATB	3% ATB	Employees with over 26 work weeks of accumulated sick leave may sell back up to 100% of unused leave from prior year at 50% of hourly rate of pay; 401(a) City match increased to 1.75% for funds employees place in 457 deferred compensation plan; no change in health insurance; City Manager may authorize temporary overhiring of employees for training purposes or long absence of employee; direct deposit available
		Standby pay increased to \$12/day	Standby pay increased to \$12/day	Standby pay increased to \$12/day	Standby pay increased to \$12/day	Standby pay increased to \$12/day	Standby pay increased to \$12/day	
		Shift differential increased to \$.45/hr	Shift differential increased to \$.45/hr	Shift differential increased to \$.45/hr	Shift differential increased to \$.45/hr	Shift differential increased to \$.45/hr	Shift differential increased to \$.45/hr	
		Safety shoe allowances accumulate for 2 yrs	Meal allowance increased to \$10/day	Detective clothing allowance increased to \$.407/hr	Safety shoe allowances accumulate for 2 yrs	Safety shoe allowances accumulate for 2 yrs	Safety shoe allowances accumulate for 2 yrs	
		Blue jeans reimbursement allowance increased to \$25/pair for 5 pairs/year except as specifically allotted by dept for certain jobs.		Sq's work week changed to 42.5 hours	Blue jeans reimbursement allowance increased to \$25/pair for 5 pairs/year except as specifically allotted by dept for certain jobs.			
3% INCREASE TO PAY GRADE MIN & MAX; 3% OR \$.40/HR AVERAGE MERIT (WHICHEVER IS GREATER); 6% MAX MERIT AUTHORIZED BY PERSONNEL DIRECTOR								



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1998	3% ATB	3% ATB	3% ATB	3% ATB	3% ATB	3% ATB	3% ATB	City Manager may provide separation pay to classified employees equal to eight weeks pay and unclassified employees equivalent to two months salary. City Manager may increase employee compensation during first six months of employment in an amount equal to payments that employee makes for health insurance, not exceeding City allowance set out in plan trust fund; employee eligible for life insurance from date of hire; hours for temporary employment changed to calendar year.
		Employees on standby are allowed to keep \$12 daily allowance if called in	Employees on standby are allowed to keep \$12 daily allowance if called in	Employees on standby are allowed to keep \$12 daily allowance if called in	Employees on standby are allowed to keep \$12 daily allowance if called in	Employees on standby are allowed to keep \$12 daily allowance if called in	Employees on standby are allowed to keep \$12 daily allowance if called in	
		Employees working 3 or more different shifts in each pay period shall be paid shift differential for all shifts	Employees working 3 or more different shifts in each pay period shall be paid shift differential for all shifts	Employees working 3 or more different shifts in each pay period shall be paid shift differential for all shifts	Employees working 3 or more different shifts in each pay period shall be paid shift differential for all shifts	Employees working 3 or more different shifts in each pay period shall be paid shift differential for all shifts	Employees working 3 or more different shifts in each pay period shall be paid shift differential for all shifts	
		Tuition reimbursement max of \$600/fiscal year						
		Shift differential increased to \$.55/hr	Meal allowance increased to \$11.50/day	40 hr/week clothing allowance changed to \$0.44; equipment allowance changed to \$0.26	Shift differential increased to \$.55/hr	Shift differential increased to \$.55/hr	Shift differential increased to \$.55/hr	
		Boot allowance increased to \$75/yr		42.5 hr/week clothing allowance changed to \$0.41; equipment allowance changed to \$0.25	Boot allowance increased to \$75/yr	Boot allowance increased to \$75/yr	Boot allowance increased to \$75/yr	
				CPOA flexible benefit \$0.31/hr				
				All commissioned officers changed to 40 hr/week shift				
3% INCREASE TO PAY GRADE MIN & MAX; 3% OR \$.40/HR AVERAGE MERIT (WHICHEVER IS GREATER); 6% MAX MERIT AUTHORIZED BY HR DIRECTOR								
1999	3% effective 9/20/98	3% effective 9/20/98	3% effective 9/20/98	3% effective 9/20/98	3% effective 9/20/98	3% effective 9/20/98	3% effective 9/20/98	City pay health insurance beginning first of the month after employment. Designated temporary positions will receive holiday pay and health insurance. 5% increase to medical and dental premiums. Prescription drug co-pay for generic drugs increased from \$3 to \$4 and brand name prescriptions increased from \$5 to \$8. Increase 401(a) match from 2% to 2.5%. PEHP monthly contribution increased from \$12 to \$13 per month for each employee. PEHP sick leave payment increased from \$1 to \$2/hr of unused sick leave upon leaving city service. City Manager may establish work periods beginning on a day and time other than Sunday midnight for facilities requiring 24hr/day 7 days/week staffing.
	Unclassified employees who receive an auto allowance will be reimbursed \$0.28/mile when travelling outside of Boone County on City business.	Shift differential increased from \$0.55 to \$0.60/hr						
		Increase standby pay from \$12 to \$13/day.						
		Increase holiday standby pay from \$12 to \$13/day.	Increase holiday standby pay from \$12 to \$13/day.	Increase holiday standby pay from \$12 to \$13/day.	Increase holiday standby pay from \$12 to \$13/day.	Increase holiday standby pay from \$12 to \$13/day.	Increase holiday standby pay from \$12 to \$13/day.	
		Employees will receive \$15/day standby pay on their scheduled day off.	Employees will receive \$16/day standby pay on their scheduled day off.	Employees will receive \$16/day standby pay on their scheduled day off.	Employees will receive \$16/day standby pay on their scheduled day off.	Employees will receive \$16/day standby pay on their scheduled day off.	Employees will receive \$16/day standby pay on their scheduled day off.	
		Safety shoe/boot allowance amount may be accrued for up to 4 yrs if unused.	Added 32,8 new permanent positions		Safety shoe/boot allowance amount may be accrued for up to 4 yrs if unused.	Safety shoe/boot allowance amount may be accrued for up to 4 yrs if unused.	Safety shoe/boot allowance amount may be accrued for up to 4 yrs if unused.	
3% INCREASE TO PAY GRADE MIN & MAX; 3% OR \$.40/HR AVERAGE MERIT (WHICHEVER IS GREATER); 6% MAX MERIT AUTHORIZED BY HR DIRECTOR								

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FISCAL YEAR	UNCLASSIFIED	LOCAL 45 (773)	LOCAL 1055	C.P.O.A.	WATER & LIGHT	UNREPRESENTED OVERTIME ELIGIBLE	UNREPRESENTED OVERTIME INELIGIBLE	SPECIAL
2000	2.5% ATB effective 9/19/99	2.5% ATB effective 9/19/99	2.5% ATB effective 9/19/99	2.5% ATB effective 9/19/99	2.5% ATB effective 9/19/99	2.5% ATB effective 9/19/99	2.5% ATB effective 9/19/99	Super merit of 3% for classifications identified by City Manager for recruitment and retention; 401(a) match
	Safety glasses allowance increased from \$20 to \$50/yr	Safety glasses allowance increased from \$20 to \$50/yr	Safety glasses allowance increased from \$20 to \$50/yr	Safety glasses allowance increased from \$20 to \$50/yr	Safety glasses allowance increased from \$20 to \$50/yr	Safety glasses allowance increased from \$20 to \$50/yr	Safety glasses allowance increased from \$20 to \$50/yr	.5% increase over FY99 to 3%; PEHP Plan increase of \$8/month from \$13 to \$21/month; Sick Leave Buyback for retirees or after 10 yrs service \$2/hr of unused sick leave (no change from FY99); Annual Sick Leave Buyback increase from 50% to 75%; 5% increase to medical and dental premiums;
		Shift differential increased from \$0.60 to \$0.65/hr	Vacation pay correction to 5-10 yr & 15-20 yr accruals; 5-10 yr went from 6 shifts + 24 hours to 6 shifts + 28 hours; 15-20 went from 6 shifts + 80 hours to 6 shifts + 84 hours	Shift differential increased from \$0.60 to \$0.65/hr	Shift differential increased from \$0.60 to \$0.65/hr	Shift differential increased from \$0.60 to \$0.65/hr	Shift differential increased from \$0.60 to \$0.65/hr	Prescription Drug Plan co-pay structure revised to \$4/Generic, \$8/Preferred Name Brand and \$14/Non-preferred Name Brand; Temporary benefited positions phased out during FY 2000 and eliminated by FY 2001.
		Became LOCAL 1274		CPOA flexible benefit extended to CSA's; \$0.31/hr for insurance and equipment				
2.5% INCREASE TO PAY GRADE MIN & MAX; 3% OR \$0.40/HR AVERAGE MERIT (WHICHEVER IS GREATER); 6% MAX MERIT AUTHORIZED BY HR DIRECTOR								
2001	2% ATB effective 10/1/00	2% ATB effective 10/1/00	2% ATB effective 10/1/00	2% ATB effective 10/1/00	2% ATB effective 10/1/00	2% ATB effective 10/1/00	2% ATB effective 10/1/00	No increase to medical and dental premiums; PEHP contribution remains at \$21/month per employee; 401(a) match - City match remains at 3% of pay contingent upon employee contributing a like amount in a 457 plan; Sick Leave Buyback annual percentage remains at 75%; Shift differential remains at \$0.65/hour; Temporary benefited positions eliminated 10/1/00.
		Increase winter clothing allowance by \$10/yr to \$50/yr with maximum 2 yr accumulation and distribution as needed						
5.5% INCREASE TO PAY MIN & MAX; 2% OR \$0.27/HR AVERAGE MERIT (WHICHEVER IS GREATER); 4% MAX MERIT AUTHORIZED BY HR DIRECTOR								
2002	2.5% ATB increase effective 9/30/01	2.5% ATB Increase effective 9/30/01	2.5% ATB increase effective 9/30/01	2.5% ATB increase effective 9/30/01	2.5% ATB increase effective 9/30/01	2.5% ATB increase effective 9/30/01	2.5% ATB increase effective 9/30/01	Increase health insurance rate 5% for the City & for employees purchasing additional coverage for family members effective 11/01/01; City continues to cover full costs of City employees only; Increase safety award from \$25 to \$50 cash; Move 32 classifications to new recommended higher levels; 12 employees below minimum will be moved to recommended levels, these employees will be eligible for 4.5% total increase including merit; PEHP contribution remains at \$21/month per employee; 401(a) Match - City match remains at 3% of pay contingent upon employee contributing a like amount in a 457 plan; Sick leave buyback annual percentage remains at 75%; Shift differential remains at \$0.65/hour
		Became LOCAL 773						
2.5% INCREASE TO PAY GRADE MIN & MAX; 2% OR \$0.27/HR AVERAGE MERIT (WHICHEVER IS GREATER); 4% MAX MERIT AUTHORIZED BY HR DIRECTOR								

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FISCAL YEAR	UNCLASSIFIED	LOCAL 45 (773)	LOCAL 1055	C.P.O.A.	WATER & LIGHT	UNREPRESENTED OVERTIME ELIGIBLE	UNREPRESENTED OVERTIME INELIGIBLE	SPECIAL
2003	1% or \$0.135/hr ATB effective 9/29/02	1% or \$0.135/hr ATB effective 9/29/02	1% or \$0.135/hr ATB effective 9/29/02	1% or \$0.135/hr ATB effective 9/29/02	Increase health insurance rate 5% for the City & for employees purchasing additional coverage for family members effective 11/1/02. City continues to cover full costs of City employees only.			
	\$300 one time payment to all permanent employees employed from 10/1/02 - 10/26/02.	\$300 one time payment to all permanent employees employed from 10/1/02 - 10/26/02.	\$300 one time payment to all permanent employees employed from 10/1/02 - 10/26/02.	\$300 one time payment to all permanent employees employed from 10/1/02 - 10/26/02.	\$300 one time payment to all permanent employees employed from 10/1/02 - 10/26/02.	\$300 one time payment to all permanent employees employed from 10/1/02 - 10/26/02.	\$300 one time payment to all permanent employees employed from 10/1/02 - 10/26/02.	Change drug co-pay from \$4-\$8-\$14 to \$5-\$10-\$20 effective 11/1/02.
	Part-time permanent employees prorated. This payment is an addition to the City's existing health benefits to offset the increased health care plan costs. Payment made on separate check 11/8/02. This check exempt from 457 & 401(a) provisions.	Part-time permanent employees prorated. This payment is an addition to the City's existing health benefits to offset the increased health care plan costs. Payment made on separate check 11/8/02. This check exempt from 457 & 401(a) provisions.	Part-time permanent employees prorated. This payment is an addition to the City's existing health benefits to offset the increased health care plan costs. Payment made on separate check 11/8/02. This check exempt from 457 & 401(a) provisions.	Part-time permanent employees prorated. This payment is an addition to the City's existing health benefits to offset the increased health care plan costs. Payment made on separate check 11/8/02. This check exempt from 457 & 401(a) provisions.	Part-time permanent employees prorated. This payment is an addition to the City's existing health benefits to offset the increased health care plan costs. Payment made on separate check 11/8/02. This check exempt from 457 & 401(a) provisions.	Part-time permanent employees prorated. This payment is an addition to the City's existing health benefits to offset the increased health care plan costs. Payment made on separate check 11/8/02. This check exempt from 457 & 401(a) provisions.	Part-time permanent employees prorated. This payment is an addition to the City's existing health benefits to offset the increased health care plan costs. Payment made on separate check 11/8/02. This check exempt from 457 & 401(a) provisions.	Established the Employee Benefit Committee. No other changes.
	Reduction of 1% to 401(a)	Reduction of 1% to 401(a)	Reduction of 1% to 401(a)	Reduction of 1% to 401(a)				
	Offer payroll deduction for ARC membership fees	Offer payroll deduction for ARC membership fees	Offer payroll deduction for ARC membership fees	Offer payroll deduction for ARC membership fees				
	Adoption of LAGERS L6 Plan	Adoption of LAGERS L6 Plan Became LOCAL 773	Increase of 1% City contribution to Fire Pension	Provide temporary additional compensation for employees covered by Police Retirement Plan of 1.5% of pension eligible compensation. Payments to continue until City Council adopts Police Retirement Plan enhancements that have actuarial value of 1.5%. The police employee contribution into pension plan is fixed at 3.5%.	Adoption of LAGERS L6 Plan	Adoption of LAGERS L6 Plan	Adoption of LAGERS L6 Plan	
1% OR \$0.135 INCREASE TO PAY GRADE MIN & MAX; NO MERIT INCREASE								

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FISCAL YEAR	UNCLASSIFIED	LOCAL 45 (773)	LOCAL 1055	C.P.O.A.	WATER & LIGHT	UNREPRESENTED OVERTIME ELIGIBLE	UNREPRESENTED OVERTIME INELIGIBLE	SPECIAL
2004	2% ATB Increase effective 09/28/03	Increase medical and dental premiums by 7.5%. The City's contribution on behalf of each employee will be increased from \$308.20 to \$331.32 per month beginning with the 10/3/03 paychecks.						
	\$200 one time payment to all permanent employees employed from 09/28/03 - 10/25/03.	\$200 one time payment to all permanent employees employed from 09/28/03 - 10/25/03.	\$200 one time payment to all permanent employees employed from 09/28/03 - 10/25/03.	\$200 one time payment to all permanent employees employed from 09/28/03 - 10/25/03.	\$200 one time payment to all permanent employees employed from 09/28/03 - 10/25/03.	\$200 one time payment to all permanent employees employed from 09/28/03 - 10/25/03.	\$200 one time payment to all permanent employees employed from 09/28/03 - 10/25/03.	No other Insurance changes.
	Part-time permanent employees prorated. No 457, 401(a), Section 125, pension provisions will apply. Payment on separate check 11/7/03. No direct deposit. This is an addition to the City's existing health benefits to offset increased health care plan costs.	Part-time permanent employees prorated. No 457, 401(a), Section 125, pension provisions will apply. Payment on separate check 11/7/03. No direct deposit. This is an addition to the City's existing health benefits to offset increased health care plan costs.	Part-time permanent employees prorated. No 457, 401(a), Section 125, pension provisions will apply. Payment on separate check 11/7/03. No direct deposit. This is an addition to the City's existing health benefits to offset increased health care plan costs.	Part-time permanent employees prorated. No 457, 401(a), Section 125, pension provisions will apply. Payment on separate check 11/7/03. No direct deposit. This is an addition to the City's existing health benefits to offset increased health care plan costs.	Part-time permanent employees prorated. No 457, 401(a), Section 125, pension provisions will apply. Payment on separate check 11/7/03. No direct deposit. This is an addition to the City's existing health benefits to offset increased health care plan costs.	Part-time permanent employees prorated. No 457, 401(a), Section 125, pension provisions will apply. Payment on separate check 11/7/03. No direct deposit. This is an addition to the City's existing health benefits to offset increased health care plan costs.	Part-time permanent employees prorated. No 457, 401(a), Section 125, pension provisions will apply. Payment on separate check 11/7/03. No direct deposit. This is an addition to the City's existing health benefits to offset increased health care plan costs.	
	2% INCREASE TO PAY GRADE MIN & MAX; 2% OR \$0.27/HR AVERAGE MERIT (WHICHEVER IS GREATER); 4% MAX MERIT AUTHORIZED BY HR DIRECTOR							
2005	3.5% ATB Increase effective 09/26/04	Increase medical and dental premiums by 15%. The City's contribution on behalf of each employee will be increased from \$331.32 to \$381.04 per month beginning with the 10/01/04 paychecks.						
	3.5% INCREASE TO PAY GRADE MIN & MAX; 2% OR \$0.27/HR AVERAGE MERIT (WHICHEVER IS GREATER); 4% MAX MERIT AUTHORIZED BY HR DIRECTOR							No other Insurance changes.
2006	3% or \$.38/hr ATB effective 09/25/05	Increase medical and dental premiums by 20%. The City's contribution on behalf of each employee will be increased from \$381.04 to \$457.26 per month beginning with the 10/14/05 paychecks. Health care plan changes for FY 2006 will include: Elimination of Option 1, \$200 deductible plan effective 1/1/06; Prescription drug copays increase from \$5/\$10/\$20 to \$10/\$20/\$35; Office visit copays changed from 15% to a flat copay (additional information will be distributed in November 2005); Increase Out of Network deductibles from \$600 to \$1000/individual and \$1800 to \$3000/family (In Network deductibles remain \$500/individual and \$1500/family); Enhance preventative care benefits (additional information will be distributed in November 2005).						
	3% or \$.38/HR INCREASE TO PAY GRADE MIN & MAX; 1% AVERAGE MERIT; 2% MAX MERIT AUTHORIZED BY HR DIRECTOR							



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FISCAL YEAR	UNCLASSIFIED	LOCAL 45 (773)	LOCAL 1055	C.P.O.A.	WATER & LIGHT	UNREPRESENTED OVERTIME ELIGIBLE	UNREPRESENTED OVERTIME INELIGIBLE	SPECIAL
2009	\$ .25/hr ATB effective 9/21/08	\$ .25/hr ATB effective 9/21/08	\$ .25/hr ATB for 40 hr employees & \$.179/hr ATB for 56 hr employees effective 9/21/08	\$ .25/hr ATB effective 9/21/08	Position reviews were completed on grades 12-16 (475 employees) and adjustments were made to 29 classifications (36 employees). Salary survey results (91 classifications surveyed) resulted in 48 classification pay grade upgrades (275 employees). Sixteen other department reclassification/reorganization requests were reviewed and 9 were approved. Impacting 19 employees. Continued funding for employee health screens on a 2 year rotation; Tuition reimbursement annual maximum increased from \$600 to \$1200; Overtime meal allowance increased from \$7.50 to \$10.00; Airport meal allowance increased from \$8 to \$8.66 per day; Ordinance Section 19-100 revised to clarify \$.20/hr meal allowance for employees who work 8 hour shifts and are normally required to eat lunch in the field and \$.25/day meal allowance for employees who work 8 hour shifts and are assigned to eat lunch in the field fewer than 90 days/year; Jean allowance increased from 5 pairs/\$25 pair to 8 pairs/\$35 pair.			
			Meal allowance increased from \$12.00 per day to \$13.00 per day.					EFFECTIVE 11/1/08: Change city contribution per employee to \$407.58 (single medical of \$374.46 + dental rate of \$33.12). Modify spouse and child subsidy amounts to \$111.88 and \$73.20 per month, respectively. No change to FAMILY subsidy rate of \$261.82/mo. The average contribution/employee is \$464.46 per month. No change to dental rates.
								EFFECTIVE 1/1/09: Replace \$500 deductible plan with \$750/person plan. Increase maximum coinsurance out-of-pocket to \$1500 (total per person out-of-pocket = \$2250/year. Change prescription drug copays to \$10/\$25/\$40 and add a fourth "specialty drug" copay tier of \$100. This will apply to all persons covered in the group, including over-65 Medicare Retirees.
								\$ .25/HR INCREASE TO PAY GRADE MIN & \$ .25/HR PLUS 3% INCREASE TO MAX; MAXIMUM PERFORMANCE PAY INCREASE OF 3%.



