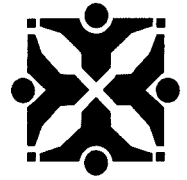


# City of Columbia

701 East Broadway, Columbia, Missouri 65201



**Agenda Item Number:** B228-14 Supplemental Information

**Department Source:** City Manager

**To:** City Council

**From:** City Manager & Staff

**Council Meeting Date:** August 4, 2014

**Re:** Supplemental information for B228-14.

## Documents Included With This Agenda Item

Supplemental Council Memo

**Supporting documentation includes:** Revised Proposed Amended Classification and Pay Plan

## Executive Summary

This amendment adds the 4619-Trust Specialist classification to the unclassified service under 19-4, and revises the FY 2014 Classification and Pay Plan to include that change.

## Discussion

The Trust Specialist classification will be changed from the classified to the unclassified service under Chapter 19-4 and the City's classification and pay plan. The change to assignment in the unclassified service is recommended to make the Trust Specialist position assignment consistent with other professional positions under the City Manager's Office. All professional staff positions will be included in the unclassified service.

## Fiscal Impact

Short-Term Impact: None.

Long-Term Impact: None.

## Vision, Strategic & Comprehensive Plan Impact

Vision Impact: Not Applicable

Strategic Plan Impact: Not Applicable

Comprehensive Plan Impact: Not Applicable

## Suggested Council Action

Approve this amendment.

## Legislative History

None.

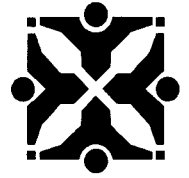
# City of Columbia

701 East Broadway, Columbia, Missouri 65201



  
\_\_\_\_\_  
Department Approved

  
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City Manager Approved



## **SUPPORTING DOCUMENTS INCLUDED WITH THIS AGENDA ITEM ARE AS FOLLOWS:**

Revised Proposed Amended Classification and Pay Plan

City of Columbia, Missouri  
FY 2014 Classification and Pay Plan

Effective August 17, 2014

| Pay Grade | Job Title                               | Job Group | Overtime   | EEO | Type of Pay Rate | Pay Range     |               |               |
|-----------|---|-----------|------------|-----|------------------|---------------|---------------|---------------|
|           |   |           |            |     |                  | Minimum       | Midpoint      | Maximum       |
| <b>A1</b> |   |           |            |     | <b>Annual</b>    | <b>18,346</b> | <b>21,556</b> | <b>24,767</b> |
|           |   |           |            |     | 2080 Hourly      | 8.820         | 10.364        | 11.907        |
| <b>A2</b> |   |           |            |     | <b>Annual</b>    | <b>19,263</b> | <b>22,634</b> | <b>26,005</b> |
|           |   |           |            |     | 2080 Hourly      | 9.261         | 10.882        | 12.502        |
| <b>A3</b> |   |           |            |     | <b>Annual</b>    | <b>20,226</b> | <b>23,766</b> | <b>27,305</b> |
|           |   |           |            |     | 2080 Hourly      | 9.724         | 11.426        | 13.127        |
| <b>A4</b> |   |           |            |     | <b>Annual</b>    | <b>21,743</b> | <b>25,548</b> | <b>29,353</b> |
|           |   |           |            |     | 2080 Hourly      | 10.453        | 12.283        | 14.112        |
|           | 2001 Custodian                          | Operator  | Non-Exempt | 8   |                  |               |               |               |
|           | 2003 Custodian - 773                    | Operator  | Non-Exempt | 8   |                  |               |               |               |
| <b>A5</b> |   |           |            |     | <b>Annual</b>    | <b>23,374</b> | <b>27,464</b> | <b>31,554</b> |
|           |   |           |            |     | 2080 Hourly      | 11.237        | 13.204        | 15.170        |
|           | 2210 Material Handler-773               | Operator  | Non-Exempt | 8   |                  |               |               |               |
|           | 6104 Storeroom Assistant-773            | Operator  | Non-Exempt | 6   |                  |               |               |               |
|           | 6101 Storeroom Assistant                | Operator  | Non-Exempt | 6   |                  |               |               |               |
| <b>A6</b> |   |           |            |     | <b>Annual</b>    | <b>25,127</b> | <b>29,524</b> | <b>33,921</b> |
|           |   |           |            |     | 2080 Hourly      | 12.080        | 14.194        | 16.308        |
|           | 7810 Document Support Services Clerk    | Operator  | Non-Exempt | 8   |                  |               |               |               |
|           | 2299 Equipment Operator I-773           | Operator  | Non-Exempt | 7   |                  |               |               |               |
|           | 2301 Equipment Operator I               | Operator  | Non-Exempt | 7   |                  |               |               |               |
|           | 2397 Maintenance Assistant-773          | Operator  | Non-Exempt | 8   |                  |               |               |               |
|           | 2870 Meter Reader                       | Operator  | Non-Exempt | 8   |                  |               |               |               |
|           | 3018 Parking Meter Repair Assistant-773 | Operator  | Non-Exempt | 8   |                  |               |               |               |
| <b>A7</b> |   |           |            |     | <b>Annual</b>    | <b>27,639</b> | <b>32,476</b> | <b>37,313</b> |
|           |   |           |            |     | 2080 Hourly      | 13.288        | 15.614        | 17.939        |
|           | 2502 Bus Driver-773                     | Operator  | Non-Exempt | 8   |                  |               |               |               |
|           | 2300 Equipment Operator II-773          | Operator  | Non-Exempt | 7   |                  |               |               |               |

**City of Columbia, Missouri**  
**FY 2014 Classification and Pay Plan**

**Effective August 17, 2014**

| Pay Grade | Job Title                                       | Job Group  | Overtime   | EEO | Type of Pay Rate | Pay Range     |               |               |
|-----------|---|------------|------------|-----|------------------|---------------|---------------|---------------|
|           |   |            |            |     |                  | Minimum       | Midpoint      | Maximum       |
| <b>A7</b> |   |            |            |     | <b>Annual</b>    | <b>27,639</b> | <b>32,476</b> | <b>37,313</b> |
|           |   |            |            |     | 2080 Hourly      | 13.288        | 15.614        | 17.939        |
|           | 2302 Equipment Operator II                      | Operator   | Non-Exempt | 7   |                  |               |               |               |
|           | 3032 Parking Meter Repair Technician-773        | Technician | Non-Exempt | 7   |                  |               |               |               |
|           | 3412 Probation & Collections Officer            | Technician | Non-Exempt | 5   |                  |               |               |               |
|           | 2211 Refuse Collector-773                       | Operator   | Non-Exempt | 8   |                  |               |               |               |
|           | 2880 Utility Service Worker                     | Operator   | Non-Exempt | 7   |                  |               |               |               |
|           | 2102 Vehicle Service Worker-773                 | Operator   | Non-Exempt | 7   |                  |               |               |               |
|           | 2641 Water Treatment Plant Operator I           | Technician | Non-Exempt | 7   |                  |               |               |               |
| <b>A8</b> |   |            |            |     | <b>Annual</b>    | <b>30,403</b> | <b>35,724</b> | <b>41,045</b> |
|           |   |            |            |     | 2080 Hourly      | 14.617        | 17.175        | 19.733        |
|           | 7101 Animal Control Officer                     | Technician | Non-Exempt | 8   |                  |               |               |               |
|           | 2631 Associate Power Plant Operator-773         | Operator   | Non-Exempt | 7   |                  |               |               |               |
|           | 2390 Building Maintenance Mechanic-773          | Technician | Non-Exempt | 7   |                  |               |               |               |
|           | 7003 Emergency Telecommunicator I               | Technician | Non-Exempt | 6   |                  |               |               |               |
|           | 2503 Lead Bus Driver-773                        | Operator   | Non-Exempt | 8   |                  |               |               |               |
|           | 2883 Lead Utility Service Worker                | 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                        | Technician | Non-Exempt | 8   |                  |               |               |               |
|           | 2431 Utility Locator                            | Operator   | Non-Exempt | 7   |                  |               |               |               |
|           | 2642 Water Treatment Plant Operator II          | Technician | Non-Exempt | 7   |                  |               |               |               |
|           | 2601 WWTP Operator-773                          | Technician | Non-Exempt | 7   |                  |               |               |               |
| <b>A9</b> |   |            |            |     | <b>Annual</b>    | <b>32,079</b> | <b>39,296</b> | <b>46,514</b> |
|           |   |            |            |     | 2080 Hourly      | 15.422        | 18.892        | 22.363        |
|           | 5000 Associate Engineering Technician           | Technician | Non-Exempt | 3   |                  |               |               |               |
|           | 2419 Associate Utility Maintenance Mechanic-773 | Operator   | Non-Exempt | 7   |                  |               |               |               |
|           | 9933 Audio Visual Technician                    | Technician | Non-Exempt | 3   |                  |               |               |               |
| <b>A9</b> |   |            |            |     | <b>Annual</b>    | <b>32,079</b> | <b>39,296</b> | <b>46,514</b> |
|           |   |            |            |     | 2080 Hourly      | 15.422        | 18.892        | 22.363        |

**City of Columbia, Missouri**  
**FY 2014 Classification and Pay Plan**

**Effective August 17, 2014**

| Pay Grade  | Job Title                          | Job Group  | Overtime   | EEO | Type of Pay Rate | Pay Range     |               |               |
|------------|------------------------------------|------------|------------|-----|------------------|---------------|---------------|---------------|
|            |                                    |            |            |     |                  | Minimum       | Midpoint      | Maximum       |
| 2860       | Electronic Data Specialist         | Technician | Non-Exempt | 6   |                  |               |               |               |
| 7005       | Emergency Telecommunicator II      | Technician | Non-Exempt | 6   |                  |               |               |               |
| 2303       | Equipment Operator III-773         | Technician | Non-Exempt | 7   |                  |               |               |               |
| 2298       | Equipment Operator III             | Technician | Non-Exempt | 7   |                  |               |               |               |
| 1402       | Human Resources Technician         | Technician | Non-Exempt | 6   |                  |               |               |               |
| 5040       | Laboratory Technician-773          | Technician | Non-Exempt | 3   |                  |               |               |               |
| 5041       | Laboratory Technician              | Technician | Non-Exempt | 3   |                  |               |               |               |
| 2404       | Maintenance Mechanic -773          | Operator   | Non-Exempt | 7   |                  |               |               |               |
| 2396       | Maintenance Technician-773         | Technician | Non-Exempt | 7   |                  |               |               |               |
| 2297       | Pipefitter                         | Technician | Non-Exempt | 7   |                  |               |               |               |
| 2626       | Railroad Operator                  | Technician | Non-Exempt | 8   |                  |               |               |               |
| 2214       | Senior Refuse Collector-773        | Operator   | Non-Exempt | 8   |                  |               |               |               |
| 2312       | Water Distribution Technician      | Technician | Non-Exempt | 7   |                  |               |               |               |
| 2643       | Water Treatment Plant Operator III | Technician | Non-Exempt | 7   |                  |               |               |               |
| <b>A10</b> |                                    |            |            |     | <b>Annual</b>    | <b>35,286</b> | <b>43,226</b> | <b>51,165</b> |
|            |                                    |            |            |     | 2080 Hourly      | 16.965        | 20.782        | 24.599        |
| 1215       | Billing Auditor                    | Technician | Non-Exempt | 6   |                  |               |               |               |
| 7920       | Computer Support Technician-773    | Technician | Non-Exempt | 3   |                  |               |               |               |
| 2405       | Construction Specialist-773        | Technician | Non-Exempt | 7   |                  |               |               |               |
| 2801       | Electric Meter Repair Worker       | 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   |                  |               |               |               |
| 2877       | Lead Meter Reader                  | Technician | Non-Exempt | 8   |                  |               |               |               |
| 2403       | Maintenance Specialist-773         | Technician | Non-Exempt | 7   |                  |               |               |               |

**City of Columbia, Missouri**  
**FY 2014 Classification and Pay Plan**

**Effective August 17, 2014**

| Pay Grade  | Job Title                                   | Job Group  | Overtime   | EEO | Type of Pay Rate | Pay Range     |               |               |
|------------|---|------------|------------|-----|------------------|---------------|---------------|---------------|
|            |   |            |            |     |                  | Minimum       | Midpoint      | Maximum       |
| <b>A10</b> |   |            |            |     | <b>Annual</b>    | <b>35,286</b> | <b>43,226</b> | <b>51,165</b> |
|            |   |            |            |     | 2080 Hourly      | 16.965        | 20.782        | 24.599        |
| 4102       | Plan Reviewer                               | Technician | Non-Exempt | 3   |                  |               |               |               |
| 2694       | Power Plant Operator-773                    | Operator   | Non-Exempt | 7   |                  |               |               |               |
| 2410       | Railroad Maintenance Specialist             | Technician | Non-Exempt | 7   |                  |               |               |               |
| 2590       | Sewer Utility Lead Operator-773             | Technician | Non-Exempt | 7   |                  |               |               |               |
| 2394       | Sr. Building Maintenance Mechanic-773       | Technician | Non-Exempt | 7   |                  |               |               |               |
| 3033       | Traffic Signal Technician                   | Technician | Non-Exempt | 7   |                  |               |               |               |
| 2432       | Utility Locator Foreman                     | Technician | Non-Exempt | 7   |                  |               |               |               |
| 2429       | Utility Maintenance Mechanic -773           | Technician | Non-Exempt | 7   |                  |               |               |               |
| 2425       | Utility Maintenance Mechanic                | Technician | Non-Exempt | 7   |                  |               |               |               |
| 2107       | Vehicle Mechanic - 773                      | Technician | Non-Exempt | 7   |                  |               |               |               |
| 2314       | Water Distribution Foreman                  | Technician | Non-Exempt | 7   |                  |               |               |               |
| <b>A11</b> |   |            |            |     | <b>Annual</b>    | <b>39,697</b> | <b>48,629</b> | <b>57,561</b> |
|            |   |            |            |     | 2080 Hourly      | 19.085        | 23.379        | 27.674        |
| 2400       | Airport Maintenance Foreman                 | Technician | Non-Exempt | 7   |                  |               |               |               |
| 2850       | Assistant Electric Distribution Coordinator | Technician | Non-Exempt | 7   |                  |               |               |               |
| 7693       | Biogas Plant Technician                     | Technician | Non-Exempt | 7   |                  |               |               |               |
| 3202       | Building Inspector                          | Technician | Non-Exempt | 1   |                  |               |               |               |
| 2320       | CCTV Technician                             | Technician | Non-Exempt | 7   |                  |               |               |               |
| 4999       | Code Educator Specialist                    | Technician | Non-Exempt | 3   |                  |               |               |               |
| 4650       | Code Enforcement Specialist                 | Technician | Non-Exempt | 3   |                  |               |               |               |
| 3960       | Housing Specialist                          | Technician | Non-Exempt | 5   |                  |               |               |               |
| 2324       | Instrument Technician-773                   | Technician | Non-Exempt | 7   |                  |               |               |               |
| 2325       | Instrument Technician                       | Technician | Non-Exempt | 7   |                  |               |               |               |
| 2628       | Railroad Operations Foreman                 | Technician | Non-Exempt | 7   |                  |               |               |               |
| 5004       | Senior Engineering Technician               | Technician | Non-Exempt | 3   |                  |               |               |               |

**City of Columbia, Missouri**  
**FY 2014 Classification and Pay Plan**

**Effective August 17, 2014**

| Pay Grade  | Job Title  | Job Group  | Overtime   | EEO | Type of Pay Rate | Pay Range     |               |               |
|------------|--|------------|------------|-----|------------------|---------------|---------------|---------------|
|            |  |            |            |     |                  | Minimum       | Midpoint      | Maximum       |
| <b>A11</b> |  |            |            |     | <b>Annual</b>    | <b>39,697</b> | <b>48,629</b> | <b>57,561</b> |
|            |  |            |            |     | 2080 Hourly      | 19.085        | 23.379        | 27.674        |
|            | 2420 Senior Utility Maintenance Mechanic-773         | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 9934 Video Engineering Specialist                    | Technician | Non-Exempt | 3   |                  |               |               |               |
|            | 5006 Water Inspection Foreman                        | Technician | Non-Exempt | 7   |                  |               |               |               |
| <b>A12</b> |  |            |            |     | <b>Annual</b>    | <b>44,659</b> | <b>54,708</b> | <b>64,756</b> |
|            |  |            |            |     | 2080 Hourly      | 21.471        | 26.302        | 31.133        |
|            | 2630 Apprentice Balancing Authority Operator - 773   | Technician | Non-Exempt | 8   |                  |               |               |               |
|            | 2330 Apprentice Communication Technician             | Technician | Non-Exempt | 8   |                  |               |               |               |
|            | 2701 Apprentice Lineworker                           | Technician | Non-Exempt | 8   |                  |               |               |               |
|            | 2333 Apprentice Substation Technician                | Technician | Non-Exempt | 8   |                  |               |               |               |
|            | 7692 CEC Technician                                  | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 2851 Electric Distribution Coord                     | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 2803 Lead Electric Meter Repair Worker               | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 2695 Lead Power Plant Operator-773                   | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 3203 Senior Building Inspector                       | Technician | Non-Exempt | 1   |                  |               |               |               |
|            | 4652 Senior Code Enforcement Specialist              | Technician | Non-Exempt | 3   |                  |               |               |               |
| <b>A13</b> |  |            |            |     | <b>Annual</b>    | <b>50,242</b> | <b>61,546</b> | <b>72,851</b> |
|            |  |            |            |     | 2080 Hourly      | 24.155        | 29.590        | 35.024        |
|            | 2331 Journeyman Communication Technician             | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 2703 Journeyman Lineworker                           | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 2334 Journeyman Substation Technician                | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 2640 NERC Certified Balancing Authority Operator-773 | Technician | Non-Exempt | 7   |                  |               |               |               |
| <b>A14</b> |  |            |            |     | <b>Annual</b>    | <b>56,522</b> | <b>69,240</b> | <b>81,957</b> |
|            |  |            |            |     | 2080 Hourly      | 27.174        | 33.288        | 39.402        |
|            | 2332 Communication Technician Foreman                | Technician | Non-Exempt | 3   |                  |               |               |               |
|            | 2706 Line Foreman                                    | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 2888 NERC Compliance Officer-773                     | Technician | Exempt     | 7   |                  |               |               |               |
|            | 2335 Substation Technician Foreman                   | Technician | Non-Exempt | 7   |                  |               |               |               |



City of Columbia, Missouri  
FY 2014 Classification and Pay Plan

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|-----------|--|-----------|------------|-----|------------------|---------------|---------------|---------------|
|           |  |           |            |     |                  | Minimum       | Midpoint      | Maximum       |
| <b>B1</b> |  |           |            |     | <b>Annual</b>    | <b>18,346</b> | <b>22,015</b> | <b>25,684</b> |
|           | 1201 Cashier                                 | Clerical  | Non-Exempt | 6   | 2080 Hourly      | 8.820         | 10.584        | 12.348        |
| <b>B2</b> |  |           |            |     | <b>Annual</b>    | <b>19,722</b> | <b>23,666</b> | <b>27,610</b> |
|           |  |           |            |     | 2080 Hourly      | 9.482         | 11.378        | 13.274        |
| <b>B3</b> |  |           |            |     | <b>Annual</b>    | <b>21,201</b> | <b>25,441</b> | <b>29,681</b> |
|           | 1200 Lead Cashier                            | Clerical  | Non-Exempt | 5   | 2080 Hourly      | 10.193        | 12.231        | 14.270        |
| <b>B4</b> |  |           |            |     | <b>Annual</b>    | <b>22,791</b> | <b>27,349</b> | <b>31,907</b> |
|           | 8510 Recreation Leader                       | Clerical  | Non-Exempt | 5   | 2080 Hourly      | 10.957        | 13.148        | 15.340        |
| <b>B5</b> |  |           |            |     | <b>Annual</b>    | <b>25,070</b> | <b>30,084</b> | <b>35,098</b> |
|           | 1005 Administrative Support Assistant        | Clerical  | Non-Exempt | 6   | 2080 Hourly      | 12.053        | 14.463        | 16.874        |
|           | 1211 Customer Service Rep I                  | Clerical  | Non-Exempt | 6   |                  |               |               |               |
|           | 6100 Stores Clerk - 773                      | Clerical  | Non-Exempt | 6   |                  |               |               |               |
|           | 6102 Stores Clerk                            | Clerical  | Non-Exempt | 6   |                  |               |               |               |
|           | 7451 WIC Office Specialist                   | Clerical  | Non-Exempt | 6   |                  |               |               |               |
| <b>B6</b> |  |           |            |     | <b>Annual</b>    | <b>27,577</b> | <b>33,092</b> | <b>38,607</b> |
|           | 1213 Customer Service Rep II                 | Clerical  | Non-Exempt | 6   | 2080 Hourly      | 13.258        | 15.910        | 18.561        |
|           | 1006 Senior Administrative Support Assistant | Clerical  | Non-Exempt | 6   |                  |               |               |               |
| <b>B7</b> |  |           |            |     | <b>Annual</b>    | <b>30,334</b> | <b>36,401</b> | <b>42,468</b> |
|           | 1203 Accounting Assistant                    | Clerical  | Non-Exempt | 6   | 2080 Hourly      | 14.584        | 17.501        | 20.417        |

City of Columbia, Missouri  
FY 2014 Classification and Pay Plan

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|-----------|--------------------------------|-----------|------------|-----|------------------|-----------|----------|---------|
|           |                                |           |            |     |                  | Minimum   | Midpoint | Maximum |
| B8        |                                |           |            |     | Annual           | 34,126    | 40,951   | 47,777  |
|           |                                |           |            |     | 2080 Hourly      | 16.407    | 19.688   | 22.970  |
|           | 1400 Administrative Technician | Clerical  | Non-Exempt | 6   |                  |           |          |         |
|           | 3012 Investigative Technician  | Clerical  | Non-Exempt | 6   |                  |           |          |         |
| 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  |

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FY 2014 Classification and Pay Plan

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|---------------------------------|---------------------------------------|--------------|------------|-----|------------------|---------------|---------------|---------------|
|                                 |                                       |              |            |     |                  | Minimum       | Midpoint      | Maximum       |
| <b>C1</b>                       |                                       |              |            |     | <b>Annual</b>    | <b>25,208</b> | <b>30,250</b> | <b>35,292</b> |
|                                 |                                       |              |            |     | 2080 Hourly      | 12.119        | 14.543        | 16.967        |
| <b>C2</b>                       |                                       |              |            |     | <b>Annual</b>    | <b>27,729</b> | <b>33,275</b> | <b>38,821</b> |
|                                 |                                       |              |            |     | 2080 Hourly      | 13.331        | 15.998        | 18.664        |
| <b>C3</b>                       |                                       |              |            |     | <b>Annual</b>    | <b>31,195</b> | <b>37,434</b> | <b>43,673</b> |
|                                 |                                       |              |            |     | 2080 Hourly      | 14.998        | 17.997        | 20.997        |
|                                 | 9950 City Management Fellowship*      | Specialist   | Non-Exempt | 2   |                  |               |               |               |
|                                 | 7911 Systems Support Analyst          | Professional | Non-Exempt | 2   |                  |               |               |               |
| <b>C4</b>                       |                                       |              |            |     | <b>Annual</b>    | <b>34,379</b> | <b>42,114</b> | <b>49,849</b> |
|                                 |                                       |              |            |     | 2080 Hourly      | 16.528        | 20.247        | 23.966        |
|                                 | 4200 Financial Specialist             | Specialist   | Non-Exempt | 2   |                  |               |               |               |
|                                 | 2190 GIS Technician                   | Specialist   | Non-Exempt | 3   |                  |               |               |               |
|                                 | 4810 Marketing Specialist             | Specialist   | Exempt     | 2   |                  |               |               |               |
|                                 | 4801 Public Communications Specialist | Specialist   | Exempt     | 2   |                  |               |               |               |
|                                 | 4802 Public Information Specialist    | Specialist   | Exempt     | 5   |                  |               |               |               |
|                                 | 8520 Recreation Specialist            | Specialist   | Exempt     | 5   |                  |               |               |               |
|                                 | 7301 Social Services Specialist       | Professional | Non-Exempt | 2   |                  |               |               |               |
|                                 | 4300 Tourism Services Specialist      | Professional | Exempt     | 2   |                  |               |               |               |
|                                 | 9932 Videographer                     | Specialist   | Non-Exempt | 2   |                  |               |               |               |
|                                 | 4615 Volunteer Program Specialist     | Specialist   | Non-Exempt | 2   |                  |               |               |               |
|                                 | 4580 Wellness Educator                | Specialist   | Exempt     | 2   |                  |               |               |               |
| <b>C5</b>                       |                                       |              |            |     | <b>Annual</b>    | <b>38,676</b> | <b>47,378</b> | <b>56,080</b> |
|                                 |                                       |              |            |     | 2080 Hourly      | 18.594        | 22.778        | 26.962        |
|                                 | 6207 Accountant                       | Specialist   | Exempt     | 2   |                  |               |               |               |
|                                 | 9911 Assistant to City Manager*       | Professional | Non-Exempt | 6   |                  |               |               |               |
|                                 | 5007 City Arborist                    | Professional | Exempt     | 8   |                  |               |               |               |
| * Denotes Unclassified Employee |                                       |              |            |     |                  |               |               |               |
| <b>C5</b>                       |                                       |              |            |     | <b>Annual</b>    | <b>38,676</b> | <b>47,378</b> | <b>56,080</b> |

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|-----------|---|--------------|------------|-----|------------------|---------------|---------------|---------------|
|           |   |              |            |     | 2080 Hourly      | 18.594        | 22.778        | 26.962        |
| 6308      | Contract Compliance Officer             | Specialist   | Exempt     | 2   |                  |               |               |               |
| 4510      | Energy Management Specialist            | Specialist   | Non-Exempt | 2   |                  |               |               |               |
| 7201      | Environmental Public Health Specialist  | Professional | Non-Exempt | 2   |                  |               |               |               |
| 6204      | Financial Analyst                       | Professional | Exempt     | 2   |                  |               |               |               |
| 2180      | GIS Specialist                          | Specialist   | Non-Exempt | 3   |                  |               |               |               |
| 4803      | Graphic Artist                          | Specialist   | Non-Exempt | 2   |                  |               |               |               |
| 7303      | Health Educator                         | Professional | Exempt     | 2   |                  |               |               |               |
| 5132      | Lab Analyst                             | Professional | Non-Exempt | 2   |                  |               |               |               |
| 7403      | Nutritionist                            | Professional | Exempt     | 2   |                  |               |               |               |
| 5090      | Pavement Specialist                     | Specialist   | Exempt     | 2   |                  |               |               |               |
| 6305      | Procurement Officer                     | Specialist   | Non-Exempt | 5   |                  |               |               |               |
| 7931      | Technical Trainer                       | Specialist   | Non-Exempt | 2   |                  |               |               |               |
| 5135      | Water Quality Compliance Officer        | Professional | Exempt     | 2   |                  |               |               |               |
| <b>C6</b> |   |              |            |     | <b>Annual</b>    | <b>43,510</b> | <b>53,300</b> | <b>63,090</b> |
|           |   |              |            |     | 2080 Hourly      | 20.918        | 25.625        | 30.332        |
| 5114      | Bioreactor Specialist                   | Professional | Exempt     | 7   |                  |               |               |               |
| 3015      | Crime Analyst                           | Professional | Non-Exempt | 2   |                  |               |               |               |
| 4509      | Energy Educator                         | Specialist   | Exempt     | 2   |                  |               |               |               |
| 2175      | GIS Analyst                             | Professional | Exempt     | 2   |                  |               |               |               |
| 4601      | Human Resources Analyst                 | Professional | Exempt     | 2   |                  |               |               |               |
| 4610      | Internal Auditor*                       | Professional | Exempt     | 2   |                  |               |               |               |
| 4104      | Neighborhood Communications Coordinator | Specialist   | Non-Exempt | 2   |                  |               |               |               |
| 4101      | Planner                                 | Specialist   | Exempt     | 2   |                  |               |               |               |
| 7503      | Public Health Nurse                     | Professional | Exempt     | 2   |                  |               |               |               |

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|-----------|--------------------------------------|--------------|----------|-----|------------------|---------------|---------------|---------------|
|           |                                      |              |          |     |                  | Minimum       | Midpoint      | Maximum       |
| <b>C6</b> |                                      |              |          |     | <b>Annual</b>    | <b>43,510</b> | <b>53,300</b> | <b>63,090</b> |
|           |                                      |              |          |     | 2080 Hourly      | 20.918        | 25.625        | 30.332        |
| 4501      | Rate Analyst                         | Professional | Exempt   | 2   |                  |               |               |               |
| 6595      | Risk Management Specialist           | Professional | Exempt   | 2   |                  |               |               |               |
| 4108      | Senior Plan Reviewer                 | Professional | Exempt   | 3   |                  |               |               |               |
| 9916      | Sustainability Educator              | Specialist   | Exempt   | 2   |                  |               |               |               |
| 4570      | Training Coordinator                 | Professional | Exempt   | 2   |                  |               |               |               |
| 4619      | Trust Specialist*                    | Professional | Exempt   | 2   |                  |               |               |               |
| <b>C7</b> |                                      |              |          |     | <b>Annual</b>    | <b>47,970</b> | <b>59,963</b> | <b>71,955</b> |
|           |                                      |              |          |     | 2080 Hourly      | 23.063        | 28.828        | 34.594        |
| 6604      | Budget Analyst                       | Professional | Exempt   | 2   |                  |               |               |               |
| 7930      | Business Analyst                     | Professional | Exempt   | 2   |                  |               |               |               |
| 5098      | Engineering Specialist               | Professional | Exempt   | 3   |                  |               |               |               |
| 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   |                  |               |               |               |
| <b>C8</b> |                                      |              |          |     | <b>Annual</b>    | <b>53,966</b> | <b>67,458</b> | <b>80,950</b> |
|           |                                      |              |          |     | 2080 Hourly      | 25.945        | 32.432        | 38.918        |
| 9955      | Civic Relations Officer*             | Professional | Exempt   | 2   |                  |               |               |               |
| 7924      | Database Administrator               | Professional | Exempt   | 2   |                  |               |               |               |
| 5113      | Engineer                             | Professional | Exempt   | 2   |                  |               |               |               |
| 2150      | GIS Enterprise Systems Administrator | Professional | Exempt   | 2   |                  |               |               |               |
| 7927      | Systems Administrator                | Professional | Exempt   | 2   |                  |               |               |               |
| 7922      | Systems Analyst                      | Professional | Exempt   | 2   |                  |               |               |               |

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|------------|---------------------------------|--------------|----------|-----|------------------|---------------|---------------|----------------|
|            |                                 |              |          |     |                  | Minimum       | Midpoint      | Maximum        |
| <b>C9</b>  |                                 |              |          |     | <b>Annual</b>    | <b>60,712</b> | <b>75,890</b> | <b>91,068</b>  |
|            |                                 |              |          |     | 2080 Hourly      | 29.189        | 36.486        | 43.783         |
|            | 3301 Assistant City Counselor   | Professional | Exempt   | 2   |                  |               |               |                |
|            | 6760 Financial Project Officer* | Professional | Exempt   | 2   |                  |               |               |                |
|            | 7506 Nurse Practitioner         | Professional | Exempt   | 2   |                  |               |               |                |
| <b>C10</b> |                                 |              |          |     | <b>Annual</b>    | <b>68,301</b> | <b>85,376</b> | <b>102,452</b> |
|            |                                 |              |          |     | 2080 Hourly      | 32.837        | 41.046        | 49.256         |
| <b>C11</b> |                                 |              |          |     | <b>Annual</b>    | <b>76,839</b> | <b>96,049</b> | <b>115,258</b> |
|            |                                 |              |          |     | 2080 Hourly      | 36.942        | 46.177        | 55.413         |

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|-----------|--|------------|------------|-----|------------------|---------------|---------------|---------------|
|           |  |            |            |     |                  | Minimum       | Midpoint      | Maximum       |
| <b>D1</b> |  |            |            |     | <b>Annual</b>    | <b>25,208</b> | <b>30,250</b> | <b>35,292</b> |
|           |  |            |            |     | 2080 Hourly      | 12.119        | 14.543        | 16.967        |
| <b>D2</b> |  |            |            |     | <b>Annual</b>    | <b>27,729</b> | <b>33,275</b> | <b>38,821</b> |
|           |  |            |            |     | 2080 Hourly      | 13.331        | 15.998        | 18.664        |
|           | 7809 Document Support Services Supervisor  | Supervisor | Non-Exempt | 8   |                  |               |               |               |
| <b>D3</b> |  |            |            |     | <b>Annual</b>    | <b>30,502</b> | <b>36,603</b> | <b>42,703</b> |
|           |  |            |            |     | 2080 Hourly      | 14.664        | 17.597        | 20.530        |
| <b>D4</b> |  |            |            |     | <b>Annual</b>    | <b>33,552</b> | <b>40,263</b> | <b>46,973</b> |
|           |  |            |            |     | 2080 Hourly      | 16.131        | 19.357        | 22.583        |
|           | 2504 Bus Supervisor                        | Supervisor | Exempt     | 8   |                  |               |               |               |
|           | 1009 Records Unit Supervisor               | Supervisor | Exempt     | 6   |                  |               |               |               |
|           | 2112 Vehicle Service Coordinator           | Supervisor | Non-Exempt | 7   |                  |               |               |               |
| <b>D5</b> |  |            |            |     | <b>Annual</b>    | <b>36,154</b> | <b>44,289</b> | <b>52,424</b> |
|           |  |            |            |     | 2080 Hourly      | 17.382        | 21.293        | 25.204        |
|           | 1007 Administrative Supervisor             | Supervisor | Exempt     | 2   |                  |               |               |               |
|           | 7105 Animal Control Supervisor             | Supervisor | Exempt     | 8   |                  |               |               |               |
|           | 3014 Evidence Custodian                    | Supervisor | Exempt     | 2   |                  |               |               |               |
|           | 3290 Paralegal                             | Supervisor | Non-Exempt | 5   |                  |               |               |               |
|           | 3024 Parking Supervisor                    | Supervisor | Exempt     | 8   |                  |               |               |               |
|           | 2417 Parks & Facilities Specialist         | Supervisor | Non-Exempt | 8   |                  |               |               |               |
|           | 2305 Public Works Supervisor I             | Supervisor | Exempt     | 7   |                  |               |               |               |
| <b>D6</b> |  |            |            |     | <b>Annual</b>    | <b>39,770</b> | <b>48,718</b> | <b>57,666</b> |
|           |  |            |            |     | 2080 Hourly      | 19.120        | 23.422        | 27.724        |
|           | 4800 Communications & Marketing Supervisor | Supervisor | Exempt     | 2   |                  |               |               |               |
|           | 5205 Forester                              | Supervisor | Exempt     | 2   |                  |               |               |               |
|           | 2416 Golf Course Specialist                | Supervisor | Exempt     | 7   |                  |               |               |               |
|           | 5203 Horticulturist                        | Supervisor | Exempt     | 2   |                  |               |               |               |
|           | 4600 Human Resources Specialist            | Supervisor | Exempt     | 2   |                  |               |               |               |
| <b>D6</b> |  |            |            |     | <b>Annual</b>    | <b>39,770</b> | <b>48,718</b> | <b>57,666</b> |
|           |  |            |            |     | 2080 Hourly      | 19.120        | 23.422        | 27.724        |

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|-----------|--|------------|----------|-----|------------------|---------------|---------------|---------------|
|           |  |            |          |     |                  | Minimum       | Midpoint      | Maximum       |
| 2306      | Public Works Supervisor II                   | Supervisor | Exempt   | 7   |                  |               |               |               |
| 1008      | Senior Administrative Supervisor             | Supervisor | Exempt   | 6   |                  |               |               |               |
| 7302      | Social Services Supervisor                   | Supervisor | Exempt   | 2   |                  |               |               |               |
| 2208      | Solid Waste District Administrator           | Supervisor | Exempt   | 2   |                  |               |               |               |
| 2418      | Sports Turf Specialist                       | Supervisor | Exempt   | 7   |                  |               |               |               |
| 2616      | Transload Operations Supervisor              | Supervisor | Exempt   | 7   |                  |               |               |               |
| 1214      | Utility Accounts & Billing Supervisor        | Supervisor | Exempt   | 2   |                  |               |               |               |
| <b>D7</b> |  |            |          |     | <b>Annual</b>    | <b>43,747</b> | <b>53,590</b> | <b>63,433</b> |
|           |  |            |          |     | 2080 Hourly      | 21.032        | 25.764        | 30.497        |
| 8762      | Assistant to the Parks & Recreation Director | Supervisor | Exempt   | 2   |                  |               |               |               |
| 2407      | Building & Grounds Supervisor                | Supervisor | Exempt   | 7   |                  |               |               |               |
| 2406      | Construction Supervisor                      | Supervisor | Exempt   | 7   |                  |               |               |               |
| 7207      | Environmental Public Health Supervisor       | Supervisor | Exempt   | 2   |                  |               |               |               |
| 3975      | Housing Programs Supervisor                  | Supervisor | Exempt   | 2   |                  |               |               |               |
| 7405      | Nutrition Supervisor                         | Supervisor | Exempt   | 2   |                  |               |               |               |
| 2415      | Parks Supervisor                             | Supervisor | Exempt   | 2   |                  |               |               |               |
| 7007      | PSJC Supervisor                              | Supervisor | Exempt   | 6   |                  |               |               |               |
| 7375      | Public Health Promotion Supervisor           | Supervisor | Exempt   | 2   |                  |               |               |               |
| 2307      | Public Works Supervisor III                  | Supervisor | Exempt   | 7   |                  |               |               |               |
| 8530      | Recreation Supervisor                        | Supervisor | Exempt   | 5   |                  |               |               |               |
| 6200      | Senior Financial Analyst                     | Supervisor | Exempt   | 2   |                  |               |               |               |
| 6307      | Senior Procurement Officer                   | Supervisor | Exempt   | 5   |                  |               |               |               |
| 2428      | Sewer Maint Supervisor                       | Supervisor | Exempt   | 7   |                  |               |               |               |
| 6103      | Stores Supervisor                            | Supervisor | Exempt   | 6   |                  |               |               |               |
| 2505      | Transportation Superintendent                | Supervisor | Exempt   | 1   |                  |               |               |               |



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|-----------|--|------------|------------|-----|------------------|---------------|---------------|---------------|
|           |  |            |            |     |                  | Minimum       | Midpoint      | Maximum       |
| <b>D7</b> |  |            |            |     | <b>Annual</b>    | <b>43,747</b> | <b>53,590</b> | <b>63,433</b> |
|           |  |            |            |     | 2080 Hourly      | 21.032        | 25.764        | 30.497        |
| 1210      | Treasury Support Supervisor            | Supervisor | Exempt     | 2   |                  |               |               |               |
| 2426      | Utility Maintenance Supervisor         | Supervisor | Exempt     | 7   |                  |               |               |               |
| 2104      | Vehicle Maintenance Supervisor         | Supervisor | Exempt     | 7   |                  |               |               |               |
| 2614      | Wastewater Operations Supervisor       | Supervisor | Exempt     | 7   |                  |               |               |               |
| <b>D8</b> |  |            |            |     | <b>Annual</b>    | <b>47,159</b> | <b>58,949</b> | <b>70,738</b> |
|           |  |            |            |     | 2080 Hourly      | 22.673        | 28.341        | 34.009        |
| 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   |                  |               |               |               |
| 4533      | Waste Minimization Supervisor          | Supervisor | Exempt     | 2   |                  |               |               |               |
| 2317      | Water Distribution Supervisor          | Supervisor | Exempt     | 7   |                  |               |               |               |
| <b>D9</b> |  |            |            |     | <b>Annual</b>    | <b>51,875</b> | <b>64,844</b> | <b>77,812</b> |
|           |  |            |            |     | 2080 Hourly      | 24.940        | 31.175        | 37.410        |
| 6201      | Accounting Supervisor                  | Supervisor | Exempt     | 2   |                  |               |               |               |
| 2557      | Airport Superintendent                 | Supervisor | Exempt     | 1   |                  |               |               |               |
| 7695      | CEC Supervisor                         | Supervisor | Non-Exempt | 7   |                  |               |               |               |
| 2408      | Construction Project Supervisor        | Supervisor | Exempt     | 2   |                  |               |               |               |
| 2770      | Electric Services Superintendent       | Supervisor | Exempt     | 1   |                  |               |               |               |
| 4518      | Energy Services Superintendent         | Supervisor | Exempt     | 1   |                  |               |               |               |
| 2185      | GIS Supervisor                         | Supervisor | Exempt     | 2   |                  |               |               |               |

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|------------|--|------------|----------|-----|------------------|---------------|---------------|---------------|
|            |  |            |          |     |                  | Minimum       | Midpoint      | Maximum       |
| <b>D9</b>  |  |            |          |     | <b>Annual</b>    | <b>51,875</b> | <b>64,844</b> | <b>77,812</b> |
|            |  |            |          |     | 2080 Hourly      | 24.940        | 31.175        | 37.410        |
| 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 Supv                          | Supervisor | Exempt   | 7   |                  |               |               |               |
| 7308       | Public Health Planning Supervisor              | Supervisor | Exempt   | 2   |                  |               |               |               |
| 8610       | Recreation & Community Programs Superintendent | Supervisor | Exempt   | 1   |                  |               |               |               |
| 2430       | Sewer Maint 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   |                  |               |               |               |
| <b>D10</b> |  |            |          |     | <b>Annual</b>    | <b>57,062</b> | <b>71,328</b> | <b>85,594</b> |
|            |  |            |          |     | 2080 Hourly      | 27.434        | 34.292        | 41.151        |
| 2635       | Assistant Power Production Superintendent      | Supervisor | Exempt   | 2   |                  |               |               |               |
| 3205       | Building Regulations Supervisor                | Supervisor | Exempt   | 1   |                  |               |               |               |
| 2730       | Line Superintendent                            | Supervisor | Exempt   | 1   |                  |               |               |               |
| 2311       | Street Maintenance Superintendent              | Supervisor | Exempt   | 1   |                  |               |               |               |
| 2337       | Substation Repair Superintendent               | Supervisor | Exempt   | 1   |                  |               |               |               |
| 2606       | WWTP Superintendent                            | Supervisor | Exempt   | 7   |                  |               |               |               |
| <b>D11</b> |  |            |          |     | <b>Annual</b>    | <b>61,538</b> | <b>78,461</b> | <b>95,384</b> |
|            |  |            |          |     | 2080 Hourly      | 29.585        | 37.721        | 45.858        |
| 5109       | Engineering Supervisor                         | Supervisor | Exempt   | 2   |                  |               |               |               |

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|-----------|---|-----------|------------|-----|------------------|---------------|---------------|---------------|
|           |   |           |            |     |                  | Minimum       | Midpoint      | Maximum       |
| <b>E1</b> |   |           |            |     | <b>Annual</b>    | <b>35,200</b> | <b>44,000</b> | <b>52,800</b> |
|           |   |           |            |     | 2080 Hourly      | 16.923        | 21.154        | 25.385        |
| <b>E2</b> |   |           |            |     | <b>Annual</b>    | <b>38,720</b> | <b>48,400</b> | <b>58,080</b> |
|           |   |           |            |     | 2080 Hourly      | 18.615        | 23.269        | 27.923        |
|           | 8804 Deputy City Clerk*                   | Manager   | Non-Exempt | 6   |                  |               |               |               |
| <b>E3</b> |   |           |            |     | <b>Annual</b>    | <b>43,560</b> | <b>54,450</b> | <b>65,340</b> |
|           |   |           |            |     | 2080 Hourly      | 20.942        | 26.178        | 31.413        |
| <b>E4</b> |   |           |            |     | <b>Annual</b>    | <b>49,005</b> | <b>61,256</b> | <b>73,508</b> |
|           |   |           |            |     | 2080 Hourly      | 23.560        | 29.450        | 35.340        |
|           | 6505 Business Services & Pension Manager  | Manager   | Exempt     | 2   |                  |               |               |               |
|           | 2620 Railroad Operations Manager          | Manager   | Exempt     | 1   |                  |               |               |               |
|           | 9915 Sustainability Manager*              | Manager   | Exempt     | 1   |                  |               |               |               |
|           | 1220 Utility Accounts and Billing Manager | Manager   | Exempt     | 1   |                  |               |               |               |
| <b>E5</b> |   |           |            |     | <b>Annual</b>    | <b>54,050</b> | <b>68,913</b> | <b>83,777</b> |
|           |   |           |            |     | 2080 Hourly      | 25.985        | 33.131        | 40.277        |
|           | 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   |                  |               |               |               |
|           | 4702 Multi-Modal Manager                  | Manager   | Exempt     | 1   |                  |               |               |               |
|           | 4622 Neighborhood Services Manager        | Manager   | Exempt     | 1   |                  |               |               |               |
|           | 7015 PSJC Manager                         | Manager   | Exempt     | 1   |                  |               |               |               |
|           | 9925 Public Communications Manager        | Manager   | Exempt     | 1   |                  |               |               |               |
|           | 6401 Purchasing Agent                     | Manager   | Exempt     | 1   |                  |               |               |               |
|           | 6600 Risk Manager                         | Manager   | Exempt     | 1   |                  |               |               |               |
|           | 6700 Treasurer                            | Manager   | Exempt     | 1   |                  |               |               |               |

\* Denotes Unclassified Employee

City of Columbia, Missouri  
FY 2014 Classification and Pay Plan

Effective August 17, 2014

| Pay Grade | Job Title                             | Job Group | Overtime | EEO | Type of Pay Rate | Pay Range     |               |                |
|-----------|---------------------------------------|-----------|----------|-----|------------------|---------------|---------------|----------------|
|           |                                       |           |          |     |                  | Minimum       | Midpoint      | Maximum        |
| <b>E6</b> |                                       |           |          |     | <b>Annual</b>    | <b>60,806</b> | <b>77,527</b> | <b>94,249</b>  |
|           |                                       |           |          |     | 2080 Hourly      | 29.234        | 37.273        | 45.312         |
| 6605      | Budget Officer                        | Manager   | Exempt   | 2   |                  |               |               |                |
| 2125      | City-Wide Geospatial Services Manager | Manager   | Exempt   | 1   |                  |               |               |                |
| 6205      | Controller                            | Manager   | Exempt   | 1   |                  |               |               |                |
| 4107      | Development Services Manager          | Manager   | Exempt   | 1   |                  |               |               |                |
| 2855      | Electric Distribution Manager         | Manager   | Exempt   | 2   |                  |               |               |                |
| 7926      | Information Technologies Manager      | Manager   | Exempt   | 1   |                  |               |               |                |
| 5107      | Operations Manager                    | Manager   | Exempt   | 1   |                  |               |               |                |
| 8750      | Parks & Recreation Manager            | Manager   | Exempt   | 1   |                  |               |               |                |
| 2636      | Power Prod Superintendent             | Manager   | Exempt   | 7   |                  |               |               |                |
| 2205      | Solid Waste Manager                   | Manager   | Exempt   | 1   |                  |               |               |                |
| 2690      | Water Distribution Manager            | Manager   | Exempt   | 1   |                  |               |               |                |
| 2661      | Water Production Manager              | Manager   | Exempt   | 1   |                  |               |               |                |
| <b>E7</b> |                                       |           |          |     | <b>Annual</b>    | <b>69,927</b> | <b>89,157</b> | <b>108,386</b> |
|           |                                       |           |          |     | 2080 Hourly      | 33.619        | 42.864        | 52.109         |
| 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   |                  |               |               |                |
| 5108      | Engineering Manager                   | Manager   | Exempt   | 1   |                  |               |               |                |
| 4503      | Utility Financial Manager             | Manager   | Exempt   | 1   |                  |               |               |                |
| 4514      | Utility Services Manager              | Manager   | Exempt   | 1   |                  |               |               |                |

\* Denotes Unclassified Employee

**City of Columbia, Missouri**  
**FY 2014 Classification and Pay Plan**

**Effective August 17, 2014**

| Pay Grade | Job Title  | Job Group | Overtime | EEO | Type of Pay Rate | Pay Range     |                |                |
|-----------|--|-----------|----------|-----|------------------|---------------|----------------|----------------|
|           |  |           |          |     |                  | Minimum       | Midpoint       | Maximum        |
| <b>E8</b> |  |           |          |     | <b>Annual</b>    | <b>77,381</b> | <b>102,530</b> | <b>127,679</b> |
|           |  |           |          |     | 2080 Hourly      | 37.202        | 49.293         | 61.384         |
|           | 8901 Assistant Director, Economic Development*           | Manager   | Exempt   | 1   |                  |               |                |                |
|           | 6750 Assistant Director, Finance*                        | Manager   | Exempt   | 1   |                  |               |                |                |
|           | 7960 Assistant Director, Information Technologies*       | Manager   | Exempt   | 1   |                  |               |                |                |
|           | 8760 Assistant Director, Parks & Recreation*             | Manager   | Exempt   | 1   |                  |               |                |                |
|           | 7680 Assistant Director, Public Health & Human Services* | Manager   | Exempt   | 1   |                  |               |                |                |
|           | 5106 Assistant Director, Public Works*                   | Manager   | Exempt   | 1   |                  |               |                |                |
|           | 2980 Assistant Director, Water & Light*                  | Manager   | Exempt   | 1   |                  |               |                |                |
|           | 3408 Deputy City Counselor*                              | Manager   | Exempt   | 2   |                  |               |                |                |
|           | 3110 Deputy Fire Chief*                                  | Manager   | Exempt   | 1   |                  |               |                |                |
|           | 3006 Deputy Police Chief*                                | Manager   | Exempt   | 1   |                  |               |                |                |
| <b>E9</b> |  |           |          |     | <b>Annual</b>    | <b>88,988</b> | <b>117,910</b> | <b>146,831</b> |
|           |  |           |          |     | 2080 Hourly      | 42.783        | 56.687         | 70.592         |
|           | 9901 Assistant City Manager*                             | Manager   | Exempt   | 1   |                  |               |                |                |
|           | 8803 City Clerk*   | Charter   | Exempt   | 2   |                  |               |                |                |
|           | 3410 City Counselor*                                     | Director  | Exempt   | 2   |                  |               |                |                |
|           | 4105 Director, Community Development*                    | 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 Technologies*                 | Director  | Exempt   | 1   |                  |               |                |                |
|           | 8970 Director, Parks & Recreation*                       | Director  | Exempt   | 1   |                  |               |                |                |
|           | 7700 Director, Public Health & Human Services*           | Director  | Exempt   | 1   |                  |               |                |                |

\* Denotes Unclassified Employee

|           |  |  |  |  |               |               |                |                |
|-----------|--|--|--|--|---------------|---------------|----------------|----------------|
| <b>E9</b> |  |  |  |  | <b>Annual</b> | <b>88,988</b> | <b>117,910</b> | <b>146,831</b> |
|           |  |  |  |  | 2080 Hourly   | 42.783        | 56.687         | 70.592         |

**City of Columbia, Missouri  
FY 2014 Classification and Pay Plan**

**Effective August 17, 2014**

| Pay<br>Grade | Job Title                | Job Group | Overtime | EEO | Type of<br>Pay Rate | Pay Range      |                |                |
|--------------|--------------------------|-----------|----------|-----|---------------------|----------------|----------------|----------------|
|              |                          |           |          |     |                     | Minimum        | Midpoint       | Maximum        |
| 5901         | Director, Public Works*  | Director  | Exempt   | 1   |                     |                |                |                |
| 2990         | Director, Water & Light* | Director  | Exempt   | 1   |                     |                |                |                |
| 3108         | Fire Chief*              | Director  | Exempt   | 1   |                     |                |                |                |
| 3401         | Municipal Judge*         | Charter   | Exempt   | 2   |                     |                |                |                |
| 3007         | Police Chief*            | Director  | Exempt   | 1   |                     |                |                |                |
| <b>E10</b>   |                          |           |          |     | <b>Annual</b>       | <b>102,337</b> | <b>135,596</b> | <b>168,855</b> |
|              |                          |           |          |     | 2080 Hourly         | 49.200         | 65.190         | 81.180         |
| 9905         | Deputy City Manager*     | Manager   | Exempt   | 1   |                     |                |                |                |
| <b>E11</b>   |                          |           |          |     | <b>Annual</b>       | <b>117,687</b> | <b>155,935</b> | <b>194,184</b> |
|              |                          |           |          |     | 2080 Hourly         | 56.580         | 74.969         | 93.358         |
| 9998         | City Manager*            | Charter   | Exempt   | 1   |                     |                |                |                |

\* Denotes Unclassified Employee

City of Columbia, Missouri  
FY 2014 Classification and Pay Plan

Effective August 17, 2014

| Pay Grade | Job Title                       | Job Group     | Overtime   | EEO | Type of Pay Rate | Minimum | Pay Range<br>Midpoint | Maximum |
|-----------|---------------------------------|---------------|------------|-----|------------------|---------|-----------------------|---------|
| F1        |                                 |               |            |     | Annual           | 29,167  | 35,000                | 40,833  |
|           | 3009 Station Master             | Public Safety | Non-Exempt | 5   | 2080 Hourly      | 14.022  | 16.827                | 19.631  |
| F2        |                                 |               |            |     | Annual           | 31,354  | 37,625                | 43,896  |
|           | 3011 Community Service Aide     | Public Safety | Non-Exempt | 4   | 2080 Hourly      | 15.074  | 18.089                | 21.104  |
| 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 | Non-Exempt | 4   |                  |         |                       |         |
|           | 3101 Firefighter I **           | 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           | 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 | Non-Exempt | 4   |                  |         |                       |         |
|           | 3001 Police Officer***          | Public Safety | Non-Exempt | 4   |                  |         |                       |         |
| 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 | Non-Exempt | 4   |                  |         |                       |         |

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

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

City of Columbia, Missouri  
FY 2014 Classification and Pay Plan

Effective August 17, 2014

| Pay Grade | Job Title                          | Job Group     | Overtime   | EEO | Type of Pay Rate | Minimum       | Midpoint      | Maximum       |
|-----------|------------------------------------|---------------|------------|-----|------------------|---------------|---------------|---------------|
| F7        |                                    |               |            |     | <b>Annual</b>    | <b>47,375</b> | <b>59,218</b> | <b>71,062</b> |
|           |                                    |               |            |     | 2080 Hourly      | 22.776        | 28.470        | 34.164        |
|           |                                    |               |            |     | 2912 Hourly      | 16.269        | 20.336        | 24.403        |
|           | 2555 Airport Operations Supervisor | Public Safety | Exempt     | 5   |                  |               |               |               |
|           | 3104 Fire Lieutenant**             | Public Safety | Non-Exempt | 2   |                  |               |               |               |
| F8        |                                    |               |            |     | <b>Annual</b>    | <b>52,112</b> | <b>65,140</b> | <b>78,168</b> |
|           |                                    |               |            |     | 2080 Hourly      | 25.054        | 31.317        | 37.581        |
|           |                                    |               |            |     | 2912 Hourly      | 17.896        | 22.370        | 26.843        |
|           | 3114 Assistant Fire Marshal        | Public Safety | Non-Exempt | 4   |                  |               |               |               |
|           | 3105 Fire Captain**                | Public Safety | Non-Exempt | 2   |                  |               |               |               |
|           | 3002 Police Sergeant****           | Public Safety | Non-Exempt | 3   |                  |               |               |               |
| F9        |                                    |               |            |     | <b>Annual</b>    | <b>57,323</b> | <b>71,654</b> | <b>85,985</b> |
|           |                                    |               |            |     | 2080 Hourly      | 27.559        | 34.449        | 41.339        |
|           |                                    |               |            |     | 2912 Hourly      | 19.685        | 24.606        | 29.528        |
|           | 3107 Fire Battalion Chief**        | Public Safety | Exempt     | 4   |                  |               |               |               |
| F10       |                                    |               |            |     | <b>Annual</b>    | <b>63,056</b> | <b>78,820</b> | <b>94,583</b> |
|           |                                    |               |            |     | 2080 Hourly      | 30.315        | 37.894        | 45.473        |
|           |                                    |               |            |     | 2912 Hourly      | 21.654        | 27.067        | 32.481        |
|           | 3106 Fire Division Chief**         | Public Safety | Exempt     | 4   |                  |               |               |               |
|           | 3003 Police Lieutenant*****        | Public Safety | Exempt     | 2   |                  |               |               |               |

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

\*\*\*\* 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.



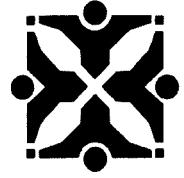
City of Columbia, Missouri  
FY 2014 Classification and Pay Plan

Effective August 17, 2014

| Pay Grade | Job Title | Job Group | Overtime | EEO | Type of Pay Rate | Pay Range |          |         |
|-----------|-----------|-----------|----------|-----|------------------|-----------|----------|---------|
|           |           |           |          |     |                  | Minimum   | Midpoint | Maximum |
| 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  |

# City of Columbia

701 East Broadway, Columbia, Missouri 65201



**Agenda Item Number:** B 228-14

**Department Source:** Human Resources

**To:** City Council

**From:** City Manager & Staff

**Council Meeting Date:** July 21, 2014

**Re:** Chapter 19 and classification and pay plan amendments to revise specific add pay and allowance provisions that will take effect as of the pay period beginning August 17, 2014.

## Documents Included With This Agenda Item

Council memo, Resolution/Ordinance

**Supporting documentation includes:** Proposed Amended Classification and Pay Plan

## Executive Summary

City pay practices have been reviewed, based on recommendations from benchmarking City compensation practices by CBIZ Human Capital Management during the classification and compensation study, and implementation issues associated with the new City ERP system, particularly with the time and attendance module. Several pay allowances and pay practices have been identified for elimination, which requires ordinance changes in Chapter 19. All proposed changes have been included in discussions during the meet and confer process with recognized labor groups. Any employee receiving pay under an identified allowance or add pay as of August 4, 2014, will have that amount added to his/her current base pay rate on August 17, 2014. These changes will begin to address the City's pay compression issues, decrease numerous manual tracking processes, and increase accuracy of pay and overtime calculations.

The FY 2014 Classification and Pay Plan is also amended to reflect the changes.

## Discussion

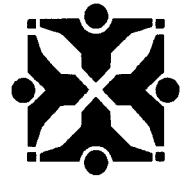
Proposed ordinance and classification and pay plan changes include:

1. Elimination of the Police Department career development programs. This change addresses equity among all City departments and eliminates additional compensation for select positions, seen as a lack of fairness. Per 19-105(d), these programs were designed to be temporary and phased out; compensation is now addressed by market comparisons under the 2014 compensation philosophy and policies. All current participants would receive an increase to current base pay equal to the add pay amount received for career development as of August 4, 2014. This change will improve the current pay compression issues in the Police Department. This change also requires an amendment to the FY 2014 Classification and Pay Plan.

2. 19-107(a) is amended to eliminate the \$0.44/hour plain clothes allowance for police, and add a quarterly allowance of \$229.00 for classified commissioned police employees in plain clothes assignments. This change eliminates manual calculation issues in the new time and attendance module,

# City of Columbia

701 East Broadway, Columbia, Missouri 65201



and creates consistency with quarterly payments for other City allowances for clothing and safety equipment.

3. 19-108 and 19-108 are deleted to eliminate the police \$0.26/hour equipment allowance and \$0.31 flexible benefit. Any police employee receiving pay under these provisions as of August 4, 2014, will have that amount added to his/her current base pay rate on August 17, 2014. These changes eliminate manual calculation and tracking issues in the new time and attendance module. These changes will also improve the current pay compression issues in the Police Department.

4. 19-100(a) and 19-100(b) are deleted to eliminate the \$0.20/hour meal allowance add pay provision, and the \$2.25/day meal allowance reimbursement provision. Any employee receiving pay under these provisions as of August 4, 2014, will have that amount added to his/her current base pay rate on August 17, 2014. The \$2.25/day reimbursement will be added at \$0.10/hour. This change eliminates manual calculation and tracking issues in the new time and attendance module. These changes will improve the current pay compression issues in several City departments.

5. 19-101 is amended to change payment of shift differential to overtime eligible permanent employees who work any hours between 6:00 p.m. to 6:00 a.m. This change promotes fairness and equity of payment by limiting payment to the less desirable working hours between 6:00 p.m. and 6:00 a.m. This change greatly simplifies the new time and attendance module under the ERP system. The rate of \$0.65/hour does not change. Any eligible permanent employee receiving shift differential as of August 4, 2014 for hours outside the 6:00 p.m. to 6:00 a.m. time frame will have the calculated hourly equivalent for shift differential hours lost added to his/her current base pay rate on August 17, 2014. This change will also improve the current pay compression issues in several City departments.

As of August 17, 2014 only permanent employees are eligible to receive shift differential.

## **Fiscal Impact**

Short-Term Impact: All add pays and allowances are currently budgeted. No increase to costs in FY 2014.

Any pay increases approved for FY 2015 will be based on new base rates that include the eliminated allowances/add pays.

Long-Term Impact: Future increases to employee pay will continue to include these increases to base pay.

It is expected that some administrative and other cost savings will occur because of these changes.

## **Vision, Strategic & Comprehensive Plan Impact**

Vision Impact: Governance and Decision Making

Strategic Plan Impact: Financial Health, Workforce

# City of Columbia

701 East Broadway, Columbia, Missouri 65201



Comprehensive Plan Impact: Not Applicable

## Suggested Council Action

Approval of the ordinance.

## Legislative History

None.

  
Department Approved

  
City Manager Approved

Council Bill: B 228-14

MOTION TO AMEND:

MADE BY: \_\_\_\_\_

SECONDED BY: \_\_\_\_\_

MOTION: I move that Council Bill B 228-14 be amended as set forth on this amendment sheet.

=====

Material deleted from the original bill is shown in ~~strikeout~~;  
material added to original bill shown underlined.

The title is amended as follows:

amending Chapter 19 of the City Code as it relates to the classification of the Trust Specialist position in the City Manager's Office, meal allowance, shift differential, police equipment allowance and flexible benefits; amending the FY 2014 Classification and Pay Plan to eliminate the Police Department career development programs and to change the classification of the Trust Specialist position in the City Manager's Office; and fixing the time when this ordinance shall become effective.

Section 1 is amended to add Sec. 19-4 to the council bill and Sec. 19-4 is amended as follows:

Material to be deleted in ~~strikeout~~; material to be added underlined.

Sec. 19-4. Definitions.

As used in this chapter, the following terms shall have the meanings indicated in this section:

. . .

*Unclassified service.* The following offices and positions are in the unclassified service: All department heads; all assistant department heads; deputy city manager; assistant city manager; assistant to city manager; deputy city counselor; internal auditor; sustainability manager; civic relations officer; deputy

fire chief; assistant fire chief; deputy police chief; assistant police chief; financial project officer; deputy city clerk; city management fellowship; trust specialist.

. . .

Section 3 is renumbered as Section 4 and a new Section 3 is added to read as follows:

“SECTION 3. The FY 2014 Classification and Pay Plan is further amended to change the Trust Specialist classification in the City Manager’s Office from classified to unclassified service.”

Introduced by \_\_\_\_\_

First Reading \_\_\_\_\_

Second Reading \_\_\_\_\_

Ordinance No. \_\_\_\_\_

Council Bill No. B 228-14

### AN ORDINANCE

amending Chapter 19 of the City Code as it relates to meal allowance, shift differential, police equipment allowance and flexible benefits; amending the FY 2014 Classification and Pay Plan to eliminate the Police Department career development programs; 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. Chapter 19 of the Code of Ordinances of the City of Columbia, Missouri, is hereby amended as follows:

Material to be deleted in ~~strikeout~~; material to be added underlined.

Sec. 19-100. Meal allowance; job site meal compensation.

~~(a) Budgeted full-time permanent employees who normally work eight (8) hours per day with a half-hour lunch break and are normally assigned to consume lunch in the field shall be allowed a job site meal compensation of twenty cents (\$0.20) per hour in addition to their regular pay.~~

~~(b) Eligible employees whose job does not normally require them to eat lunch in the field (but are assigned to do so fewer than ninety (90) days per year) shall be reimbursed two dollars twenty-five cents (\$2.25) for each day so assigned.~~

~~(c-a)~~ Eligible fire department employees on a fifty-six-hour week schedule shall be allowed thirteen dollars (\$13.00) per day for meal reimbursements for days actually worked. Eligible airport fire/safety officers on a sixteen-hour shift assignment shall be allowed eight dollars and sixty-six cents (\$8.66) per day for meal allowance for days actually worked.

~~(d-b)~~ Except as otherwise indicated, an employee shall be allowed a maximum reimbursement of ten dollars (\$10.00) for a meal after having worked a continuous two (2) hours in excess of the employee's regular shift of at least eight (8) hours without time off for meals. An additional maximum meal reimbursement of ten dollars (\$10.00) will be allowed for every five (5) consecutive hours worked thereafter. Time for the meal shall not exceed

thirty (30) minutes, will be counted as working time, and will be at a place designated by the supervisor. Individuals on continuous sixteen- or twenty-four-hour shift assignments shall be exempt from this provision.

Sec. 19-101. Shift differential.

(a) ~~Beginning with the pay period on August 17, 2014, all All-overtime eligible city employees, except temporary employees and employees on twenty-four (24) hour service shifts, assigned to second, third, split shift or rotating relief shifts shall be paid a shift differential for all hours worked between 6:00 p.m. and 6:00 a.m. of sixty-five cents (\$0.65) per hour. Employees regularly scheduled to work three (3) or more different shift schedules each pay period shall be paid the shift differential for all shifts.~~

(b) ~~All classified employees regularly scheduled for second, third, split or rotating relief shift work will receive shift differential for all authorized paid absences including payment for unused accruals upon separation of service.~~

(c) ~~Shift work generally starting on or after 2:00 p.m. but before 10:00 p.m. is considered second or "afternoon" shift. Work assignments generally starting on or after 10:00 p.m. but before 6:00 a.m. are considered third or "midnight" shift.~~

(d) ~~Employees eligible for shift differential who work overtime over the course of the pay period shall receive overtime pay based on salary plus shift differential times one and one-half (1.5).~~

(e) ~~Temporary employees are eligible for shift differential pay.~~

(f) ~~Employees not normally eligible for shift differential who work overtime into another shift shall not receive shift differential in addition to normal overtime remuneration.~~

...

Sec. 19-107. Uniform clothing allowance and personal protective equipment.

(a) Employees required to wear uniform clothing, specifically those individuals readily visible to the general public, will be provided with such clothing allocations as deemed appropriate by the department head. If allocations are provided, the employee shall be required to wear the uniform clothing, to maintain the garments in a clean and maintained fashion, and to return the full allocation of garments upon separation from city service (or be docked the fair value of missing articles from the final paycheck). The city shall replace uniform clothing damaged through natural wear on the job, but not due to negligence by the employee. The employee shall wear uniform clothing only en route to and from work and while on duty, and police and fire personnel shall be subject to specific departmental policies concerning clothing allotments and/or allowances. Uniformed police officers will have uniforms dry cleaned at city expense within limits of the annual department budget allocation for such purpose. Upon the expiration of available funds, the



individual employee will be responsible for dry cleaning of the uniforms. Rules and procedures for dry cleaning of uniforms by the city may be established by the police chief, and when established must be followed by the employee. Classified C commissioned police assigned to plain clothes operations, as specified and defined by the police chief, ~~working a forty-hour week,~~ shall be eligible to receive additional compensation of nine hundred sixteen dollar (\$916.00) per fiscal year to purchase the required clothes. The compensation shall be paid on the first payroll check of each quarter in the amount of two hundred twenty-nine dollars (\$229.00). To be eligible to receive a quarterly compensation payment, the employee must be employed on the first day of the quarter. If the employee is employed by the city after the first day of the quarter, the employee will receive the compensation beginning with the subsequent quarter. ~~not to exceed forty-four cents (\$0.44) per hour, to be added to their regular rate of pay, for obtaining necessary clothing.~~

. . .

Sec. 19-108. Reserved Police equipment allowance.

~~Each individual in a full-time police capacity not under jurisdiction of the Columbia Police Officer's Association working a forty-hour week will be allotted an amount of twenty-six cents (\$0.26) per hour, to be added to the individual's regular rate of pay, for the purpose of purchasing necessary footwear, off-duty sidearms, off-duty ammunition, and other incidentals necessary for the performance of the total police function.~~

. . .

Sec. 19-109. Reserved Flexible benefits.

~~All employees represented by the Columbia Police Officers Association shall be granted a benefit amount of thirty-one cents (\$0.31) per hour, to be added to their regular rate of pay for obtaining equipment and life insurance. The above employees shall not be eligible for any other life insurance benefits established herein.~~

SECTION 2. The FY 2014 Classification and Pay Plan adopted by Ordinance No. 021826 is amended to eliminate the Police Department career development programs.

SECTION 3. This ordinance shall be in full force and effect on August 17, 2014.

PASSED this \_\_\_\_\_ day of \_\_\_\_\_, 2014.

ATTEST:

\_\_\_\_\_  
City Clerk

\_\_\_\_\_  
Mayor and Presiding Officer

APPROVED AS TO FORM:

\_\_\_\_\_  
City Counselor



## SUPPORTING DOCUMENTS INCLUDED WITH THIS AGENDA ITEM ARE AS FOLLOWS:

Proposed Amended Classification and Pay Plan

City of Columbia, Missouri  
FY 2014 Classification and Pay Plan

Effective August 17, 2014

| Pay Grade | Job Title                               | Job Group | Overtime   | EEO | Type of Pay Rate | Minimum       | Midpoint      | Maximum       |
|-----------|---|-----------|------------|-----|------------------|---------------|---------------|---------------|
| <b>A1</b> |   |           |            |     | <b>Annual</b>    | <b>18,346</b> | <b>21,556</b> | <b>24,767</b> |
|           |   |           |            |     | 2080 Hourly      | 8.820         | 10.364        | 11.907        |
| <b>A2</b> |   |           |            |     | <b>Annual</b>    | <b>19,263</b> | <b>22,634</b> | <b>26,005</b> |
|           |   |           |            |     | 2080 Hourly      | 9.261         | 10.882        | 12.502        |
| <b>A3</b> |   |           |            |     | <b>Annual</b>    | <b>20,226</b> | <b>23,766</b> | <b>27,305</b> |
|           |   |           |            |     | 2080 Hourly      | 9.724         | 11.426        | 13.127        |
| <b>A4</b> |   |           |            |     | <b>Annual</b>    | <b>21,743</b> | <b>25,548</b> | <b>29,353</b> |
|           |   |           |            |     | 2080 Hourly      | 10.453        | 12.283        | 14.112        |
|           | 2001 Custodian                          | Operator  | Non-Exempt | 8   |                  |               |               |               |
|           | 2003 Custodian - 773                    | Operator  | Non-Exempt | 8   |                  |               |               |               |
| <b>A5</b> |   |           |            |     | <b>Annual</b>    | <b>23,374</b> | <b>27,464</b> | <b>31,554</b> |
|           |   |           |            |     | 2080 Hourly      | 11.237        | 13.204        | 15.170        |
|           | 2210 Material Handler-773               | Operator  | Non-Exempt | 8   |                  |               |               |               |
|           | 6104 Storeroom Assistant-773            | Operator  | Non-Exempt | 6   |                  |               |               |               |
|           | 6101 Storeroom Assistant                | Operator  | Non-Exempt | 6   |                  |               |               |               |
| <b>A6</b> |   |           |            |     | <b>Annual</b>    | <b>25,127</b> | <b>29,524</b> | <b>33,921</b> |
|           |   |           |            |     | 2080 Hourly      | 12.080        | 14.194        | 16.308        |
|           | 7810 Document Support Services Clerk    | Operator  | Non-Exempt | 8   |                  |               |               |               |
|           | 2299 Equipment Operator I-773           | Operator  | Non-Exempt | 7   |                  |               |               |               |
|           | 2301 Equipment Operator I               | Operator  | Non-Exempt | 7   |                  |               |               |               |
|           | 2397 Maintenance Assistant-773          | Operator  | Non-Exempt | 8   |                  |               |               |               |
|           | 2870 Meter Reader                       | Operator  | Non-Exempt | 8   |                  |               |               |               |
|           | 3018 Parking Meter Repair Assistant-773 | Operator  | Non-Exempt | 8   |                  |               |               |               |
| <b>A7</b> |   |           |            |     | <b>Annual</b>    | <b>27,639</b> | <b>32,476</b> | <b>37,313</b> |
|           |   |           |            |     | 2080 Hourly      | 13.288        | 15.614        | 17.939        |
|           | 2502 Bus Driver-773                     | Operator  | Non-Exempt | 8   |                  |               |               |               |
|           | 2300 Equipment Operator II-773          | Operator  | Non-Exempt | 7   |                  |               |               |               |

City of Columbia, Missouri  
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| Pay Grade | Job Title                                       | Job Group  | Overtime   | EEO | Type of Pay Rate | Minimum       | Midpoint      | Maximum       |
|-----------|---|------------|------------|-----|------------------|---------------|---------------|---------------|
| <b>A7</b> |   |            |            |     | <b>Annual</b>    | <b>27,639</b> | <b>32,476</b> | <b>37,313</b> |
|           |   |            |            |     | 2080 Hourly      | 13.288        | 15.614        | 17.939        |
|           | 2302 Equipment Operator II                      | Operator   | Non-Exempt | 7   |                  |               |               |               |
|           | 3032 Parking Meter Repair Technician-773        | Technician | Non-Exempt | 7   |                  |               |               |               |
|           | 3412 Probation & Collections Officer            | Technician | Non-Exempt | 5   |                  |               |               |               |
|           | 2211 Refuse Collector-773                       | Operator   | Non-Exempt | 8   |                  |               |               |               |
|           | 2880 Utility Service Worker                     | Operator   | Non-Exempt | 7   |                  |               |               |               |
|           | 2102 Vehicle Service Worker-773                 | Operator   | Non-Exempt | 7   |                  |               |               |               |
|           | 2641 Water Treatment Plant Operator I           | Technician | Non-Exempt | 7   |                  |               |               |               |
| <b>A8</b> |   |            |            |     | <b>Annual</b>    | <b>30,403</b> | <b>35,724</b> | <b>41,045</b> |
|           |   |            |            |     | 2080 Hourly      | 14.617        | 17.175        | 19.733        |
|           | 7101 Animal Control Officer                     | Technician | Non-Exempt | 8   |                  |               |               |               |
|           | 2631 Associate Power Plant Operator-773         | Operator   | Non-Exempt | 7   |                  |               |               |               |
|           | 2390 Building Maintenance Mechanic-773          | Technician | Non-Exempt | 7   |                  |               |               |               |
|           | 7003 Emergency Telecommunicator I               | Technician | Non-Exempt | 6   |                  |               |               |               |
|           | 2503 Lead Bus Driver-773                        | Operator   | Non-Exempt | 8   |                  |               |               |               |
|           | 2883 Lead Utility Service Worker                | 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                        | Technician | Non-Exempt | 8   |                  |               |               |               |
|           | 2431 Utility Locator                            | Operator   | Non-Exempt | 7   |                  |               |               |               |
|           | 2642 Water Treatment Plant Operator II          | Technician | Non-Exempt | 7   |                  |               |               |               |
|           | 2601 WWTP Operator-773                          | Technician | Non-Exempt | 7   |                  |               |               |               |
| <b>A9</b> |   |            |            |     | <b>Annual</b>    | <b>32,079</b> | <b>39,296</b> | <b>46,514</b> |
|           |   |            |            |     | 2080 Hourly      | 15.422        | 18.892        | 22.363        |
|           | 5000 Associate Engineering Technician           | Technician | Non-Exempt | 3   |                  |               |               |               |
|           | 2419 Associate Utility Maintenance Mechanic-773 | Operator   | Non-Exempt | 7   |                  |               |               |               |
|           | 9933 Audio Visual Technician                    | Technician | Non-Exempt | 3   |                  |               |               |               |
| <b>A9</b> |   |            |            |     | <b>Annual</b>    | <b>32,079</b> | <b>39,296</b> | <b>46,514</b> |
|           |   |            |            |     | 2080 Hourly      | 15.422        | 18.892        | 22.363        |

City of Columbia, Missouri  
FY 2014 Classification and Pay Plan

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| Pay Grade  | Job Title                          | Job Group  | Overtime   | EEO | Type of Pay Rate | Pay Range     |               |               |
|------------|------------------------------------|------------|------------|-----|------------------|---------------|---------------|---------------|
|            |                                    |            |            |     |                  | Minimum       | Midpoint      | Maximum       |
| 2860       | Electronic Data Specialist         | Technician | Non-Exempt | 6   |                  |               |               |               |
| 7005       | Emergency Telecommunicator II      | Technician | Non-Exempt | 6   |                  |               |               |               |
| 2303       | Equipment Operator III-773         | Technician | Non-Exempt | 7   |                  |               |               |               |
| 2298       | Equipment Operator III             | Technician | Non-Exempt | 7   |                  |               |               |               |
| 1402       | Human Resources Technician         | Technician | Non-Exempt | 6   |                  |               |               |               |
| 5040       | Laboratory Technician-773          | Technician | Non-Exempt | 3   |                  |               |               |               |
| 5041       | Laboratory Technician              | Technician | Non-Exempt | 3   |                  |               |               |               |
| 2404       | Maintenance Mechanic -773          | Operator   | Non-Exempt | 7   |                  |               |               |               |
| 2396       | Maintenance Technician-773         | Technician | Non-Exempt | 7   |                  |               |               |               |
| 2297       | Pipefitter                         | Technician | Non-Exempt | 7   |                  |               |               |               |
| 2626       | Railroad Operator                  | Technician | Non-Exempt | 8   |                  |               |               |               |
| 2214       | Senior Refuse Collector-773        | Operator   | Non-Exempt | 8   |                  |               |               |               |
| 2312       | Water Distribution Technician      | Technician | Non-Exempt | 7   |                  |               |               |               |
| 2643       | Water Treatment Plant Operator III | Technician | Non-Exempt | 7   |                  |               |               |               |
| <b>A10</b> |                                    |            |            |     | <b>Annual</b>    | <b>35,286</b> | <b>43,226</b> | <b>51,165</b> |
|            |                                    |            |            |     | 2080 Hourly      | 16.965        | 20.782        | 24.599        |
| 1215       | Billing Auditor                    | Technician | Non-Exempt | 6   |                  |               |               |               |
| 7920       | Computer Support Technician-773    | Technician | Non-Exempt | 3   |                  |               |               |               |
| 2405       | Construction Specialist-773        | Technician | Non-Exempt | 7   |                  |               |               |               |
| 2801       | Electric Meter Repair Worker       | 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   |                  |               |               |               |
| 2877       | Lead Meter Reader                  | Technician | Non-Exempt | 8   |                  |               |               |               |
| 2403       | Maintenance Specialist-773         | Technician | Non-Exempt | 7   |                  |               |               |               |

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| Pay Grade  | Job Title  | Job Group  | Overtime   | EEO | Type of Pay Rate | Minimum       | Midpoint      | Maximum       |
|------------|--|------------|------------|-----|------------------|---------------|---------------|---------------|
| <b>A10</b> |  |            |            |     | <b>Annual</b>    | <b>35,286</b> | <b>43,226</b> | <b>51,165</b> |
|            |  |            |            |     | 2080 Hourly      | 16.965        | 20.782        | 24.599        |
|            | 4102 Plan Reviewer                               | Technician | Non-Exempt | 3   |                  |               |               |               |
|            | 2694 Power Plant Operator-773                    | Operator   | Non-Exempt | 7   |                  |               |               |               |
|            | 2410 Railroad Maintenance Specialist             | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 2590 Sewer Utility Lead Operator-773             | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 2394 Sr. Building Maintenance Mechanic-773       | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 3033 Traffic Signal Technician                   | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 2432 Utility Locator Foreman                     | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 2429 Utility Maintenance Mechanic -773           | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 2425 Utility Maintenance Mechanic                | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 2107 Vehicle Mechanic - 773                      | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 2314 Water Distribution Foreman                  | Technician | Non-Exempt | 7   |                  |               |               |               |
| <b>A11</b> |  |            |            |     | <b>Annual</b>    | <b>39,697</b> | <b>48,629</b> | <b>57,561</b> |
|            |  |            |            |     | 2080 Hourly      | 19.085        | 23.379        | 27.674        |
|            | 2400 Airport Maintenance Foreman                 | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 2850 Assistant Electric Distribution Coordinator | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 7693 Biogas Plant Technician                     | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 3202 Building Inspector                          | Technician | Non-Exempt | 1   |                  |               |               |               |
|            | 2320 CCTV Technician                             | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 4999 Code Educator Specialist                    | Technician | Non-Exempt | 3   |                  |               |               |               |
|            | 4650 Code Enforcement Specialist                 | Technician | Non-Exempt | 3   |                  |               |               |               |
|            | 3960 Housing Specialist                          | Technician | Non-Exempt | 5   |                  |               |               |               |
|            | 2324 Instrument Technician-773                   | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 2325 Instrument Technician                       | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 2628 Railroad Operations Foreman                 | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 5004 Senior Engineering Technician               | Technician | Non-Exempt | 3   |                  |               |               |               |

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| Pay Grade  | Job Title  | Job Group  | Overtime   | EEO | Type of Pay Rate | Minimum       | Midpoint      | Maximum       |
|------------|--|------------|------------|-----|------------------|---------------|---------------|---------------|
| <b>A11</b> |  |            |            |     | <b>Annual</b>    | <b>39,697</b> | <b>48,629</b> | <b>57,561</b> |
|            |  |            |            |     | 2080 Hourly      | 19.085        | 23.379        | 27.674        |
|            | 2420 Senior Utility Maintenance Mechanic-773         | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 9934 Video Engineering Specialist                    | Technician | Non-Exempt | 3   |                  |               |               |               |
|            | 5006 Water Inspection Foreman                        | Technician | Non-Exempt | 7   |                  |               |               |               |
| <b>A12</b> |  |            |            |     | <b>Annual</b>    | <b>44,659</b> | <b>54,708</b> | <b>64,756</b> |
|            |  |            |            |     | 2080 Hourly      | 21.471        | 26.302        | 31.133        |
|            | 2630 Apprentice Balancing Authority Operator - 773   | Technician | Non-Exempt | 8   |                  |               |               |               |
|            | 2330 Apprentice Communication Technician             | Technician | Non-Exempt | 8   |                  |               |               |               |
|            | 2701 Apprentice Lineworker                           | Technician | Non-Exempt | 8   |                  |               |               |               |
|            | 2333 Apprentice Substation Technician                | Technician | Non-Exempt | 8   |                  |               |               |               |
|            | 7692 CEC Technician                                  | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 2851 Electric Distribution Coord                     | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 2803 Lead Electric Meter Repair Worker               | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 2695 Lead Power Plant Operator-773                   | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 3203 Senior Building Inspector                       | Technician | Non-Exempt | 1   |                  |               |               |               |
|            | 4652 Senior Code Enforcement Specialist              | Technician | Non-Exempt | 3   |                  |               |               |               |
| <b>A13</b> |  |            |            |     | <b>Annual</b>    | <b>50,242</b> | <b>61,546</b> | <b>72,851</b> |
|            |  |            |            |     | 2080 Hourly      | 24.155        | 29.590        | 35.024        |
|            | 2331 Journeyman Communication Technician             | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 2703 Journeyman Lineworker                           | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 2334 Journeyman Substation Technician                | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 2640 NERC Certified Balancing Authority Operator-773 | Technician | Non-Exempt | 7   |                  |               |               |               |
| <b>A14</b> |  |            |            |     | <b>Annual</b>    | <b>56,522</b> | <b>69,240</b> | <b>81,957</b> |
|            |  |            |            |     | 2080 Hourly      | 27.174        | 33.288        | 39.402        |
|            | 2332 Communication Technician Foreman                | Technician | Non-Exempt | 3   |                  |               |               |               |
|            | 2706 Line Foreman                                    | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 2888 NERC Compliance Officer-773                     | Technician | Exempt     | 7   |                  |               |               |               |
|            | 2335 Substation Technician Foreman                   | Technician | Non-Exempt | 7   |                  |               |               |               |



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| Pay Grade | Job Title                                    | Job Group | Overtime   | EEO | Type of Pay Rate | Pay Range     |               |               |
|-----------|--|-----------|------------|-----|------------------|---------------|---------------|---------------|
|           |  |           |            |     |                  | Minimum       | Midpoint      | Maximum       |
| <b>B1</b> |  |           |            |     | <b>Annual</b>    | <b>18,346</b> | <b>22,015</b> | <b>25,684</b> |
|           |  |           |            |     | 2080 Hourly      | 8.820         | 10.584        | 12.348        |
|           | 1201 Cashier                                 | Clerical  | Non-Exempt | 6   |                  |               |               |               |
| <b>B2</b> |  |           |            |     | <b>Annual</b>    | <b>19,722</b> | <b>23,666</b> | <b>27,610</b> |
|           |  |           |            |     | 2080 Hourly      | 9.482         | 11.378        | 13.274        |
| <b>B3</b> |  |           |            |     | <b>Annual</b>    | <b>21,201</b> | <b>25,441</b> | <b>29,681</b> |
|           |  |           |            |     | 2080 Hourly      | 10.193        | 12.231        | 14.270        |
|           | 1200 Lead Cashier                            | Clerical  | Non-Exempt | 5   |                  |               |               |               |
| <b>B4</b> |  |           |            |     | <b>Annual</b>    | <b>22,791</b> | <b>27,349</b> | <b>31,907</b> |
|           |  |           |            |     | 2080 Hourly      | 10.957        | 13.148        | 15.340        |
|           | 8510 Recreation Leader                       | Clerical  | Non-Exempt | 5   |                  |               |               |               |
| <b>B5</b> |  |           |            |     | <b>Annual</b>    | <b>25,070</b> | <b>30,084</b> | <b>35,098</b> |
|           |  |           |            |     | 2080 Hourly      | 12.053        | 14.463        | 16.874        |
|           | 1005 Administrative Support Assistant        | Clerical  | Non-Exempt | 6   |                  |               |               |               |
|           | 1211 Customer Service Rep I                  | Clerical  | Non-Exempt | 6   |                  |               |               |               |
|           | 6100 Stores Clerk - 773                      | Clerical  | Non-Exempt | 6   |                  |               |               |               |
|           | 6102 Stores Clerk                            | Clerical  | Non-Exempt | 6   |                  |               |               |               |
|           | 7451 WIC Office Specialist                   | Clerical  | Non-Exempt | 6   |                  |               |               |               |
| <b>B6</b> |  |           |            |     | <b>Annual</b>    | <b>27,577</b> | <b>33,092</b> | <b>38,607</b> |
|           |  |           |            |     | 2080 Hourly      | 13.258        | 15.910        | 18.561        |
|           | 1213 Customer Service Rep II                 | Clerical  | Non-Exempt | 6   |                  |               |               |               |
|           | 1006 Senior Administrative Support Assistant | Clerical  | Non-Exempt | 6   |                  |               |               |               |
| <b>B7</b> |  |           |            |     | <b>Annual</b>    | <b>30,334</b> | <b>36,401</b> | <b>42,468</b> |
|           |  |           |            |     | 2080 Hourly      | 14.584        | 17.501        | 20.417        |
|           | 1203 Accounting Assistant                    | Clerical  | Non-Exempt | 6   |                  |               |               |               |

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|------------|--------------------------------|-----------|------------|-----|------------------|---------------|---------------|---------------|
|            |                                |           |            |     |                  | Minimum       | Midpoint      | Maximum       |
| <b>B8</b>  |                                |           |            |     | <b>Annual</b>    | <b>34,126</b> | <b>40,951</b> | <b>47,777</b> |
|            |                                |           |            |     | 2080 Hourly      | 16.407        | 19.688        | 22.970        |
|            | 1400 Administrative Technician | Clerical  | Non-Exempt | 6   |                  |               |               |               |
|            | 3012 Investigative Technician  | Clerical  | Non-Exempt | 6   |                  |               |               |               |
| <b>B9</b>  |                                |           |            |     | <b>Annual</b>    | <b>38,392</b> | <b>46,070</b> | <b>53,749</b> |
|            |                                |           |            |     | 2080 Hourly      | 18.458        | 22.149        | 25.841        |
| <b>B10</b> |                                |           |            |     | <b>Annual</b>    | <b>43,191</b> | <b>51,829</b> | <b>60,467</b> |
|            |                                |           |            |     | 2080 Hourly      | 20.765        | 24.918        | 29.071        |

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| Pay Grade | Job Title                             | Job Group    | Overtime   | EEO | Type of Pay Rate | Minimum       | Midpoint      | Maximum       |
|-----------|---------------------------------------|--------------|------------|-----|------------------|---------------|---------------|---------------|
| <b>C1</b> |                                       |              |            |     | <b>Annual</b>    | <b>25,208</b> | <b>30,250</b> | <b>35,292</b> |
|           |                                       |              |            |     | 2080 Hourly      | 12.119        | 14.543        | 16.967        |
| <b>C2</b> |                                       |              |            |     | <b>Annual</b>    | <b>27,729</b> | <b>33,275</b> | <b>38,821</b> |
|           |                                       |              |            |     | 2080 Hourly      | 13.331        | 15.998        | 18.664        |
| <b>C3</b> |                                       |              |            |     | <b>Annual</b>    | <b>31,195</b> | <b>37,434</b> | <b>43,673</b> |
|           |                                       |              |            |     | 2080 Hourly      | 14.998        | 17.997        | 20.997        |
|           | 9950 City Management Fellowship*      | Specialist   | Non-Exempt | 2   |                  |               |               |               |
|           | 7911 Systems Support Analyst          | Professional | Non-Exempt | 2   |                  |               |               |               |
| <b>C4</b> |                                       |              |            |     | <b>Annual</b>    | <b>34,379</b> | <b>42,114</b> | <b>49,849</b> |
|           |                                       |              |            |     | 2080 Hourly      | 16.528        | 20.247        | 23.966        |
|           | 4200 Financial Specialist             | Specialist   | Non-Exempt | 2   |                  |               |               |               |
|           | 2190 GIS Technician                   | Specialist   | Non-Exempt | 3   |                  |               |               |               |
|           | 4810 Marketing Specialist             | Specialist   | Exempt     | 2   |                  |               |               |               |
|           | 4801 Public Communications Specialist | Specialist   | Exempt     | 2   |                  |               |               |               |
|           | 4802 Public Information Specialist    | Specialist   | Exempt     | 5   |                  |               |               |               |
|           | 8520 Recreation Specialist            | Specialist   | Exempt     | 5   |                  |               |               |               |
|           | 7301 Social Services Specialist       | Professional | Non-Exempt | 2   |                  |               |               |               |
|           | 4300 Tourism Services Specialist      | Professional | Exempt     | 2   |                  |               |               |               |
|           | 9932 Videographer                     | Specialist   | Non-Exempt | 2   |                  |               |               |               |
|           | 4615 Volunteer Program Specialist     | Specialist   | Non-Exempt | 2   |                  |               |               |               |
|           | 4580 Wellness Educator                | Specialist   | Exempt     | 2   |                  |               |               |               |
| <b>C5</b> |                                       |              |            |     | <b>Annual</b>    | <b>38,676</b> | <b>47,378</b> | <b>56,080</b> |
|           |                                       |              |            |     | 2080 Hourly      | 18.594        | 22.778        | 26.962        |
|           | 6207 Accountant                       | Specialist   | Exempt     | 2   |                  |               |               |               |
|           | 9911 Assistant to City Manager*       | Professional | Non-Exempt | 6   |                  |               |               |               |
|           | 5007 City Arborist                    | Professional | Exempt     | 8   |                  |               |               |               |
| <b>C5</b> |                                       |              |            |     | <b>Annual</b>    | <b>38,676</b> | <b>47,378</b> | <b>56,080</b> |

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| Pay Grade | Job Title                               | Job Group    | Overtime   | EEO | Type of Pay Rate | Minimum       | Midpoint      | Maximum       |
|-----------|---|--------------|------------|-----|------------------|---------------|---------------|---------------|
|           |   |              |            |     | 2080 Hourly      | 18.594        | 22.778        | 26.962        |
| 6308      | Contract Compliance Officer             | Specialist   | Exempt     | 2   |                  |               |               |               |
| 4510      | Energy Management Specialist            | Specialist   | Non-Exempt | 2   |                  |               |               |               |
| 7201      | Environmental Public Health Specialist  | Professional | Non-Exempt | 2   |                  |               |               |               |
| 6204      | Financial Analyst                       | Professional | Exempt     | 2   |                  |               |               |               |
| 2180      | GIS Specialist                          | Specialist   | Non-Exempt | 3   |                  |               |               |               |
| 4803      | Graphic Artist                          | Specialist   | Non-Exempt | 2   |                  |               |               |               |
| 7303      | Health Educator                         | Professional | Exempt     | 2   |                  |               |               |               |
| 5132      | Lab Analyst                             | Professional | Non-Exempt | 2   |                  |               |               |               |
| 7403      | Nutritionist                            | Professional | Exempt     | 2   |                  |               |               |               |
| 5090      | Pavement Specialist                     | Specialist   | Exempt     | 2   |                  |               |               |               |
| 6305      | Procurement Officer                     | Specialist   | Non-Exempt | 5   |                  |               |               |               |
| 7931      | Technical Trainer                       | Specialist   | Non-Exempt | 2   |                  |               |               |               |
| 5135      | Water Quality Compliance Officer        | Professional | Exempt     | 2   |                  |               |               |               |
| <b>C6</b> |   |              |            |     | <b>Annual</b>    | <b>43,510</b> | <b>53,300</b> | <b>63,090</b> |
|           |   |              |            |     | 2080 Hourly      | 20.918        | 25.625        | 30.332        |
| 5114      | Bioreactor Specialist                   | Professional | Exempt     | 7   |                  |               |               |               |
| 3015      | Crime Analyst                           | Professional | Non-Exempt | 2   |                  |               |               |               |
| 4509      | Energy Educator                         | Specialist   | Exempt     | 2   |                  |               |               |               |
| 2175      | GIS Analyst                             | Professional | Exempt     | 2   |                  |               |               |               |
| 4601      | Human Resources Analyst                 | Professional | Exempt     | 2   |                  |               |               |               |
| 4610      | Internal Auditor*                       | Professional | Exempt     | 2   |                  |               |               |               |
| 4104      | Neighborhood Communications Coordinator | Specialist   | Non-Exempt | 2   |                  |               |               |               |
| 4101      | Planner                                 | Specialist   | Exempt     | 2   |                  |               |               |               |
| 7503      | Public Health Nurse                     | Professional | Exempt     | 2   |                  |               |               |               |

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|-----------|--------------------------------------|--------------|----------|-----|------------------|---------------|---------------|---------------|
|           |                                      |              |          |     |                  | Minimum       | Midpoint      | Maximum       |
| <b>C6</b> |                                      |              |          |     | <b>Annual</b>    | <b>43,510</b> | <b>53,300</b> | <b>63,090</b> |
|           |                                      |              |          |     | 2080 Hourly      | 20.918        | 25.625        | 30.332        |
| 4501      | Rate Analyst                         | Professional | Exempt   | 2   |                  |               |               |               |
| 6595      | Risk Management Specialist           | Professional | Exempt   | 2   |                  |               |               |               |
| 4108      | Senior Plan Reviewer                 | Professional | Exempt   | 3   |                  |               |               |               |
| 9916      | Sustainability Educator              | Specialist   | Exempt   | 2   |                  |               |               |               |
| 4570      | Training Coordinator                 | Professional | Exempt   | 2   |                  |               |               |               |
| 4619      | Trust Specialist                     | Professional | Exempt   | 2   |                  |               |               |               |
| <b>C7</b> |                                      |              |          |     | <b>Annual</b>    | <b>47,970</b> | <b>59,963</b> | <b>71,955</b> |
|           |                                      |              |          |     | 2080 Hourly      | 23.063        | 28.828        | 34.594        |
| 6604      | Budget Analyst                       | Professional | Exempt   | 2   |                  |               |               |               |
| 7930      | Business Analyst                     | Professional | Exempt   | 2   |                  |               |               |               |
| 5098      | Engineering Specialist               | Professional | Exempt   | 3   |                  |               |               |               |
| 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   |                  |               |               |               |
| <b>C8</b> |                                      |              |          |     | <b>Annual</b>    | <b>53,966</b> | <b>67,458</b> | <b>80,950</b> |
|           |                                      |              |          |     | 2080 Hourly      | 25.945        | 32.432        | 38.918        |
| 9955      | Civic Relations Officer*             | Professional | Exempt   | 2   |                  |               |               |               |
| 7924      | Database Administrator               | Professional | Exempt   | 2   |                  |               |               |               |
| 5113      | Engineer                             | Professional | Exempt   | 2   |                  |               |               |               |
| 2150      | GIS Enterprise Systems Administrator | Professional | Exempt   | 2   |                  |               |               |               |
| 7927      | Systems Administrator                | Professional | Exempt   | 2   |                  |               |               |               |
| 7922      | Systems Analyst                      | Professional | Exempt   | 2   |                  |               |               |               |

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|------------|---------------------------------|--------------|----------|-----|------------------|---------------|---------------|----------------|
|            |                                 |              |          |     |                  | Minimum       | Midpoint      | Maximum        |
| <b>C9</b>  |                                 |              |          |     | <b>Annual</b>    | <b>60,712</b> | <b>75,890</b> | <b>91,068</b>  |
|            |                                 |              |          |     | 2080 Hourly      | 29.189        | 36.486        | 43.783         |
|            | 3301 Assistant City Counselor   | Professional | Exempt   | 2   |                  |               |               |                |
|            | 6760 Financial Project Officer* | Professional | Exempt   | 2   |                  |               |               |                |
|            | 7506 Nurse Practitioner         | Professional | Exempt   | 2   |                  |               |               |                |
| <b>C10</b> |                                 |              |          |     | <b>Annual</b>    | <b>68,301</b> | <b>85,376</b> | <b>102,452</b> |
|            |                                 |              |          |     | 2080 Hourly      | 32.837        | 41.046        | 49.256         |
| <b>C11</b> |                                 |              |          |     | <b>Annual</b>    | <b>76,839</b> | <b>96,049</b> | <b>115,258</b> |
|            |                                 |              |          |     | 2080 Hourly      | 36.942        | 46.177        | 55.413         |

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|-----------|--|------------|------------|-----|------------------|---------------|---------------|---------------|
|           |  |            |            |     |                  | Minimum       | Midpoint      | Maximum       |
| <b>D1</b> |  |            |            |     | <b>Annual</b>    | <b>25,208</b> | <b>30,250</b> | <b>35,292</b> |
|           |  |            |            |     | 2080 Hourly      | 12.119        | 14.543        | 16.967        |
| <b>D2</b> |  |            |            |     | <b>Annual</b>    | <b>27,729</b> | <b>33,275</b> | <b>38,821</b> |
|           |  |            |            |     | 2080 Hourly      | 13.331        | 15.998        | 18.664        |
|           | 7809 Document Support Services Supervisor  | Supervisor | Non-Exempt | 8   |                  |               |               |               |
| <b>D3</b> |  |            |            |     | <b>Annual</b>    | <b>30,502</b> | <b>36,603</b> | <b>42,703</b> |
|           |  |            |            |     | 2080 Hourly      | 14.664        | 17.597        | 20.530        |
| <b>D4</b> |  |            |            |     | <b>Annual</b>    | <b>33,552</b> | <b>40,263</b> | <b>46,973</b> |
|           |  |            |            |     | 2080 Hourly      | 16.131        | 19.357        | 22.583        |
|           | 2504 Bus Supervisor                        | Supervisor | Exempt     | 8   |                  |               |               |               |
|           | 1009 Records Unit Supervisor               | Supervisor | Exempt     | 6   |                  |               |               |               |
|           | 2112 Vehicle Service Coordinator           | Supervisor | Non-Exempt | 7   |                  |               |               |               |
| <b>D5</b> |  |            |            |     | <b>Annual</b>    | <b>36,154</b> | <b>44,289</b> | <b>52,424</b> |
|           |  |            |            |     | 2080 Hourly      | 17.382        | 21.293        | 25.204        |
|           | 1007 Administrative Supervisor             | Supervisor | Exempt     | 2   |                  |               |               |               |
|           | 7105 Animal Control Supervisor             | Supervisor | Exempt     | 8   |                  |               |               |               |
|           | 3014 Evidence Custodian                    | Supervisor | Exempt     | 2   |                  |               |               |               |
|           | 3290 Paralegal                             | Supervisor | Non-Exempt | 5   |                  |               |               |               |
|           | 3024 Parking Supervisor                    | Supervisor | Exempt     | 8   |                  |               |               |               |
|           | 2417 Parks & Facilities Specialist         | Supervisor | Non-Exempt | 8   |                  |               |               |               |
|           | 2305 Public Works Supervisor I             | Supervisor | Exempt     | 7   |                  |               |               |               |
| <b>D6</b> |  |            |            |     | <b>Annual</b>    | <b>39,770</b> | <b>48,718</b> | <b>57,666</b> |
|           |  |            |            |     | 2080 Hourly      | 19.120        | 23.422        | 27.724        |
|           | 4800 Communications & Marketing Supervisor | Supervisor | Exempt     | 2   |                  |               |               |               |
|           | 5205 Forester                              | Supervisor | Exempt     | 2   |                  |               |               |               |
|           | 2416 Golf Course Specialist                | Supervisor | Exempt     | 7   |                  |               |               |               |
|           | 5203 Horticulturist                        | Supervisor | Exempt     | 2   |                  |               |               |               |
|           | 4600 Human Resources Specialist            | Supervisor | Exempt     | 2   |                  |               |               |               |
| <b>D6</b> |  |            |            |     | <b>Annual</b>    | <b>39,770</b> | <b>48,718</b> | <b>57,666</b> |
|           |  |            |            |     | 2080 Hourly      | 19.120        | 23.422        | 27.724        |

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|-----------|--|------------|----------|-----|------------------|---------------|---------------|---------------|
|           |  |            |          |     |                  | Minimum       | Midpoint      | Maximum       |
| 2306      | Public Works Supervisor II                   | Supervisor | Exempt   | 7   |                  |               |               |               |
| 1008      | Senior Administrative Supervisor             | Supervisor | Exempt   | 6   |                  |               |               |               |
| 7302      | Social Services Supervisor                   | Supervisor | Exempt   | 2   |                  |               |               |               |
| 2208      | Solid Waste District Administrator           | Supervisor | Exempt   | 2   |                  |               |               |               |
| 2418      | Sports Turf Specialist                       | Supervisor | Exempt   | 7   |                  |               |               |               |
| 2616      | Transload Operations Supervisor              | Supervisor | Exempt   | 7   |                  |               |               |               |
| 1214      | Utility Accounts & Billing Supervisor        | Supervisor | Exempt   | 2   |                  |               |               |               |
| <b>D7</b> |  |            |          |     | <b>Annual</b>    | <b>43,747</b> | <b>53,590</b> | <b>63,433</b> |
|           |  |            |          |     | 2080 Hourly      | 21.032        | 25.764        | 30.497        |
| 8762      | Assistant to the Parks & Recreation Director | Supervisor | Exempt   | 2   |                  |               |               |               |
| 2407      | Building & Grounds Supervisor                | Supervisor | Exempt   | 7   |                  |               |               |               |
| 2406      | Construction Supervisor                      | Supervisor | Exempt   | 7   |                  |               |               |               |
| 7207      | Environmental Public Health Supervisor       | Supervisor | Exempt   | 2   |                  |               |               |               |
| 3975      | Housing Programs Supervisor                  | Supervisor | Exempt   | 2   |                  |               |               |               |
| 7405      | Nutrition Supervisor                         | Supervisor | Exempt   | 2   |                  |               |               |               |
| 2415      | Parks Supervisor                             | Supervisor | Exempt   | 2   |                  |               |               |               |
| 7007      | PSJC Supervisor                              | Supervisor | Exempt   | 6   |                  |               |               |               |
| 7375      | Public Health Promotion Supervisor           | Supervisor | Exempt   | 2   |                  |               |               |               |
| 2307      | Public Works Supervisor III                  | Supervisor | Exempt   | 7   |                  |               |               |               |
| 8530      | Recreation Supervisor                        | Supervisor | Exempt   | 5   |                  |               |               |               |
| 6200      | Senior Financial Analyst                     | Supervisor | Exempt   | 2   |                  |               |               |               |
| 6307      | Senior Procurement Officer                   | Supervisor | Exempt   | 5   |                  |               |               |               |
| 2428      | Sewer Maint Supervisor                       | Supervisor | Exempt   | 7   |                  |               |               |               |
| 6103      | Stores Supervisor                            | Supervisor | Exempt   | 6   |                  |               |               |               |
| 2505      | Transportation Superintendent                | Supervisor | Exempt   | 1   |                  |               |               |               |



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| Pay Grade | Job Title                              | Job Group  | Overtime   | EEO | Type of Pay Rate | Minimum       | Midpoint      | Maximum       |
|-----------|--|------------|------------|-----|------------------|---------------|---------------|---------------|
| <b>D7</b> |  |            |            |     | <b>Annual</b>    | <b>43,747</b> | <b>53,590</b> | <b>63,433</b> |
|           |  |            |            |     | 2080 Hourly      | 21.032        | 25.764        | 30.497        |
| 1210      | Treasury Support Supervisor            | Supervisor | Exempt     | 2   |                  |               |               |               |
| 2426      | Utility Maintenance Supervisor         | Supervisor | Exempt     | 7   |                  |               |               |               |
| 2104      | Vehicle Maintenance Supervisor         | Supervisor | Exempt     | 7   |                  |               |               |               |
| 2614      | Wastewater Operations Supervisor       | Supervisor | Exempt     | 7   |                  |               |               |               |
| <b>D8</b> |  |            |            |     | <b>Annual</b>    | <b>47,159</b> | <b>58,949</b> | <b>70,738</b> |
|           |  |            |            |     | 2080 Hourly      | 22.673        | 28.341        | 34.009        |
| 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   |                  |               |               |               |
| 4533      | Waste Minimization Supervisor          | Supervisor | Exempt     | 2   |                  |               |               |               |
| 2317      | Water Distribution Supervisor          | Supervisor | Exempt     | 7   |                  |               |               |               |
| <b>D9</b> |  |            |            |     | <b>Annual</b>    | <b>51,875</b> | <b>64,844</b> | <b>77,812</b> |
|           |  |            |            |     | 2080 Hourly      | 24.940        | 31.175        | 37.410        |
| 6201      | Accounting Supervisor                  | Supervisor | Exempt     | 2   |                  |               |               |               |
| 2557      | Airport Superintendent                 | Supervisor | Exempt     | 1   |                  |               |               |               |
| 7695      | CEC Supervisor                         | Supervisor | Non-Exempt | 7   |                  |               |               |               |
| 2408      | Construction Project Supervisor        | Supervisor | Exempt     | 2   |                  |               |               |               |
| 2770      | Electric Services Superintendent       | Supervisor | Exempt     | 1   |                  |               |               |               |
| 4518      | Energy Services Superintendent         | Supervisor | Exempt     | 1   |                  |               |               |               |
| 2185      | GIS Supervisor                         | Supervisor | Exempt     | 2   |                  |               |               |               |

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|------------|--|------------|----------|-----|------------------|---------------|---------------|---------------|
|            |  |            |          |     |                  | Minimum       | Midpoint      | Maximum       |
| <b>D9</b>  |  |            |          |     | <b>Annual</b>    | <b>51,875</b> | <b>64,844</b> | <b>77,812</b> |
|            |  |            |          |     | 2080 Hourly      | 24.940        | 31.175        | 37.410        |
| 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 Supv                          | Supervisor | Exempt   | 7   |                  |               |               |               |
| 7308       | Public Health Planning Supervisor              | Supervisor | Exempt   | 2   |                  |               |               |               |
| 8610       | Recreation & Community Programs Superintendent | Supervisor | Exempt   | 1   |                  |               |               |               |
| 2430       | Sewer Maint 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   |                  |               |               |               |
| <b>D10</b> |  |            |          |     | <b>Annual</b>    | <b>57,062</b> | <b>71,328</b> | <b>85,594</b> |
|            |  |            |          |     | 2080 Hourly      | 27.434        | 34.292        | 41.151        |
| 2635       | Assistant Power Production Superintendent      | Supervisor | Exempt   | 2   |                  |               |               |               |
| 3205       | Building Regulations Supervisor                | Supervisor | Exempt   | 1   |                  |               |               |               |
| 2730       | Line Superintendent                            | Supervisor | Exempt   | 1   |                  |               |               |               |
| 2311       | Street Maintenance Superintendent              | Supervisor | Exempt   | 1   |                  |               |               |               |
| 2337       | Substation Repair Superintendent               | Supervisor | Exempt   | 1   |                  |               |               |               |
| 2606       | WWTP Superintendent                            | Supervisor | Exempt   | 7   |                  |               |               |               |
| <b>D11</b> |  |            |          |     | <b>Annual</b>    | <b>61,538</b> | <b>78,461</b> | <b>95,384</b> |
|            |  |            |          |     | 2080 Hourly      | 29.585        | 37.721        | 45.858        |
| 5109       | Engineering Supervisor                         | Supervisor | Exempt   | 2   |                  |               |               |               |

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|-----------|---|-----------|------------|-----|------------------|---------------|---------------|---------------|
| <b>E1</b> |   |           |            |     | <b>Annual</b>    | <b>35,200</b> | <b>44,000</b> | <b>52,800</b> |
|           |   |           |            |     | 2080 Hourly      | 16.923        | 21.154        | 25.385        |
| <b>E2</b> |   |           |            |     | <b>Annual</b>    | <b>38,720</b> | <b>48,400</b> | <b>58,080</b> |
|           |   |           |            |     | 2080 Hourly      | 18.615        | 23.269        | 27.923        |
|           | 8804 Deputy City Clerk*                   | Manager   | Non-Exempt | 6   |                  |               |               |               |
| <b>E3</b> |   |           |            |     | <b>Annual</b>    | <b>43,560</b> | <b>54,450</b> | <b>65,340</b> |
|           |   |           |            |     | 2080 Hourly      | 20.942        | 26.178        | 31.413        |
| <b>E4</b> |   |           |            |     | <b>Annual</b>    | <b>49,005</b> | <b>61,256</b> | <b>73,508</b> |
|           |   |           |            |     | 2080 Hourly      | 23.560        | 29.450        | 35.340        |
|           | 6505 Business Services & Pension Manager  | Manager   | Exempt     | 2   |                  |               |               |               |
|           | 2620 Railroad Operations Manager          | Manager   | Exempt     | 1   |                  |               |               |               |
|           | 9915 Sustainability Manager*              | Manager   | Exempt     | 1   |                  |               |               |               |
|           | 1220 Utility Accounts and Billing Manager | Manager   | Exempt     | 1   |                  |               |               |               |
| <b>E5</b> |   |           |            |     | <b>Annual</b>    | <b>54,050</b> | <b>68,913</b> | <b>83,777</b> |
|           |   |           |            |     | 2080 Hourly      | 25.985        | 33.131        | 40.277        |
|           | 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   |                  |               |               |               |
|           | 4702 Multi-Modal Manager                  | Manager   | Exempt     | 1   |                  |               |               |               |
|           | 4622 Neighborhood Services Manager        | Manager   | Exempt     | 1   |                  |               |               |               |
|           | 7015 PSJC Manager                         | Manager   | Exempt     | 1   |                  |               |               |               |
|           | 9925 Public Communications Manager        | Manager   | Exempt     | 1   |                  |               |               |               |
|           | 6401 Purchasing Agent                     | Manager   | Exempt     | 1   |                  |               |               |               |
|           | 6600 Risk Manager                         | Manager   | Exempt     | 1   |                  |               |               |               |
|           | 6700 Treasurer                            | Manager   | Exempt     | 1   |                  |               |               |               |

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|-----------|---------------------------------------|-----------|----------|-----|------------------|---------------|---------------|----------------|
|           |                                       |           |          |     |                  | Minimum       | Midpoint      | Maximum        |
| <b>E6</b> |                                       |           |          |     | <b>Annual</b>    | <b>60,806</b> | <b>77,527</b> | <b>94,249</b>  |
|           |                                       |           |          |     | 2080 Hourly      | 29.234        | 37.273        | 45.312         |
| 6605      | Budget Officer                        | Manager   | Exempt   | 2   |                  |               |               |                |
| 2125      | City-Wide Geospatial Services Manager | Manager   | Exempt   | 1   |                  |               |               |                |
| 6205      | Controller                            | Manager   | Exempt   | 1   |                  |               |               |                |
| 4107      | Development Services Manager          | Manager   | Exempt   | 1   |                  |               |               |                |
| 2855      | Electric Distribution Manager         | Manager   | Exempt   | 2   |                  |               |               |                |
| 7926      | Information Technologies Manager      | Manager   | Exempt   | 1   |                  |               |               |                |
| 5107      | Operations Manager                    | Manager   | Exempt   | 1   |                  |               |               |                |
| 8750      | Parks & Recreation Manager            | Manager   | Exempt   | 1   |                  |               |               |                |
| 2636      | Power Prod Superintendent             | Manager   | Exempt   | 7   |                  |               |               |                |
| 2205      | Solid Waste Manager                   | Manager   | Exempt   | 1   |                  |               |               |                |
| 2690      | Water Distribution Manager            | Manager   | Exempt   | 1   |                  |               |               |                |
| 2661      | Water Production Manager              | Manager   | Exempt   | 1   |                  |               |               |                |
| <b>E7</b> |                                       |           |          |     | <b>Annual</b>    | <b>69,927</b> | <b>89,157</b> | <b>108,386</b> |
|           |                                       |           |          |     | 2080 Hourly      | 33.619        | 42.864        | 52.109         |
| 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   |                  |               |               |                |
| 5108      | Engineering Manager                   | Manager   | Exempt   | 1   |                  |               |               |                |
| 4503      | Utility Financial Manager             | Manager   | Exempt   | 1   |                  |               |               |                |
| 4514      | Utility Services Manager              | Manager   | Exempt   | 1   |                  |               |               |                |

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| Pay Grade | Job Title   | Job Group | Overtime | EEO | Type of Pay Rate | Minimum       | Midpoint       | Maximum        |
|-----------|---|-----------|----------|-----|------------------|---------------|----------------|----------------|
| <b>E8</b> |   |           |          |     | <b>Annual</b>    | <b>77,381</b> | <b>102,530</b> | <b>127,679</b> |
|           |   |           |          |     | 2080 Hourly      | 37.202        | 49.293         | 61.384         |
| 8901      | Assistant Director, Economic Development*           | Manager   | Exempt   | 1   |                  |               |                |                |
| 6750      | Assistant Director, Finance*                        | Manager   | Exempt   | 1   |                  |               |                |                |
| 7960      | Assistant Director, Information Technologies*       | Manager   | Exempt   | 1   |                  |               |                |                |
| 8760      | Assistant Director, Parks & Recreation*             | Manager   | Exempt   | 1   |                  |               |                |                |
| 7680      | Assistant Director, Public Health & Human Services* | Manager   | Exempt   | 1   |                  |               |                |                |
| 5106      | Assistant Director, Public Works*                   | Manager   | Exempt   | 1   |                  |               |                |                |
| 2980      | Assistant Director, Water & Light*                  | Manager   | Exempt   | 1   |                  |               |                |                |
| 3408      | Deputy City Counselor*                              | Manager   | Exempt   | 2   |                  |               |                |                |
| 3110      | Deputy Fire Chief*                                  | Manager   | Exempt   | 1   |                  |               |                |                |
| 3006      | Deputy Police Chief*                                | Manager   | Exempt   | 1   |                  |               |                |                |
| <b>E9</b> |   |           |          |     | <b>Annual</b>    | <b>88,988</b> | <b>117,910</b> | <b>146,831</b> |
|           |   |           |          |     | 2080 Hourly      | 42.783        | 56.687         | 70.592         |
| 9901      | Assistant City Manager*                             | Manager   | Exempt   | 1   |                  |               |                |                |
| 8803      | City Clerk*   | Charter   | Exempt   | 2   |                  |               |                |                |
| 3410      | City Counselor*                                     | Director  | Exempt   | 2   |                  |               |                |                |
| 4105      | Director, Community Development*                    | 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 Technologies*                 | Director  | Exempt   | 1   |                  |               |                |                |
| 8970      | Director, Parks & Recreation*                       | Director  | Exempt   | 1   |                  |               |                |                |
| 7700      | Director, Public Health & Human Services*           | Director  | Exempt   | 1   |                  |               |                |                |
| <b>E9</b> |   |           |          |     | <b>Annual</b>    | <b>88,988</b> | <b>117,910</b> | <b>146,831</b> |
|           |   |           |          |     | 2080 Hourly      | 42.783        | 56.687         | 70.592         |

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|------------|--------------------------|-----------|----------|-----|------------------|----------------|----------------|----------------|
|            |                          |           |          |     |                  | Minimum        | Midpoint       | Maximum        |
| 5901       | Director, Public Works*  | Director  | Exempt   | 1   |                  |                |                |                |
| 2990       | Director, Water & Light* | Director  | Exempt   | 1   |                  |                |                |                |
| 3108       | Fire Chief*              | Director  | Exempt   | 1   |                  |                |                |                |
| 3401       | Municipal Judge*         | Charter   | Exempt   | 2   |                  |                |                |                |
| 3007       | Police Chief*            | Director  | Exempt   | 1   |                  |                |                |                |
| <b>E10</b> |                          |           |          |     | <b>Annual</b>    | <b>102,337</b> | <b>135,596</b> | <b>168,855</b> |
|            |                          |           |          |     | 2080 Hourly      | 49.200         | 65.190         | 81.180         |
| 9905       | Deputy City Manager*     | Manager   | Exempt   | 1   |                  |                |                |                |
| <b>E11</b> |                          |           |          |     | <b>Annual</b>    | <b>117,687</b> | <b>155,935</b> | <b>194,184</b> |
|            |                          |           |          |     | 2080 Hourly      | 56.580         | 74.969         | 93.358         |
| 9998       | City Manager*            | Charter   | Exempt   | 1   |                  |                |                |                |

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|-----------|---------------------------------|---------------|------------|-----|------------------|---------------|---------------|---------------|
| <b>F1</b> |                                 |               |            |     | <b>Annual</b>    | <b>29,167</b> | <b>35,000</b> | <b>40,833</b> |
|           |                                 |               |            |     | 2080 Hourly      | 14.022        | 16.827        | 19.631        |
|           | 3009 Station Master             | Public Safety | Non-Exempt | 5   |                  |               |               |               |
| <b>F2</b> |                                 |               |            |     | <b>Annual</b>    | <b>31,354</b> | <b>37,625</b> | <b>43,896</b> |
|           |                                 |               |            |     | 2080 Hourly      | 15.074        | 18.089        | 21.104        |
|           | 3011 Community Service Aide     | Public Safety | Non-Exempt | 4   |                  |               |               |               |
| <b>F3</b> |                                 |               |            |     | <b>Annual</b>    | <b>33,706</b> | <b>40,447</b> | <b>47,188</b> |
|           |                                 |               |            |     | 2080 Hourly      | 16.205        | 19.446        | 22.687        |
| <b>F4</b> |                                 |               |            |     | <b>Annual</b>    | <b>37,076</b> | <b>44,492</b> | <b>51,907</b> |
|           |                                 |               |            |     | 2080 Hourly      | 17.825        | 21.390        | 24.955        |
|           |                                 |               |            |     | 2912 Hourly      | 12.732        | 15.279        | 17.825        |
|           | 2550 Airport Safety Officer     | Public Safety | Non-Exempt | 4   |                  |               |               |               |
|           | 3101 Firefighter I **           | Public Safety | Non-Exempt | 4   |                  |               |               |               |
|           | 8690 Park Ranger                | Public Safety | Non-Exempt | 4   |                  |               |               |               |
|           | 3000 Police Officer in Training | Public Safety | Non-Exempt | 4   |                  |               |               |               |
| <b>F5</b> |                                 |               |            |     | <b>Annual</b>    | <b>40,784</b> | <b>48,941</b> | <b>57,098</b> |
|           |                                 |               |            |     | 2080 Hourly      | 19.608        | 23.529        | 27.451        |
|           |                                 |               |            |     | 2912 Hourly      | 14.005        | 16.807        | 19.608        |
|           | 3102 Firefighter II**           | Public Safety | Non-Exempt | 4   |                  |               |               |               |
|           | 3001 Police Officer***          | Public Safety | Non-Exempt | 4   |                  |               |               |               |
| <b>F6</b> |                                 |               |            |     | <b>Annual</b>    | <b>44,862</b> | <b>53,835</b> | <b>62,807</b> |
|           |                                 |               |            |     | 2080 Hourly      | 21.568        | 25.882        | 30.196        |
|           |                                 |               |            |     | 2912 Hourly      | 15.406        | 18.487        | 21.568        |
|           | 3103 Fire Engineer**            | Public Safety | Non-Exempt | 4   |                  |               |               |               |

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

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

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|-----------|------------------------------------|---------------|------------|-----|------------------|---------|----------|---------|
| 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 | Exempt     | 5   |                  |         |          |         |
|           | 3104 Fire Lieutenant**             | Public Safety | Non-Exempt | 2   |                  |         |          |         |
| 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 Marshal        | Public Safety | Non-Exempt | 4   |                  |         |          |         |
|           | 3105 Fire Captain**                | Public Safety | Non-Exempt | 2   |                  |         |          |         |
|           | 3002 Police Sergeant****           | Public Safety | Non-Exempt | 3   |                  |         |          |         |
| F9        |                                    |               |            |     | Annual           | 57,323  | 71,654   | 85,985  |
|           |                                    |               |            |     | 2080 Hourly      | 27.559  | 34.449   | 41.339  |
|           |                                    |               |            |     | 2912 Hourly      | 19.685  | 24.606   | 29.528  |
|           |                                    |               |            |     |                  |         |          |         |
|           | 3107 Fire Battalion Chief**        | Public Safety | Exempt     | 4   |                  |         |          |         |
| 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 | Exempt     | 4   |                  |         |          |         |
|           | 3003 Police Lieutenant****         | Public Safety | Exempt     | 2   |                  |         |          |         |

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

\*\*\*\* ~~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.~~



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| Pay<br>Grade | Job Title | Job Group | Overtime | EEO | Type of<br>Pay Rate | Pay Range |          |         |
|--------------|-----------|-----------|----------|-----|---------------------|-----------|----------|---------|
|              |           |           |          |     |                     | Minimum   | Midpoint | Maximum |
| 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  |