

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	Minimum	Pay Range 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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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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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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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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	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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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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			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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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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C7	6595 Risk Management Specialist	Professional	Annual 2080 Hourly	47,970 23.063	59,963 28.828	71,955 34.594
	4108 Senior Plan Reviewer	Professional				
	9916 Sustainability Educator	Specialist				
	4570 Training Coordinator	Professional				
	4619 Trust Specialist	Professional				
C8	6604 Budget Analyst	Professional	Annual 2080 Hourly	53,966 25.945	67,458 32.432	80,950 38.918
	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				
	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				
* Denotes Unclassified Employee						
C9			Annual 2080 Hourly	60,712 29.189	75,890 36.486	91,068 43.783
	3301 Assistant City Counselor	Professional				
	6760 Financial Project Officer*	Professional				

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Pay Grade	Job Title	Job Group	Type of Pay Rate	Minimum	Pay Range 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
* <u>Denotes Unclassified Employee</u>						
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	Minimum	Pay Range 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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D7	2628 Railroad Operations Supervisor	Supervisor	Annual 2080 Hourly	43,747 21.032	53,590 25.764	63,433 30.497
	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				
D8	2426 Utility Maintenance Supervisor	Supervisor	Annual 2080 Hourly	47,159 22.673	58,949 28.341	70,738 34.009
	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				
D9	5800 Assistant to the Public Works Director	Supervisor	Annual	51,875	64,844	77,812
	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				

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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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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				
* <u>Denotes Unclassified Employee</u>						
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				

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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

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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				
* Denotes Unclassified Employee						
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				

City of Columbia, Missouri
FY 2014 Classification and Pay Plan

Effective October 1, 2013

Pay Grade	Job Title	Job Group	Type of Pay Rate	Minimum	Pay Range Midpoint	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

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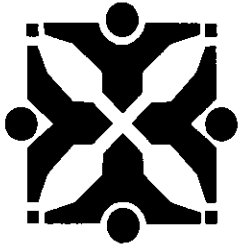
Pay Grade	Job Title	Job Group	Type of Pay Rate	Minimum	Pay Range Midpoint	Maximum
			2912 Hourly	19.685	24.606	29.528
	3107 Fire Battalion Chief***	Public Safety				
F10			Annual	63,056	78,820	94,583
			2080 Hourly	30.315	37.894	45.473
			2912 Hourly	21.654	27.067	32.481
	3106 Fire Division Chief***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

To: City Council

From: City Manager and Staff

Council Meeting Date: Sep 3, 2013

Agenda Item No:

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 #	