Introduced by McDavid Council Bill No. PR 194-13

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 7th day of October, 2013.

ATTEST:

City Clerk

Mayor and Presiding Officer

APPROVED AS TO FORM:

City Counselor