

City of Columbia, Missouri
FY 2018 Classification and Pay Plan

printed 8/29/2017

Effective September 24, 2017

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range		
						Minimum	Midpoint	Maximum
A1					Annual	19,021	22,350	25,679
					2080 Hourly	9.145	10.745	12.346
A2					Annual	19,972	23,468	26,963
					2080 Hourly	9.602	11.283	12.963
A3					Annual	20,971	24,641	28,311
					2080 Hourly	10.082	11.847	13.611
A4					Annual	22,544	26,489	30,434
					2080 Hourly	10.838	12.735	14.632
	2001 Custodian	Operator	Non-Exempt	8				
	2003 Custodian - 773	Operator	Non-Exempt	8				
	2220 Traffic Control Operator - 773	Operator	Non-Exempt	8				
A5					Annual	24,235	28,476	32,717
					2080 Hourly	11.651	13.690	15.729
	2210 Material Handler - 773	Operator	Non-Exempt	8				
	6101 Storeroom Assistant - W&L	Operator	Non-Exempt	6				
	6104 Storeroom Assistant - 773	Operator	Non-Exempt	6				
A6					Annual	26,052	30,611	35,170
					2080 Hourly	12.525	14.717	16.909
	7810 Document Support Services Clerk	Operator	Non-Exempt	8				
	2299 Equipment Operator I - 773	Operator	Non-Exempt	7				
	2301 Equipment Operator I - W&L	Operator	Non-Exempt	7				
	2397 Maintenance Assistant - 773	Operator	Non-Exempt	8				
	2870 Meter Reader - W&L	Operator	Non-Exempt	8				
	3018 Parking Meter Repair Assistant - 773	Operator	Non-Exempt	8				
	2212 Refuse Collector I - 773	Operator	Non-Exempt	8				
A7					Annual	28,657	33,672	38,687
					2080 Hourly	13.777	16.188	18.600
	2502 Bus Driver-773	Operator	Non-Exempt	8				
	2780 Consulting Utility Forester - W&L	Operator	Non-Exempt	7				

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A7					Annual	28,657	33,672	38,687
					2080 Hourly	13.777	16.188	18.600
2300	Equipment Operator II - 773	Operator	Non-Exempt	7				
2302	Equipment Operator II - W&L	Operator	Non-Exempt	7				
2395	Maintenance Associate - 773	Technician	Non-Exempt	8				
3032	Parking Meter Repair Technician - 773	Technician	Non-Exempt	7				
3412	Probation & Collections Officer	Technician	Non-Exempt	5				
2213	Refuse Collector II - 773	Operator	Non-Exempt	8				
2880	Utility Service Worker - W&L	Operator	Non-Exempt	7				
2102	Vehicle Service Worker - 773	Operator	Non-Exempt	7				
A8					Annual	31,523	37,040	42,556
					2080 Hourly	15.155	17.808	20.460
7101	Animal Control Officer	Technician	Non-Exempt	8				
2631	Associate Power Plant Operator - W&L	Operator	Non-Exempt	7				
2390	Building Maintenance Mechanic - 773	Technician	Non-Exempt	7				
2380	Construction Mechanic - 773	Operator	Non-Exempt	7				
2375	Equipment Mechanic - 773	Technician	Non-Exempt	7				
2503	Lead Bus Driver - 773	Operator	Non-Exempt	8				
2883	Lead Utility Service Worker - W&L	Operator	Non-Exempt	7				
3021	Parking Enforcement Agent	Operator	Non-Exempt	8				
2412	Parks & Grounds Technician - 773	Technician	Non-Exempt	8				
2874	Senior Meter Reader - W&L	Technician	Non-Exempt	8				
2431	Utility Locator - W&L	Operator	Non-Exempt	7				
2296	Water Distribution Operator – W&L	Technician	Non-Exempt	7				
2641	Water Treatment Plant Operator I - W&L	Technician	Non-Exempt	7				
2601	WWTP Operator - 773	Technician	Non-Exempt	7				
A9					Annual	33,260	40,744	48,227
					2080 Hourly	15.990	19.588	23.186
5000	Associate Engineering Technician	Technician	Non-Exempt	3				
2419	Associate Utility Maintenance Mechanic - 773	Operator	Non-Exempt	7				

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					Annual	Minimum	Midpoint	Maximum
A9					2080 Hourly	33,260	40,744	48,227
					15.990	19.588	23.186	
2422	Associate Utility Maintenance Mechanic - W&L	Operator	Non-Exempt	7				
9933	Audio Visual Technician	Technician	Non-Exempt	3				
2379	Construction Technician - 773	Technician	Non-Exempt	7				
2222	Container Maintenance Technician - 773	Technician	Non-Exempt	8				
4995	Data Technician	Technician	Non-Exempt	5				
2860	Electronic Data Specialist - W&L	Technician	Non-Exempt	6				
2298	Equipment Operator III - W&L	Technician	Non-Exempt	7				
2303	Equipment Operator III - 773	Technician	Non-Exempt	7				
5040	Laboratory Technician - 773	Technician	Non-Exempt	3				
5041	Laboratory Technician - W&L	Technician	Non-Exempt	3				
3022	Lead Parking Enforcement Agent	Operator	Non-Exempt	8				
2404	Maintenance Mechanic -773	Operator	Non-Exempt	7				
2396	Maintenance Technician - 773	Technician	Non-Exempt	7				
2626	Railroad Operator	Technician	Non-Exempt	8				
2214	Senior Refuse Collector - 773	Operator	Non-Exempt	8				
3034	Sign Technician - 773	Technician	Non-Exempt	7				
2297	Water Distribution Lead Operator - W&L	Technician	Non-Exempt	7				
2312	Water Distribution Technician - W&L	Technician	Non-Exempt	7				
2642	Water Treatment Plant Operator II - W&L	Technician	Non-Exempt	7				
A10					2080 Hourly	36,586	44,818	53,050
					17.589	21.547	25.505	
1215	Billing Auditor	Technician	Non-Exempt	6				
7920	Computer Support Technician	Technician	Non-Exempt	3				
2405	Construction Specialist - 773	Technician	Non-Exempt	7				
4997	Design Drafter	Technician	Non-Exempt	3				
2801	Electric Meter Repair Worker - W&L	Technician	Non-Exempt	7				
2411	Electrician - 773	Technician	Non-Exempt	7				
4521	Energy Technician	Technician	Non-Exempt	7				
5003	Engineering Technician	Technician	Non-Exempt	3				
1402	Human Resources Technician	Technician	Non-Exempt	5				

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					Annual	Minimum	Midpoint	Maximum
A10					2080 Hourly	36,586	44,818	53,050
					17.589	21.547	25.505	
2884	Jet Lead Operator - 773	Technician	Non-Exempt	7				
2781	Lead Consulting Utility Forester - W&L	Operator	Non-Exempt	7				
2877	Lead Meter Reader - W&L	Technician	Non-Exempt	8				
2403	Maintenance Specialist - 773	Technician	Non-Exempt	7				
2370	Parks & Grounds Specialist - 773	Technician	Non-Exempt	7				
4102	Plan Reviewer	Technician	Non-Exempt	3				
2694	Power Plant Operator - W&L	Operator	Non-Exempt	7				
4998	Project Compliance Inspector	Technician	Non-Exempt	1				
2410	Railroad Maintenance Specialist	Technician	Non-Exempt	7				
2590	Sewer Utility Lead Operator - 773	Technician	Non-Exempt	7				
2582	Storm Water MS4 Technician	Technician	Non-Exempt	3				
3033	Traffic Signal Technician	Technician	Non-Exempt	7				
2432	Utility Locator Foreman - W&L	Technician	Non-Exempt	7				
2425	Utility Maintenance Mechanic - W&L	Technician	Non-Exempt	7				
2429	Utility Maintenance Mechanic - 773	Technician	Non-Exempt	7				
2107	Vehicle Mechanic - 773	Technician	Non-Exempt	7				
2314	Water Distribution Foreman - W&L	Technician	Non-Exempt	7				
2643	Water Treatment Plant Operator III - W&L	Technician	Non-Exempt	7				
2885	Wetlands Lead Operator - 773	Technician	Non-Exempt	7				
A11					2080 Hourly	41,159	50,420	59,681
					19.788	24.240	28.693	
2160	Addressing Specialist	Technician	Non-Exempt	3				
2400	Airport Maintenance Foreman	Technician	Non-Exempt	7				
5022	Assistant City Land Surveyor	Technician	Non-Exempt	2				

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						Minimum	Midpoint	Maximum
A11					Annual	41,159	50,420	59,681
					2080 Hourly	19.788	24.240	28.693
	3202 Building Inspector	Technician	Non-Exempt	1				
	2320 CCTV Technician	Technician	Non-Exempt	7				
	4650 Code Enforcement Specialist	Technician	Non-Exempt	1				
	3960 Housing Specialist	Technician	Non-Exempt	5				
	2324 Instrument Technician - 773	Technician	Non-Exempt	7				
	2325 Instrument Technician - W&L	Technician	Non-Exempt	7				
	4999 Pretreatment Inspector	Technician	Non-Exempt	3				
	2394 Senior Building Maintenance Mechanic - 773	Technician	Non-Exempt	7				
	5004 Senior Engineering Technician	Technician	Non-Exempt	3				
	2420 Senior Utility Maintenance Mechanic - 773	Technician	Non-Exempt	7				
	2421 Senior Utility Maintenance Mechanic - W&L	Technician	Non-Exempt	7				
	2438 Sewer Technician	Technician	Exempt	3				
	9934 Video Engineering Specialist	Technician	Non-Exempt	3				
	5006 Water Inspection Foreman - W&L	Technician	Non-Exempt	3				
A12					Annual	46,304	56,723	67,141
					2080 Hourly	22.262	27.271	32.279
	2630 Apprentice Balancing Authority Operator	Technician	Non-Exempt	8				
	2330 Apprentice Communication Technician - W&L	Technician	Non-Exempt	8				
	2701 Apprentice Lineworker - W&L	Technician	Non-Exempt	8				
	2333 Apprentice Substation Technician - W&L	Technician	Non-Exempt	8				
	7693 Biogas Plant Technician - W&L	Technician	Non-Exempt	7				
	7692 CEC Technician - W&L	Technician	Non-Exempt	7				
	2851 Electric Distribution Coordinator	Technician	Non-Exempt	7				
	2803 Lead Electric Meter Repair Worker - W&L	Technician	Non-Exempt	7				
	2695 Lead Power Plant Operator - W&L	Technician	Non-Exempt	7				
	4996 Lead Project Compliance Inspector	Technician	Non-Exempt	1				
	5013 Right of Way Technician	Technician	Exempt	3				
	3203 Senior Building Inspector	Technician	Non-Exempt	1				
	4652 Senior Code Enforcement Specialist	Technician	Non-Exempt	1				

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						Minimum	Midpoint	Maximum
A13					Annual	52,092	63,813	75,534
					2080 Hourly	25.044	30.679	36.314
	2331 Journeyman Communication Technician - W&L	Technician	Non-Exempt	7				
	2703 Journeyman Lineworker - W&L	Technician	Non-Exempt	7				
	2334 Journeyman Substation Technician - W&L	Technician	Non-Exempt	7				
	2640 NERC Certified Balancing Authority Operator	Technician	Non-Exempt	7				
A14					Annual	58,604	71,790	84,976
					2080 Hourly	28.175	34.514	40.854
	2332 Communication Technician Foreman - W&L	Technician	Non-Exempt	7				
	2706 Line Foreman - W&L	Technician	Non-Exempt	7				
	2888 NERC Compliance Officer	Technician	Exempt	2				
	2335 Substation Technician Foreman - W&L	Technician	Non-Exempt	7				

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B1					Annual	18,937	22,725	26,512
					2080 Hourly	9.104	10.925	12.746
	1201 Cashier	Clerical	Non-Exempt	6				
B2					Annual	20,358	24,429	28,501
					2080 Hourly	9.788	11.745	13.702
B3					Annual	21,884	26,261	30,638
					2080 Hourly	10.521	12.625	14.730
	1200 Lead Cashier	Clerical	Non-Exempt	5				
B4					Annual	23,526	28,231	32,936
					2080 Hourly	11.311	13.573	15.835
	8510 Recreation Leader	Clerical	Non-Exempt	5				
B5					Annual	25,878	31,054	36,230
					2080 Hourly	12.441	14.930	17.418
	1005 Administrative Support Assistant	Clerical	Non-Exempt	6				
	1211 Customer Service Rep I	Clerical	Non-Exempt	6				
	2114 Equipment Technician	Clerical	Non-Exempt	6				
	6100 Stores Clerk - 773	Clerical	Non-Exempt	6				
	6102 Stores Clerk	Clerical	Non-Exempt	6				
	6106 Stores Clerk - W&L	Clerical	Non-Exempt	6				
	7451 WIC Office Specialist	Clerical	Non-Exempt	6				
B6					Annual	28,466	34,159	39,853
					2080 Hourly	13.686	16.423	19.160
	1213 Customer Service Rep II	Clerical	Non-Exempt	6				
	1010 Information Specialist	Clerical	Non-Exempt	6				
	1030 Medical Billing Clerk	Clerical	Non-Exempt	6				
	3013 Property and Evidence Technician	Clerical	Non-Exempt	6				
	1006 Senior Administrative Support Assistant	Clerical	Non-Exempt	6				
B7					Annual	31,313	37,575	43,838
					2080 Hourly	15.054	18.065	21.076
	1203 Accounting Assistant	Clerical	Non-Exempt	6				
	6507 Business Services Technician	Clerical	Non-Exempt	5				

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						Minimum	Midpoint	Maximum
B8					Annual	35,227	42,272	49,318
					2080 Hourly	16.936	20.323	23.711
	1400 Administrative Technician	Clerical	Non-Exempt	6				
	3012 Investigative Technician	Clerical	Non-Exempt	5				
	1205 Payroll Specialist	Clerical	Non-Exempt	6				
	1015 Records Custodian	Clerical	Non-Exempt	6				
	2879 Services Coordinator	Clerical	Non-Exempt	5				
B9					Annual	39,630	47,556	55,482
					2080 Hourly	19.053	22.863	26.674
B10					Annual	44,584	53,501	62,418
					2080 Hourly	21.435	25.722	30.009

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						Minimum	Midpoint	Maximum
C1					Annual	26,047	31,256	36,466
					2080 Hourly	12.523	15.027	17.532
C2					Annual	28,652	34,382	40,112
					2080 Hourly	13.775	16.530	19.285
C3					Annual	32,233	38,680	45,127
					2080 Hourly	15.497	18.596	21.696
	9950 City Management Fellowship*	Specialist	Non-Exempt	2				
C4					Annual	35,522	43,515	51,507
					2080 Hourly	17.078	20.921	24.763
	6208 Accountant I	Professional	Exempt	2				
	4801 Community Relations Specialist	Specialist	Non-Exempt	2				
	4200 Financial Specialist	Specialist	Non-Exempt	2				
	2190 GIS Technician	Specialist	Non-Exempt	3				
	4310 Industry Relations Specialist	Specialist	Non-Exempt	2				
	4810 Marketing Specialist	Specialist	Non-Exempt	2				
	4627 Program Specialist	Specialist	Non-Exempt	2				
	7301 Social Services Clinic Specialist	Professional	Non-Exempt	2				
	7299 Social Services Home Visit Specialist	Professional	Non-Exempt	2				
	4300 Tourism Services Specialist	Professional	Non-Exempt	2				
	9932 Videographer	Specialist	Non-Exempt	2				
	4615 Volunteer Program Specialist	Specialist	Non-Exempt	2				
	4533 Waste Minimization Coordinator	Specialist	Non-Exempt	2				
	4580 Wellness Educator	Specialist	Exempt	2				
C5					Annual	39,963	48,954	57,946
					2080 Hourly	19.213	23.536	27.859
	6207 Accountant II	Professional	Exempt	2				
	7309 Communicable Disease Specialist	Professional	Non-Exempt	2				

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						Minimum	Midpoint	Maximum
C5					Annual	39,963	48,954	57,946
					2080 Hourly	19.213	23.536	27.859
	6308 Contract Compliance Officer	Specialist	Exempt	2				
	3017 Crime Scene Investigator	Specialist	Non-Exempt	2				
	4510 Energy Management Specialist	Specialist	Non-Exempt	2				
	7201 Environmental Public Health Specialist	Professional	Non-Exempt	2				
	9800 Event Services Specialist	Specialist	Non-Exempt	5				
	2180 GIS Specialist	Specialist	Non-Exempt	3				
	4803 Graphic Artist	Specialist	Non-Exempt	2				
	7303 Health Educator	Professional	Exempt	2				
	4603 Human Resources Coordinator	Professional	Exempt	2				
	5132 Lab Analyst	Professional	Non-Exempt	2				
	1403 Lead Human Resources Technician	Specialist	Exempt	2				
	7403 Nutritionist	Professional	Exempt	2				
	6305 Procurement Officer	Specialist	Non-Exempt	5				
	5135 Water Quality Compliance Officer	Professional	Exempt	2				
C6					Annual	44,958	55,074	65,189
					2080 Hourly	21.614	26.478	31.341
	5114 Bioreactor Specialist	Professional	Exempt	2				
	5007 City Arborist	Professional	Exempt	2				
	9917 Community Conservationist	Specialist	Exempt	2				
	3015 Crime Analyst	Professional	Non-Exempt	2				
	4509 Energy Educator	Specialist	Exempt	2				
	8903 Entrepreneurship Program Coordinator	Professional	Exempt	2				
	6204 Financial Analyst	Professional	Exempt	2				
	2174 GIS Planning Analyst	Professional	Exempt	2				
	4601 Human Resources Analyst	Professional	Exempt	2				
	4610 Internal Auditor*	Professional	Exempt	2				
	7928 Junior System Administrator	Specialist	Non-Exempt	5				

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C6								
					Annual	44,958	55,074	65,189
					2080 Hourly	21.614	26.478	31.341
4104	Neighborhood Communications Coordinator	Specialist	Non-Exempt	2				
3290	Paralegal	Professional	Non-Exempt	5				
4101	Planner	Specialist	Exempt	2				
3008	Police Trainer	Professional	Exempt	2				
7503	Public Health Nurse	Professional	Exempt	2				
4501	Rate Analyst	Professional	Exempt	2				
6595	Risk Management Specialist	Professional	Exempt	2				
4108	Senior Plan Reviewer	Professional	Exempt	3				
2584	Storm Water Educator	Specialist	Exempt	5				
7931	Technical Trainer	Specialist	Exempt	2				
4309	Tourism Operations Analyst	Professional	Exempt	2				
4570	Training Coordinator	Professional	Exempt	2				
C7								
					Annual	49,566	61,958	74,349
					2080 Hourly	23.830	29.788	35.745
6604	Budget Analyst	Professional	Exempt	2				
7930	Business Analyst	Professional	Exempt	2				
5098	Engineering Specialist	Professional	Exempt	3				
2175	GIS Analyst	Professional	Exempt	2				
5015	Property Acquisition Coordinator	Professional	Exempt	2				
6203	Senior Accountant	Professional	Exempt	2				
4103	Senior Planner	Professional	Exempt	2				
4502	Senior Rate Analyst	Professional	Exempt	2				

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C8					Annual	55,762	69,702	83,643
					2080 Hourly	26.809	33.511	40.213
	9955 Civic Relations Officer*	Professional	Exempt	2				
	7919 Cyber Security Analyst	Professional	Exempt	2				
	7924 Database Administrator	Professional	Exempt	2				
	4500 Energy Market Analyst	Professional	Exempt	2				
	5113 Engineer	Professional	Exempt	2				
	7918 Network Engineer	Professional	Exempt	2				
	7942 Project Leader	Professional	Exempt	2				
	6603 Senior Budget Analyst	Professional	Exempt	2				
	7927 Systems Administrator	Professional	Exempt	2				
	7922 Systems Analyst	Professional	Exempt	2				
	4619 Trust Administrator*	Professional	Exempt	1				
C9					Annual	62,732	78,415	94,098
					2080 Hourly	30.160	37.700	45.239
	3301 Assistant City Counselor*	Professional	Exempt	2				
	7506 Nurse Practitioner	Professional	Exempt	2				
	6500 Pension Administrator	Professional	Exempt	2				
C10					Annual	70,574	88,217	105,861
					2080 Hourly	33.930	42.412	50.895
C11					Annual	79,395	99,244	119,093
					2080 Hourly	38.171	47.713	57.256

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D1					Annual	26,073	31,287	36,502
					2080 Hourly	12.535	15.042	17.549
D2					Annual	28,680	34,416	40,152
					2080 Hourly	13.788	16.546	19.304
D3					Annual	31,548	37,858	44,167
					2080 Hourly	15.167	18.201	21.234
D4					Annual	34,703	41,643	48,584
					2080 Hourly	16.684	20.021	23.358
	2504 Bus Supervisor	Supervisor	Exempt	8				
	1009 Information Center Supervisor	Supervisor	Exempt	6				
D5					Annual	37,394	45,808	54,221
					2080 Hourly	17.978	22.023	26.068
	1007 Administrative Supervisor	Supervisor	Exempt	2				
	7105 Animal Control Supervisor	Supervisor	Exempt	8				
	2002 Custodian Supervisor	Supervisor	Exempt	8				
	2112 Equipment Supervisor	Supervisor	Exempt	7				
	2417 Parks & Facilities Specialist	Supervisor	Exempt	8				
	3016 Property & Evidence Unit Supervisor	Supervisor	Exempt	6				
	8520 Recreation Specialist	Supervisor	Exempt	2				
	2216 Solid Waste Supervisor I	Supervisor	Exempt	7				
	6103 Stores Supervisor	Supervisor	Exempt	6				
D6					Annual	41,133	50,388	59,643
					2080 Hourly	19.775	24.225	28.675
	3295 Assistant to City Counselor	Supervisor	Non-Exempt	2				
	8660 C.A.R.E. Program Supervisor	Supervisor	Exempt	2				

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D6					Annual	41,133	50,388	59,643
					2080 Hourly	19.775	24.225	28.675
5205	Forester	Supervisor	Exempt	2				
2416	Golf Course Specialist	Supervisor	Non-Exempt	2				
5203	Horticulturist	Supervisor	Exempt	2				
3024	Parking Supervisor	Supervisor	Exempt	8				
2306	Public Works Supervisor II	Supervisor	Exempt	7				
1008	Senior Administrative Supervisor	Supervisor	Exempt	2				
2591	Sewer Supervisor	Supervisor	Exempt	7				
7302	Social Services Supervisor	Supervisor	Exempt	2				
2208	Solid Waste District Administrator*	Supervisor	Exempt	2				
2217	Solid Waste Supervisor II	Supervisor	Exempt	7				
2418	Sports Turf Specialist	Supervisor	Non-Exempt	7				
4320	Tourism Administrative Supervisor	Supervisor	Exempt	2				
2616	Transload Operations Supervisor	Supervisor	Non-Exempt	7				
D7					Annual	45,247	55,427	65,608
					2080 Hourly	21.753	26.648	31.542
8762	Assistant to the Parks & Recreation Director	Supervisor	Exempt	2				
2407	Building & Grounds Supervisor	Supervisor	Exempt	7				
2406	Construction Supervisor	Supervisor	Exempt	7				
1385	Contact Center Supervisor	Supervisor	Exempt	2				
7207	Environmental Public Health Supervisor	Supervisor	Exempt	2				
3975	Housing Programs Supervisor	Supervisor	Exempt	2				
4600	Human Resources Specialist	Supervisor	Exempt	2				
7405	Nutrition Supervisor	Supervisor	Exempt	2				
2415	Parks Supervisor	Supervisor	Exempt	2				

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						Minimum	Midpoint	Maximum
D7					Annual	45,247	55,427	65,608
					2080 Hourly	21.753	26.648	31.542
	7375 Public Health Promotion Supervisor	Supervisor	Exempt	2				
	2307 Public Works Supervisor III	Supervisor	Exempt	7				
	8530 Recreation Supervisor	Supervisor	Exempt	2				
	6307 Senior Procurement Officer	Supervisor	Exempt	2				
	2428 Sewer Maintenance Supervisor	Supervisor	Exempt	7				
	2218 Solid Waste Supervisor III	Supervisor	Exempt	7				
	6105 Stores Superintendent	Supervisor	Exempt	1				
	2585 Storm Water Supervisor	Supervisor	Exempt	7				
	4302 Tourism Services Supervisor	Supervisor	Exempt	2				
	2505 Transportation Superintendent	Supervisor	Exempt	1				
	1210 Treasury Support Supervisor	Supervisor	Exempt	2				
	1214 Utility Customer Service Supervisor	Supervisor	Exempt	2				
	2434 Utility Locator Supervisor	Supervisor	Exempt	7				
	2426 Utility Maintenance Supervisor	Supervisor	Exempt	7				
	2104 Vehicle Maintenance Supervisor	Supervisor	Exempt	7				
	2614 Wastewater Operations Supervisor	Supervisor	Exempt	7				
D8					Annual	48,776	60,970	73,164
					2080 Hourly	23.450	29.313	35.175
	9911 Assistant to City Manager*	Supervisor	Exempt	2				
	5800 Assistant to the Public Works Director	Supervisor	Exempt	2				
	7694 Biogas Plant Supervisor	Supervisor	Non-Exempt	7				
	5023 City Land Surveyor	Supervisor	Exempt	2				
	4513 Energy Services Supervisor	Supervisor	Exempt	2				
	2100 Fleet Operations Supt	Supervisor	Exempt	1				
	3402 Municipal Court Administrator	Supervisor	Exempt	2				
	7515 Nursing Supervisor	Supervisor	Exempt	2				
	2317 Water Distribution Supervisor	Supervisor	Exempt	7				

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						Minimum	Midpoint	Maximum
D9					Annual	53,654	67,067	80,480
					2080 Hourly	25.795	32.244	38.692
6201	Accounting Supervisor*	Supervisor	Exempt	2				
7695	CEC Supervisor	Supervisor	Non-Exempt	7				
2408	Construction Project Supervisor	Supervisor	Exempt	2				
2770	Electric Services Superintendent	Supervisor	Exempt	1				
2185	GIS Supervisor	Supervisor	Exempt	2				
7913	Help Desk Supervisor	Supervisor	Exempt	3				
5134	Laboratory Supervisor	Supervisor	Exempt	2				
2207	Landfill Superintendent	Supervisor	Exempt	1				
8710	Parks Development Superintendent	Supervisor	Exempt	1				
2637	Power Plant Tech Supervisor	Supervisor	Exempt	7				
7308	Public Health Planning Supervisor	Supervisor	Exempt	2				
2209	Recovery Superintendent	Supervisor	Exempt	1				
8610	Recreation & Community Programs Superintendent	Supervisor	Exempt	1				
2430	Sewer Maintenance Superintendent	Supervisor	Exempt	1				
2206	Solid Waste Collection Superintendent	Supervisor	Exempt	1				
2655	Water Distribution Superintendent	Supervisor	Exempt	1				
2645	Water Production Superintendent	Supervisor	Exempt	1				
D10					Annual	59,019	73,774	88,528
					2080 Hourly	28.375	35.468	42.562
6206	Assistant Controller	Supervisor	Exempt	2				
2635	Assistant Power Production Superintendent	Supervisor	Exempt	2				
2606	Assistant WWTP Superintendent	Supervisor	Exempt	1				
6606	Budget Supervisor*	Supervisor	Exempt	2				
3205	Building Regulations Supervisor	Supervisor	Exempt	1				

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						Minimum	Midpoint	Maximum
D10					Annual	59,019	73,774	88,528
					2080 Hourly	28.375	35.468	42.562
	2450 Construction Project Superintendent	Supervisor	Exempt	2				
	2730 Line Superintendent	Supervisor	Exempt	1				
	2311 Street Maintenance Superintendent	Supervisor	Exempt	1				
	2337 Substation Repair Superintendent	Supervisor	Exempt	1				
D11					Annual	63,648	81,151	98,654
					2080 Hourly	30.600	39.015	47.430
	5109 Engineering Supervisor	Supervisor	Exempt	2				
	2607 WWTP Superintendent	Supervisor	Exempt	1				
D12					Annual	70,013	89,266	108,520
					2080 Hourly	33.660	42.916	52.173

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						Minimum	Midpoint	Maximum
E1					Annual	36,407	45,509	54,610
					2080 Hourly	17.503	21.879	26.255
E2					Annual	40,048	50,060	60,072
					2080 Hourly	19.254	24.067	28.881
	8804 Deputy City Clerk*	Manager	Non-Exempt	6				
E3					Annual	45,054	56,317	67,580
					2080 Hourly	21.661	27.075	32.490
E4					Annual	50,685	63,357	76,028
					2080 Hourly	24.368	30.460	36.552
	1020 Administrative Services Manager*	Manager	Exempt	1				
	6505 Business Services Manager	Manager	Exempt	1				
	4799 Communications & Marketing Manager	Manager	Exempt	1				
	1380 Contact Center Manager	Manager	Exempt	1				
	4629 Cultural Affairs Manager*	Manager	Exempt	1				
	2620 Railroad Operations Manager	Manager	Exempt	1				
	9915 Sustainability Manager*	Manager	Exempt	1				
	1220 Utility Customer Service Manager	Manager	Exempt	1				
E5					Annual	55,903	71,276	86,650
					2080 Hourly	26.876	34.267	41.659
	2556 Airport Manager	Manager	Exempt	1				
	2106 Fleet Operations Manager	Manager	Exempt	1				
	4605 Human Resources Manager	Manager	Exempt	1				
	4616 Human Services Manager	Manager	Exempt	1				
	9924 Media and Event Services Manager	Manager	Exempt	1				
	4622 Neighborhood Services Manager	Manager	Exempt	1				
	6401 Purchasing Agent*	Manager	Exempt	1				
	6600 Risk Manager*	Manager	Exempt	1				
	4702 Transit & Parking Manager	Manager	Exempt	1				
	6700 Treasurer*	Manager	Exempt	1				

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						Minimum	Midpoint	Maximum
E6					Annual	62,891	80,186	97,481
					2080 Hourly	30.236	38.551	46.866
6605	Budget Officer*	Manager	Exempt	1				
6205	Controller*	Manager	Exempt	1				
4107	Development Services Manager	Manager	Exempt	1				
2855	Electric Distribution Manager	Manager	Exempt	1				
2125	Geospatial Services Manager*	Manager	Exempt	1				
7926	Information Technology Manager*	Manager	Exempt	1				
8750	Parks & Recreation Manager	Manager	Exempt	1				
2636	Power Prod Superintendent	Manager	Exempt	1				
2205	Solid Waste Manager	Manager	Exempt	1				
2690	Water Distribution Manager	Manager	Exempt	1				
2661	Water Production Manager	Manager	Exempt	1				
E7					Annual	72,324	92,214	112,103
					2080 Hourly	34.771	44.334	53.896
3109	Assistant Fire Chief*	Manager	Exempt	1				
3004	Assistant Police Chief*	Manager	Exempt	1				
3300	City Prosecutor*	Manager	Exempt	1				
7600	Community Health Manager	Manager	Exempt	1				
5107	Engineering & Operations Manager*	Manager	Exempt	1				
5108	Engineering Manager	Manager	Exempt	1				
7940	PMO Manager*	Manager	Exempt	1				
4514	Utility Services Manager	Manager	Exempt	1				
E8					Annual	80,034	106,046	132,057
					2080 Hourly	38.478	50.984	63.489
2980	Assistant Director, City Utilities*	Manager	Exempt	1				
8901	Assistant Director, Economic Development*	Manager	Exempt	1				
6750	Assistant Director, Finance*	Manager	Exempt	1				

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Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range		
						Minimum	Midpoint	Maximum
E8					Annual	80,034	106,046	132,057
					2080 Hourly	38.478	50.984	63.489
	4606 Assistant Director, Human Resources*	Manager	Exempt	1				
	7960 Assistant Director, Information Technology*	Manager	Exempt	1				
	7680 Assistant Director, Public Health & Human Services*	Manager	Exempt	1				
	3408 Deputy City Counselor*	Manager	Exempt	1				
	3110 Deputy Fire Chief*	Manager	Exempt	1				
	3006 Deputy Police Chief*	Manager	Exempt	1				
E9					Annual	92,040	121,953	151,865
					2080 Hourly	44.250	58.631	73.012
	9901 Assistant City Manager*	Manager	Exempt	1				
	8803 City Clerk*	Charter	Exempt	1				
	3410 City Counselor*	Director	Exempt	1				
	2990 Director, City Utilities*	Director	Exempt	1				
	4105 Director, Community Development*	Director	Exempt	1				
	9926 Director, Community Relations*	Director	Exempt	1				
	8950 Director, Convention & Visitors Bureau*	Director	Exempt	1				
	4625 Director, Cultural Affairs*	Director	Exempt	1				
	8900 Director, Economic Development*	Director	Exempt	1				
	6800 Director, Finance*	Director	Exempt	1				
	4604 Director, Human Resources*	Director	Exempt	1				
	7950 Director, Information Technology*	Director	Exempt	1				
	8970 Director, Parks & Recreation*	Director	Exempt	1				
	7700 Director, Public Health & Human Services*	Director	Exempt	1				
	5901 Director, Public Works*	Director	Exempt	1				

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Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range		
						Minimum	Midpoint	Maximum
E9					Annual	92,040	121,953	151,865
					2080 Hourly	44.250	58.631	73.012
	3108 Fire Chief*	Director	Exempt	1				
	3401 Municipal Judge*	Charter	Exempt	1				
	3007 Police Chief*	Director	Exempt	1				
E10					Annual	105,846	140,245	174,645
					2080 Hourly	50.888	67.425	83.964
	9905 Deputy City Manager*	Manager	Exempt	1				
E11					Annual	121,722	161,282	200,842
					2080 Hourly	58.520	77.539	96.559
	9998 City Manager*	Charter	Exempt	1				

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						Minimum	Midpoint	Maximum
F1					Annual	30,137	36,165	42,192
					2080 Hourly	14.489	17.387	20.285
F2					Annual	32,397	38,877	45,356
					2080 Hourly	15.575	18.691	21.806
	3011 Community Service Aide	Public Safety	Non-Exempt	4				
F3					Annual	34,827	41,793	48,758
					2080 Hourly	16.744	20.093	23.441
F4					Annual	38,310	45,972	53,634
					2080 Hourly	18.418	22.102	25.786
					2912 Hourly	13.156	15.787	18.418
	2550 Airport Safety Officer	Public Safety	Non-Exempt	4				
	3101 Firefighter I - 1055**	Public Safety	Non-Exempt	4				
	8690 Park Ranger	Public Safety	Non-Exempt	4				
	3000 Police Officer in Training	Public Safety	Non-Exempt	4				
F5					Annual	42,141	50,569	58,997
					2080 Hourly	20.260	24.312	28.364
					2912 Hourly	14.471	17.366	20.260
	3102 Firefighter II - 1055**	Public Safety	Non-Exempt	4				
	3001 Police Officer - CPOA	Public Safety	Non-Exempt	4				
F6					Annual	46,355	55,626	64,897
					2080 Hourly	22.286	26.743	31.200
					2912 Hourly	15.919	19.102	22.286
	3103 Fire Engineer - 1055**	Public Safety	Non-Exempt	4				
	8689 Park Ranger Supervisor	Public Safety	Non-Exempt	3				

** FFI to FDC eligible for 2.5% premium pay for paramedic certificate.

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Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Minimum	Midpoint	Maximum
F7					Annual	48,951	61,189	73,426
					2080 Hourly	23.534	29.418	35.301
					2912 Hourly	16.810	21.013	25.215
	2555 Airport Operations Supervisor	Public Safety	Exempt	3				
	3104 Fire Lieutenant - 1055**	Public Safety	Non-Exempt	2				
F8					Annual	53,846	67,307	80,769
					2080 Hourly	25.888	32.359	38.831
					2912 Hourly	18.491	23.114	27.737
	3114 Assistant Fire Marshal - 1055	Public Safety	Non-Exempt	4				
	3105 Fire Captain - 1055**	Public Safety	Non-Exempt	2				
F9	3002 Police Sergeant - CPOA	Public Safety	Non-Exempt	3				
					Annual	59,231	74,038	88,846
					2080 Hourly	28.476	35.595	42.714
					2912 Hourly	20.340	25.425	30.510
	3107 Fire Battalion Chief**	Public Safety	Exempt	2				
F10	3115 Chief Training Officer**	Public Safety	Exempt	2				
					Annual	65,154	81,442	97,730
					2080 Hourly	31.324	39.155	46.986
					2912 Hourly	22.374	27.968	33.561
	3106 Fire Division Chief**	Public Safety	Exempt	1				
F11	3003 Police Lieutenant - CPLA	Public Safety	Exempt	2				
	3010 Police Lieutenant Unclassified - CPLA*	Public Safety	Exempt	2				
					Annual	71,669	89,586	107,503
F12					2080 Hourly	34.456	43.070	51.684
					Annual	78,836	98,545	118,254
					2080 Hourly	37.902	47.377	56.853

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