Introduced by _____

First Reading _____ Second Reading _____

Ordinance No. _____ Council Bill No. _____B 261-13_____

AN ORDINANCE

adopting the FY 2014 Classification and Pay Plan; providing for implementation of the Classification and Pay Plan; and fixing the time when this ordinance shall become effective.

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF COLUMBIA, MISSOURI, AS FOLLOWS:

SECTION 1. The City Council adopts the FY 2014 Classification and Pay Plan which is attached to this ordinance as "Exhibit A."

SECTION 2. Any employee whose classification is assigned to a pay grade where the minimum of the pay grade is greater than the employee's current rate of pay will receive a pay increase to the minimum of the new pay grade.

SECTION 3. The City Manager shall assign employees to appropriate classifications adopted by this ordinance.

SECTION 4. The Classification and Pay Plan adopted in Section 1 shall apply for the pay period beginning on September 29, 2013.

SECTION 5. This ordinance shall be in full force and effect from and after its passage.

PASSED this _____ day of _____, 2013.

ATTEST:

_____ _____

City Clerk Mayor and Presiding Officer

APPROVED AS TO FORM:

_____

City Counselor

City of Columbia, Missouri
FY 2014 Classification and Pay Plan

Effective October 1, 2013

Pay Grade	Job Title	Job Group	Type of Pay Rate	Pay Range Minimum	Midpoint	Maximum
A1			**Annual**	**18,346**	**21,556**	**24,767**
			2080 Hourly	8.820	10.364	11.907
A2			**Annual**	**19,263**	**22,634**	**26,005**
			2080 Hourly	9.261	10.882	12.502
A3			**Annual**	**20,226**	**23,766**	**27,305**
			2080 Hourly	9.724	11.426	13.127
A4			**Annual**	**21,743**	**25,548**	**29,353**
			2080 Hourly	10.453	12.283	14.112
2001	Custodian	Operator				
2003	Custodian - 773	Operator				
A5			**Annual**	**23,374**	**27,464**	**31,554**
			2080 Hourly	11.237	13.204	15.170
2210	Material Handler-773	Operator				
6104	Storeroom Assistant-773	Operator				
6101	Storeroom Assistant-IBEW	Operator				
A6			**Annual**	**25,127**	**29,524**	**33,921**
			2080 Hourly	12.080	14.194	16.308
7810	Document Support Services Clerk	Operator				
2299	Equipment Operator I-773	Operator				
2301	Equipment Operator I-IBEW	Operator				
2397	Maintenance Assistant-773	Operator				
2398	Maintenance Assistant-IBEW	Operator				
2870	Meter Reader-IBEW	Operator				
3018	Parking Meter Repair Assistant-773	Operator				
A7			**Annual**	**27,639**	**32,476**	**37,313**
			2080 Hourly	13.288	15.614	17.939
2502	Bus Driver-773	Operator				
2300	Equipment Operator II-773	Operator				

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Pay Grade	Job Title	Job Group	Type of Pay Rate	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
A7			**Annual**	**27,639**	**32,476**	**37,313**
			2080 Hourly	13.288	15.614	17.939
2302	Equipment Operator II-IBEW	Operator				
3032	Parking Meter Repair Technician-773	Technician				
3412	Probation & Collections Officer	Technician				
2211	Refuse Collector-773	Operator				
2880	Utility Service Worker-IBEW	Operator				
2102	Vehicle Service Worker-773	Operator				
2641	Water Treatment Plant Operator I-IBEW	Technician				
A8			**Annual**	**30,403**	**35,724**	**41,045**
			2080 Hourly	14.617	17.175	19.733
7101	Animal Control Officer	Technician				
2631	Associate Power Plant Operator-773	Operator				
2390	Building Maintenance Mechanic-773	Technician				
7003	Emergency Telecommunicator I	Technician				
2503	Lead Bus Driver-773	Operator				
2874	Senior Meter Reader-IBEW	Technician				
3021	Parking Enforcement Agent	Operator				
2412	Parks & Grounds Technician-773	Technician				
2431	Utility Locator-IBEW	Operator				
2883	Lead Utility Service Worker-IBEW	Operator				
2312	Water Distribution Technician-IBEW	Technician				
2601	WWTP Operator-773	Technician				
2642	Water Treatment Plant Operator II-IBEW	Technician				
A9			**Annual**	**32,079**	**39,296**	**46,514**
			2080 Hourly	15.422	18.892	22.363
5000	Associate Engineering Technician	Technician				
2419	Associate Utility Maintenance Mechanic-773	Operator				

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Pay Grade	Job Title	Job Group	Type of Pay Rate	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
A9			**Annual**	**32,079**	**39,296**	**46,514**
			2080 Hourly	15.422	18.892	22.363
9933	Audio Visual Technician	Technician				
2860	Electronic Data Specialist-IBEW	Technician				
7005	Emergency Telecommunicator II	Technician				
2303	Equipment Operator III-773	Technician				
2298	Equipment Operator III-IBEW	Technician				
1402	Human Resources Technician	Technician				
5040	Laboratory Technician-773	Technician				
5041	Laboratory Technician-IBEW	Technician				
2404	Maintenance Mechanic -773	Operator				
2396	Maintenance Technician-773	Technician				
2297	Pipefitter - IBEW	Technician				
2626	Railroad Operator	Technician				
2214	Senior Refuse Collector-773	Operator				
2432	Utility Locator Foreman-IBEW	Technician				
2314	Water Distribution Foreman-IBEW	Technician				
2643	Water Treatment Plant Operator III-IBEW	Technician				
A10			**Annual**	**35,286**	**43,226**	**51,165**
			2080 Hourly	16.965	20.782	24.599
1215	Billing Auditor	Technician				
7920	Computer Support Technician-773	Technician				
2405	Construction Specialist-773	Technician				
2801	Electric Meter Repair Worker-IBEW	Technician				
2411	Electrician-773	Technician				
4521	Energy Technician	Technician				
5003	Engineering Technician	Technician				
2877	Lead Meter Reader-IBEW	Technician				
2403	Maintenance Specialist-773	Technician				

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Pay Grade	Job Title	Job Group	Type of Pay Rate	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
A10			**Annual**	**35,286**	**43,226**	**51,165**
			2080 Hourly	16.965	20.782	24.599
4102	Plan Reviewer	Technician				
2694	Power Plant Operator-773	Operator				
2410	Railroad Maintenance Specialist	Technician				
2590	Sewer Utility Lead Operator-773	Technician				
2394	Sr. Building Maintenance Mechanic-773	Technician				
3033	Traffic Signal Technician	Technician				
2429	Utility Maintenance Mechanic -773	Technician				
2425	Utility Maintenance Mechanic-IBEW	Technician				
2107	Vehicle Mechanic - 773	Technician				
A11			**Annual**	**39,697**	**48,629**	**57,561**
			2080 Hourly	19.085	23.379	27.674
2850	Assistant Electric Distribution Coordinator-IBEW	Technician				
7693	Biogas Plant Technician	Technician				
3202	Building Inspector	Technician				
2320	CCTV Technician	Technician				
4999	Code Educator Specialist	Technician				
4650	Code Enforcement Specialist	Technician				
3960	Housing Specialist	Technician				
2324	Instrument Technician-773	Technician				
2325	Instrument Technician-IBEW	Technician				
5004	Senior Engineering Technician	Technician				
2420	Senior Utility Maintenance Mechanic-773	Technician				
9934	Video Engineering Specialist	Technician				
A12			**Annual**	**44,659**	**54,708**	**64,756**
			2080 Hourly	21.471	26.302	31.133
2630	Apprentice Balancing Authority Operator-IBEW	Technician				

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Pay Grade	Job Title	Job Group	Type of Pay Rate	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
2330	Apprentice Communication Technician - IBEW	Technician				
2701	Apprentice Lineworker-IBEW	Technician				
2333	Apprentice Substation Technician-IBEW	Technician				
7692	CEC Technician	Technician				
2851	Electric Distribution Coord-IBEW	Technician				
2803	Lead Electric Meter Repair Worker-IBEW	Technician				
3203	Senior Building Inspector	Technician				
4652	Senior Code Enforcement Specialist	Technician				
A13			**Annual**	**50,242**	**61,546**	**72,851**
			2080 Hourly	24.155	29.590	35.024
2331	Journeyman Communication Technician-IBEW	Technician				
2703	Journeyman Lineworker-IBEW	Technician				
2334	Journeyman Substation Technician-IBEW	Technician				
2640	NERC Certified Balancing Authority Operator-773	Technician				
A14			**Annual**	**56,522**	**69,240**	**81,957**
			2080 Hourly	27.174	33.288	39.402
2332	Communication Technician Foreman-IBEW	Technician				
2706	Line Foreman-IBEW	Technician				
2888	NERC Compliance Officer-773	Technician				
2335	Substation Technician Foreman-IBEW	Technician				
B1			**Annual**	**18,346**	**22,015**	**25,684**
			2080 Hourly	8.820	10.584	12.348
1201	Cashier	Clerical				
B2			**Annual**	**19,722**	**23,666**	**27,610**
			2080 Hourly	9.482	11.378	13.274
B3			**Annual**	**21,201**	**25,441**	**29,681**
			2080 Hourly	10.193	12.231	14.270
1200	Lead Cashier	Clerical				

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Pay Grade	Job Title	Job Group	Type of Pay Rate	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
B4			**Annual**	**22,791**	**27,349**	**31,907**
			2080 Hourly	10.957	13.148	15.340
8510	Recreation Leader	Clerical				
B5			**Annual**	**25,070**	**30,084**	**35,098**
			2080 Hourly	12.053	14.463	16.874
1005	Administrative Support Assistant	Clerical				
1211	Customer Service Rep I	Clerical				
6100	Stores Clerk - 773	Clerical				
6102	Stores Clerk-IBEW	Clerical				
7451	WIC Office Specialist	Clerical				
B6			**Annual**	**27,577**	**33,092**	**38,607**
			2080 Hourly	13.258	15.910	18.561
1213	Customer Service Rep II	Clerical				
1006	Senior Administrative Support Assistant	Clerical				
B7			**Annual**	**30,334**	**36,401**	**42,468**
			2080 Hourly	14.584	17.501	20.417
1203	Accounting Assistant	Clerical				
B8			**Annual**	**34,126**	**40,951**	**47,777**
			2080 Hourly	16.407	19.688	22.970
1400	Administrative Technician	Clerical				
B9			**Annual**	**38,392**	**46,070**	**53,749**
			2080 Hourly	18.458	22.149	25.841
B10			**Annual**	**43,191**	**51,829**	**60,467**
			2080 Hourly	20.765	24.918	29.071
C1			**Annual**	**25,208**	**30,250**	**35,292**
			2080 Hourly	12.119	14.543	16.967
C2			**Annual**	**27,729**	**33,275**	**38,821**

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Pay Grade	Job Title	Job Group	Type of Pay Rate	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
			2080 Hourly	13.331	15.998	18.664
C3			**Annual**	**31,195**	**37,434**	**43,673**
			2080 Hourly	14.998	17.997	20.997
9950	City Management Fellowship*	Specialist				
7911	Systems Support Analyst	Professional				
C4			**Annual**	**34,379**	**42,114**	**49,849**
			2080 Hourly	16.528	20.247	23.966
4200	Financial Specialist	Specialist				
2190	GIS Technician	Specialist				
4810	Marketing Specialist	Specialist				
4801	Public Communications Specialist	Specialist				
4802	Public Information Specialist	Specialist				
8520	Recreation Specialist	Specialist				
7301	Social Services Specialist	Professional				
4300	Tourism Services Specialist	Professional				
9932	Videographer	Specialist				
4615	Volunteer Program Specialist	Specialist				
4580	Wellness Educator	Specialist				
C5			**Annual**	**38,676**	**47,378**	**56,080**
			2080 Hourly	18.594	22.778	26.962
6207	Accountant	Specialist				
9911	Assistant to City Manager*	Professional				
5007	City Arborist	Professional				

* Denotes Unclassified Employee

C5			**Annual**	**38,676**	**47,378**	**56,080**
			2080 Hourly	18.594	22.778	26.962
6308	Contract Compliance Officer	Specialist				

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Pay Grade	Job Title	Job Group	Type of Pay Rate	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
4510	Energy Management Specialist	Specialist				
7201	Environmental Public Health Specialist	Professional				
6204	Financial Analyst	Professional				
2180	GIS Specialist	Specialist				
4803	Graphic Artist	Specialist				
7303	Health Educator	Professional				
5132	Lab Analyst	Professional				
7403	Nutritionist	Professional				
5090	Pavement Specialist	Specialist				
6305	Procurement Officer	Specialist				
7931	Technical Trainer	Specialist				
5135	Water Quality Compliance Officer	Professional				
C6			**Annual**	**43,510**	**53,300**	**63,090**
			2080 Hourly	20.918	25.625	30.332
5114	Bioreactor Specialist	Professional				
3015	Crime Analyst	Professional				
4509	Energy Educator	Specialist				
2175	GIS Analyst	Professional				
4601	Human Resources Analyst	Professional				
4610	Internal Auditor*	Professional				
4104	Neighborhood Communications Coordinator	Specialist				
4101	Planner	Specialist				
7503	Public Health Nurse	Professional				

* Denotes Unclassified Employee

C6			**Annual**	**43,510**	**53,300**	**63,090**
			2080 Hourly	20.918	25.625	30.332
4501	Rate Analyst	Professional				

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Pay Grade	Job Title	Job Group	Type of Pay Rate	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
6595	Risk Management Specialist	Professional				
4108	Senior Plan Reviewer	Professional				
9916	Sustainability Educator	Specialist				
4570	Training Coordinator	Professional				
4619	Trust Specialist	Professional				
C7			**Annual**	**47,970**	**59,963**	**71,955**
			2080 Hourly	23.063	28.828	34.594
6604	Budget Analyst	Professional				
7930	Business Analyst	Professional				
5098	Engineering Specialist	Professional				
5015	Property Acquisition Coordinator	Professional				
6203	Senior Accountant	Professional				
4103	Senior Planner	Professional				
4502	Senior Rate Analyst	Professional				
C8			**Annual**	**53,966**	**67,458**	**80,950**
			2080 Hourly	25.945	32.432	38.918
9955	Civic Relations Officer*	Professional				
7924	Database Administrator	Professional				
5113	Engineer	Professional				
2150	GIS Enterprise Systems Administrator	Professional				
7927	Systems Administrator	Professional				
7922	Systems Analyst	Professional				
C9			**Annual**	**60,712**	**75,890**	**91,068**
			2080 Hourly	29.189	36.486	43.783
3301	Assistant City Counselor	Professional				
6760	Financial Project Officer*	Professional				

* **Denotes Unclassified Employee**

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Pay Grade	Job Title	Job Group	Type of Pay Rate	Pay Range Minimum	Midpoint	Maximum
7506	Nurse Practitioner	Professional				
C10			**Annual**	**68,301**	**85,376**	**102,452**
			2080 Hourly	32.837	41.046	49.256
C11			**Annual**	**76,839**	**96,049**	**115,258**
			2080 Hourly	36.942	46.177	55.413

* Denotes Unclassified Employee

D1			**Annual**	**25,208**	**30,250**	**35,292**
			2080 Hourly	12.119	14.543	16.967
D2			**Annual**	**27,729**	**33,275**	**38,821**
			2080 Hourly	13.331	15.998	18.664
7809	Document Support Services Supervisor	Supervisor				
D3			**Annual**	**30,502**	**36,603**	**42,703**
			2080 Hourly	14.664	17.597	20.530
D4			**Annual**	**33,552**	**40,263**	**46,973**
			2080 Hourly	16.131	19.357	22.583
2504	Bus Supervisor	Supervisor				
1009	Records Unit Supervisor	Supervisor				
2112	Vehicle Service Coordinator	Supervisor				
D5			**Annual**	**36,154**	**44,289**	**52,424**
			2080 Hourly	17.382	21.293	25.204
1007	Administrative Supervisor	Supervisor				
7105	Animal Control Supervisor	Supervisor				
3014	Evidence Custodian	Supervisor				
3290	Paralegal	Supervisor				
3024	Parking Supervisor	Supervisor				
2417	Parks & Facilities Specialist	Supervisor				

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Pay Grade	Job Title	Job Group	Type of Pay Rate	Pay Range Minimum	Midpoint	Maximum
2305	Public Works Supervisor I	Supervisor				
D6			**Annual**	**39,770**	**48,718**	**57,666**
			2080 Hourly	19.120	23.422	27.724
4800	Communications & Marketing Supervisor	Supervisor				
5205	Forester	Supervisor				
2416	Golf Course Specialist	Supervisor				
5203	Horticulturist	Supervisor				
4600	Human Resources Specialist	Supervisor				
D6			**Annual**	**39,770**	**48,718**	**57,666**
			2080 Hourly	19.120	23.422	27.724
5006	Inspection Supervisor	Supervisor				
2306	Public Works Supervisor II	Supervisor				
1008	Senior Administrative Supervisor	Supervisor				
7302	Social Services Supervisor	Supervisor				
2208	Solid Waste District Administrator	Supervisor				
2616	Transload Operations Supervisor	Supervisor				
D7			**Annual**	**43,747**	**53,590**	**63,433**
			2080 Hourly	21.032	25.764	30.497
2407	Building & Grounds Supervisor	Supervisor				
2406	Construction Supervisor	Supervisor				
7207	Environmental Public Health Supervisor	Supervisor				
3975	Housing Programs Supervisor	Supervisor				
2400	Maintenance Supervisor	Supervisor				
7405	Nutrition Supervisor	Supervisor				
2415	Parks Supervisor	Supervisor				
2695	Power Plant Shift Supervisor - 773	Supervisor				
7007	PSJC Supervisor	Supervisor				
7375	Public Health Promotion Supervisor	Supervisor				

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Pay Grade	Job Title	Job Group	Type of Pay Rate	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
2628	Railroad Operations Supervisor	Supervisor				
8530	Recreation Supervisor	Supervisor				
6200	Senior Financial Analyst	Supervisor				
6307	Senior Procurement Officer	Supervisor				
2307	Public Works Supervisor III	Supervisor				
2428	Sewer Maint Supervisor	Supervisor				
6103	Stores Supervisor	Supervisor				
2505	Transportation Superintendent	Supervisor				
1210	Treasury Support Supervisor	Supervisor				
D7			**Annual**	**43,747**	**53,590**	**63,433**
			2080 Hourly	21.032	25.764	30.497
2426	Utility Maintenance Supervisor	Supervisor				
2104	Vehicle Maintenance Supervisor I	Supervisor				
2101	Vehicle Maintenance Supervisor I-IBEW	Supervisor				
2645	Water Treatment Plant Chief Operator	Supervisor				
2614	Wastewater Operations Supervisor	Supervisor				
D8			**Annual**	**47,159**	**58,949**	**70,738**
			2080 Hourly	22.673	28.341	34.009
5800	Assistant to the Public Works Director	Supervisor				
7694	Biogas Plant Supervisor	Supervisor				
5023	City Land Surveyor	Supervisor				
4513	Energy Services Supervisor	Supervisor				
2100	Fleet Operations Supt	Supervisor				
3402	Municipal Court Administrator	Supervisor				
7515	Nursing Supervisor	Supervisor				
4533	Waste Minimization Supervisor	Supervisor				
2317	Water Distribution Supervisor	Supervisor				
D9			**Annual**	**51,875**	**64,844**	**77,812**

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			2080 Hourly	24.940	31.175	37.410
6201	Accounting Supervisor	Supervisor				
2557	Airport Superintendent	Supervisor				
7695	CEC Supervisor	Supervisor				
7913	Help Desk Supervisor	Supervisor				
2408	Construction Project Supervisor	Supervisor				
2770	Electric Services Superintendent	Supervisor				
4518	Energy Services Superintendent	Supervisor				
2185	GIS Supervisor	Supervisor				
D9			**Annual**	**51,875**	**64,844**	**77,812**
			2080 Hourly	24.940	31.175	37.410
5134	Laboratory Supervisor	Supervisor				
2207	Landfill Superintendent	Supervisor				
8710	Parks Development Superintendent	Supervisor				
2637	Power Plant Tech Supv	Supervisor				
7308	Public Health Planning Supervisor	Supervisor				
8610	Recreation & Community Programs Superintendent	Supervisor				
2430	Sewer Maint Superintendent	Supervisor				
2206	Solid Waste Collection Superintendent	Supervisor				
2655	Water Distribution Superintendent	Supervisor				
D10			**Annual**	**57,062**	**71,328**	**85,594**
			2080 Hourly	27.434	34.292	41.151
2635	Assistant Power Production Superintendent	Supervisor				
3205	Building Regulations Supervisor	Supervisor				
2730	Line Superintendent	Supervisor				
2311	Street Maintenance Superintendent	Supervisor				
2337	Substation Repair Superintendent	Supervisor				
2606	WWTP Superintendent	Supervisor				

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Pay Grade	Job Title	Job Group	Type of Pay Rate	Pay Range Minimum	Midpoint	Maximum
D11			**Annual**	**61,538**	**78,461**	**95,384**
			2080 Hourly	29.585	37.721	45.858
5109	Engineering Supervisor	Supervisor				
E1			**Annual**	**35,200**	**44,000**	**52,800**
			2080 Hourly	16.923	21.154	25.385
E2			**Annual**	**38,720**	**48,400**	**58,080**
			2080 Hourly	18.615	23.269	27.923
8804	Deputy City Clerk*	Manager				
E3			**Annual**	**43,560**	**54,450**	**65,340**
			2080 Hourly	20.942	26.178	31.413
E4			**Annual**	**49,005**	**61,256**	**73,508**
			2080 Hourly	23.560	29.450	35.340
6505	Business Services & Pension Manager	Manager				
2620	Railroad Operations Manager	Manager				
9915	Sustainability Manager*	Manager				
1220	Utility Accounts and Billing Manager	Manager				
E5			**Annual**	**54,050**	**68,913**	**83,777**
			2080 Hourly	25.985	33.131	40.277
8803	City Clerk*	Charter				
2106	Fleet Operations Manager	Manager				
4605	Human Resources Manager	Manager				
4616	Human Services Manager	Manager				
9924	Media and Event Services Manager	Manager				
4702	Multi-Modal Manager	Manager				
4622	Neighborhood Services Manager	Manager				
7015	PSJC Manager	Manager				
9925	Public Communications Manager	Manager				
6401	Purchasing Agent	Manager				

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6600	Risk Manager	Manager				
6700	Treasurer	Manager				
* Denotes Unclassified Employee						
E6			**Annual**	**60,806**	**77,527**	**94,249**
			2080 Hourly	29.234	37.273	45.312
6605	Budget Officer	Manager				
2125	City-Wide Geospatial Services Manager	Manager				
6205	Controller	Manager				
4107	Development Services Manager	Manager				
2855	Electric Distribution Manager	Manager				
7926	Information Technologies Manager	Manager				
5107	Operations Manager	Manager				
8750	Parks & Recreation Manager	Manager				
2636	Power Prod Superintendent	Manager				
2205	Solid Waste Manager	Manager				
2690	Water Distribution Manager	Manager				
2661	Water Production Manager	Manager				
E7			**Annual**	**69,927**	**89,157**	**108,386**
			2080 Hourly	33.619	42.864	52.109
3109	Assistant Fire Chief*	Manager				
3004	Assistant Police Chief*	Manager				
3300	City Prosecutor	Manager				
7600	Community Health Manager	Manager				
5108	Engineering Manager	Manager				
4503	Utility Financial Manager	Manager				
4514	Utility Services Manager	Manager				

* Denotes Unclassified Employee

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Pay Grade	Job Title	Job Group	Type of Pay Rate	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
E8			**Annual**	**77,381**	**102,530**	**127,679**
			2080 Hourly	37.202	49.293	61.384
8901	Assistant Director, Economic Development*	Manager				
6750	Assistant Director, Finance*	Manager				
7960	Assistant Director, Information Technologies*	Manager				
8760	Assistant Director, Parks & Recreation*	Manager				
7680	Assistant Director, Public Health & Human Services*	Manager				
5106	Assistant Director, Public Works*	Manager				
2980	Assistant Director, Water & Light*	Manager				
3408	Deputy City Counselor*	Manager				
3110	Deputy Fire Chief*	Manager				
3006	Deputy Police Chief*	Manager				
E9			**Annual**	**88,988**	**117,910**	**146,831**
			2080 Hourly	42.783	56.687	70.592
9901	Assistant City Manager*	Manager				
3410	City Counselor*	Director				
4105	Director, Community Development*	Director				
8950	Director, Convention & Visitors Bureau*	Director				
4625	Director, Cultural Affairs*	Director				
8900	Director, Economic Development*	Director				
6800	Director, Finance*	Director				
4604	Director, Human Resources*	Director				
7950	Director, Information Technologies*	Director				
8970	Director, Parks & Recreation*	Director				
7700	Director, Public Health & Human Services*	Director				
5901	Director, Public Works*	Director				

* Denotes Unclassified Employee

City of Columbia, Missouri
FY 2014 Classification and Pay Plan

Effective October 1, 2013

Pay Grade	Job Title	Job Group	Type of Pay Rate	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
E9			**Annual**	**88,988**	**117,910**	**146,831**
			2080 Hourly	42.783	56.687	70.592
2990	Director, Water & Light*	Director				
3108	Fire Chief*	Director				
3401	Municipal Judge*	Charter				
3007	Police Chief*	Director				
E10			**Annual**	**102,337**	**135,596**	**168,855**
			2080 Hourly	49.200	65.190	81.180
9905	Deputy City Manager*	Manager				
E11			**Annual**	**117,687**	**155,935**	**194,184**
			2080 Hourly	56.580	74.969	93.358
9998	City Manager*	Charter				
F1			**Annual**	**29,167**	**35,000**	**40,833**
			2080 Hourly	14.022	16.827	19.631
3009	Station Master	Public Safety				
F2			**Annual**	**31,354**	**37,625**	**43,896**
			2080 Hourly	15.074	18.089	21.104
3011	Community Service Aide	Public Safety				
F3			**Annual**	**33,706**	**40,447**	**47,188**
			2080 Hourly	16.205	19.446	22.687
F4			**Annual**	**37,076**	**44,492**	**51,907**
			2080 Hourly	17.825	21.390	24.955
			2912 Hourly	12.732	15.279	17.825
2550	Airport Safety Officer	Public Safety				
3101	Firefighter I ***	Public Safety				

* Denotes Unclassified Employee

City of Columbia, Missouri
FY 2014 Classification and Pay Plan

Effective October 1, 2013

Pay Grade	Job Title	Job Group	Type of Pay Rate	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
8690	Park Ranger	Public Safety				
3000	Police Officer in Training	Public Safety				
F5			**Annual**	**40,784**	**48,941**	**57,098**
			2080 Hourly	19.608	23.529	27.451
			2912 Hourly	14.005	16.807	19.608
3102	Firefighter II***	Public Safety				
3001	Police Officer***	Public Safety				
F6			**Annual**	**44,862**	**53,835**	**62,807**
			2080 Hourly	21.568	25.882	30.196
			2912 Hourly	15.406	18.487	21.568
3103	Fire Engineer***	Public Safety				

***** Police Officers are eligible for 5% to 15% additions to their base pay upon successful participation in the Police Department Career Development Program.**

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

F7			**Annual**	**47,375**	**59,218**	**71,062**
			2080 Hourly	22.776	28.470	34.164
			2912 Hourly	16.269	20.336	24.403
2555	Airport Operations Supervisor	Public Safety				
3104	Fire Lieutenant***	Public Safety				
F8			**Annual**	**52,112**	**65,140**	**78,168**
			2080 Hourly	25.054	31.317	37.581
			2912 Hourly	17.896	22.370	26.843
3114	Assistant Fire Marshall	Public Safety				
3105	Fire Captain***	Public Safety				
3002	Police Sergeant***	Public Safety				
F9			**Annual**	**57,323**	**71,654**	**85,985**
			2080 Hourly	27.559	34.449	41.339

City of Columbia, Missouri
FY 2014 Classification and Pay Plan

Effective October 1, 2013

Pay Grade	Job Title	Job Group	Type of Pay Rate	Pay Range Minimum	Midpoint	Maximum
			2912 Hourly	19.685	24.606	29.528
3107	Fire Battalion Chief***	Public Safety				
F10			**Annual**	**63,056**	**78,820**	**94,583**
			2080 Hourly	30.315	37.894	45.473
			2912 Hourly	21.654	27.067	32.481
3106	Fire Division Chief***	Public Safety				
3003	Police Lieutenant***	Public Safety				

*** Police Sergeants are eligible for a 4% addition to their base pay upon successful participation in the Law Enforcement Management Program (LEMP) established by the Police Department.
*** Police Lieutenants receive 4% above base pay for LEMP certification.
*** FFI to FDC eligible for 2.5% premium pay for paramedic certificate.

F11	**Annual**	**69,361**	**86,701**	**104,042**
	2080 Hourly	33.347	41.683	50.020
F12	**Annual**	**76,297**	**95,372**	**114,446**
	2080 Hourly	36.681	45.852	55.022

Source: Human Resources

Agenda Item No:

To: City Council
From: City Manager and Staff

Council Meeting Date: Sep 3, 2013

Re: FY 2014 Classification and Pay Plan

EXECUTIVE SUMMARY:

The ordinance adopts the City Classification and Pay Plan for FY 2014.

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. CBIZ was asked to review current practices and recommend improvements related to:

1. Job classifications and descriptions;
2. Current pay and benefits compared to market;
3. Internal equity assessments;
4. Pay compression issues;
5. Salary structures;
6. Performance management; and
7. Compensation policies and procedures.

CBIZ conducted planning meetings and employee orientation sessions, collected job data from employees, supervisors and department directors, used employee focus groups to gather more detailed information, evaluated job data and analyzed classifications, analyzed compensation using defined market data, developed salary structures and benchmarked benefits. CBIZ also developed policy recommendations for pay administration, and prepared new job descriptions for all classifications.

The result of this project is a new classification plan and pay structure for the City. The current system was implemented in 1990; this plan replaces that system, and provides a compensation philosophy for the City as an employer and pay administration policies to manage the system going forward.

The proposed classification and pay plan becomes effective for the pay period beginning September 29, 2013.

The City Manager shall assign employees to appropriate classifications adopted by this ordinance.

FISCAL IMPACT:

Any employee whose classification is assigned to a pay grade where the minimum of the pay grade is greater than the employee's current rate of pay will receive a pay increase to the minimum of the new pay grade. Funds for these increases are included in the FY 2014 budget.

VISION IMPACT:
http://www.gocolumbiamo.com/Council/Meetings/visionimpact.php

None.

SUGGESTED COUNCIL ACTIONS:
Adopt this Council Bill.

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?	No
One Time	$0.00	Requires add'l FTE Personnel?	No	Primary Vision, Strategy and/or Goal Item #	
Operating/ Ongoing		Requires add'l facilities?	No	Secondary Vision, Strategy and/or Goal Item #	
		Requires add'l capital equipment?	No	Fiscal year implementation Task #	