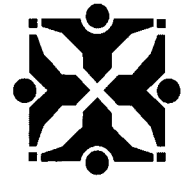


# City of Columbia

701 East Broadway, Columbia, Missouri 65201



**Agenda Item Number:** B 294-14

**Department Source:** Human Resources

**To:** City Council

**From:** City Manager & Staff

**Council Meeting Date:** September 2, 2014

**Re:** City of Columbia Classification and Pay Plan for FY 2015.

## Documents Included With This Agenda Item

Council memo, Resolution/Ordinance, Exhibits to Resolution/Ordinance

**Supporting documentation includes:** FY 2015 Classification and Pay Plan; Amendments to the City of Columbia Classification and Pay Plan FY 2015

## Executive Summary

The ordinance recognizes a 2% across the board pay increase for all permanent employees, applies market based adjustments to the A through F pay structures, recognizes time in classification pay increases for eligible permanent employees, and amends the City Classification and Pay Plan for FY 2015. Changes have been developed according to the City's compensation philosophy, adopted in FY 2014. All pay proposals are included in the FY 2015 proposed budget.

## Discussion

The proposed changes to the Classification and Pay Plan for FY 2015 include adjustments to all pay bands to reflect market changes, and implementation of the results of the annual classification maintenance review process. Both an across the board pay increase of 2% for all permanent employees and time in classification pay increases for eligible employees are included in the FY 2015 budget.

1. A two percent (2%) across the board pay raise is included in the FY 2015 budget for permanent employees. The across the board increase becomes effective for the pay period beginning September 28, 2014.
2. Market based adjustments are made to the minimum, midpoint and maximum pay points in the City's six pay structures. The application of the proposed band increases is calculated off the increase to the midpoint.

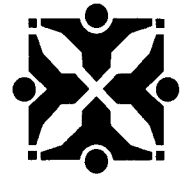
Any permanent employee whose classification is assigned to a pay grade where the minimum of the pay grade is greater than the employee's current rate of pay will receive a pay increase to the minimum of the new pay grade. Funds for these increases are included in the FY 2015 budget.

The proposed pay structures are attached.

3. Employees with at least five (5) years of service as of March 1, 2014 in their current classification will receive a time in classification pay increase. This increase is intended to move employee pay toward

# City of Columbia

701 East Broadway, Columbia, Missouri 65201



the midpoint of the pay range, after five years in a job. For FY 2015, the increase is calculated on the difference between the employee's current rate of pay and the pay range midpoint. Twenty percent (20%) of the difference is budgeted for these moves toward midpoint for FY 2015.

4. The proposal adopts changes to the Classification and Pay Plan for new classification additions, closed classifications, classification separation, classification market adjustments, classification reassignment, and title changes. These changes are reflected in the FY 2015 budget.

The changes reflect the results of the first annual classification plan review process after the adoption of the new classification and pay system in FY 2014, including review of all classifications with a midpoint of \$35,000 or less, market assignment, recruitment issues, new positions and reorganizations. All changes are included in the FY 2015 budget. The City Manager shall assign employees to appropriate classifications adopted by this ordinance.

A list of specific changes to classifications in the City of Columbia Classification and Pay Plan is attached.

The proposed Classification and Pay Plan becomes effective for the pay period beginning September 28, 2014.

## **Fiscal Impact**

**Short-Term Impact:** The 2% across the board pay increase and time in classification pay increases are included in the FY 2015 budget. Any employee whose classification is assigned to a pay grade where the minimum of the pay grade is greater than the employee's current rate of pay will receive a pay increase to the minimum of the new pay grade. Funds for these increases are also included in the FY 2015 budget.

**Long-Term Impact:** Increases to employee pay will continue in future years.

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

Vision Impact: Governance and Decision Making

Strategic Plan Impact: Workforce

Comprehensive Plan Impact: Not Applicable

## **Suggested Council Action**

Adopt the ordinance.

# City of Columbia

701 East Broadway, Columbia, Missouri 65201



## Legislative History

Section 114-496; Policy Res. 194-13; Supporting a compensation philosophy for employees of the City of Columbia, Missouri that reflects the values and goals of the City. Council Bill No. PR 194-13.

Adopted by City Council October 7, 2013.

[http://www.gocolumbiamo.com/Council/Final\\_Ordinances/Series\\_114/496;.html](http://www.gocolumbiamo.com/Council/Final_Ordinances/Series_114/496;.html)

  
Department Approved

  
City Manager Approved

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

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

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

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

Council Bill No. B 294-14

### **AN ORDINANCE**

adopting the FY 2015 Classification and Pay Plan; providing FY 2015 salary adjustments relating to the Classification and Pay Plan; providing for a 2% salary increase for eligible employees; establishing an implementation date of September 28, 2014; and fixing the time when this ordinance shall become effective.

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

SECTION 1. The City Council adopts the FY 2015 Classification and Pay Plan, which is attached to this ordinance as "Exhibit A."

SECTION 2. Any permanent employee whose classification is assigned to a pay grade set forth in "Exhibit A" where the minimum of the pay grade is greater than the employee's current rate of pay shall receive a pay increase to the minimum of the new pay grade.

SECTION 3. Permanent employees with at least five (5) years of service as of March 1, 2014 in their current classification shall receive a one-time time in classification pay increase calculated on twenty percent (20%) of the difference between the employee's current rate of pay and the pay range midpoint.

SECTION 4. All permanent employees shall receive a 2.0% pay increase; provided that, such increase shall not be given where it would establish or increase a rate of pay above the maximum rate of pay set forth in Exhibit A. The 2.0% pay increase in this Section 4 shall be applied to the employee's salary after the pay adjustments, if any, set forth in Section 2 and Section 3 hereof are calculated and applied.

SECTION 5. The City Manager shall assign employees to appropriate classifications adopted by this ordinance.

SECTION 6. The FY 2015 Classification and Pay Plan and salary adjustments set forth herein shall be effective as of the pay period beginning on September 28, 2014.

SECTION 7. This ordinance shall be in full force and effect from and after its passage.

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

ATTEST:

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City Clerk

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Mayor and Presiding Officer

APPROVED AS TO FORM:

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City Counselor

City of Columbia, Missouri  
FY 2015 Classification and Pay Plan

Effective September 28, 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>18,657</b> | <b>21,923</b> | <b>25,188</b> |
|           |   |           |            |     | 2080 Hourly      | 8.970         | 10.540        | 12.109        |
| <b>A2</b> |   |           |            |     | <b>Annual</b>    | <b>19,590</b> | <b>23,019</b> | <b>26,447</b> |
|           |   |           |            |     | 2080 Hourly      | 9.418         | 11.067        | 12.715        |
| <b>A3</b> |   |           |            |     | <b>Annual</b>    | <b>20,570</b> | <b>24,170</b> | <b>27,769</b> |
|           |   |           |            |     | 2080 Hourly      | 9.889         | 11.620        | 13.351        |
| <b>A4</b> |   |           |            |     | <b>Annual</b>    | <b>22,113</b> | <b>25,982</b> | <b>29,852</b> |
|           |   |           |            |     | 2080 Hourly      | 10.631        | 12.491        | 14.352        |
|           | 2001 Custodian                          | Operator  | Non-Exempt | 8   |                  |               |               |               |
|           | 2003 Custodian - 773                    | Operator  | Non-Exempt | 8   |                  |               |               |               |
| <b>A5</b> |   |           |            |     | <b>Annual</b>    | <b>23,771</b> | <b>27,931</b> | <b>32,091</b> |
|           |   |           |            |     | 2080 Hourly      | 11.428        | 13.428        | 15.428        |
|           | 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>25,554</b> | <b>30,026</b> | <b>34,498</b> |
|           |   |           |            |     | 2080 Hourly      | 12.286        | 14.435        | 16.585        |
|           | 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>28,109</b> | <b>33,028</b> | <b>37,948</b> |
|           |   |           |            |     | 2080 Hourly      | 13.514        | 15.879        | 18.244        |
|           | 2502 Bus Driver-773                     | Operator  | Non-Exempt | 8   |                  |               |               |               |
|           | 2780 Consulting Utility Forester        | Operator  | Non-Exempt | 7   |                  |               |               |               |
|           | 2300 Equipment Operator II-773          | Operator  | Non-Exempt | 7   |                  |               |               |               |

City of Columbia, Missouri  
FY 2015 Classification and Pay Plan

Effective September 28, 2014

| Pay Grade | Job Title                                  | Job Group  | Overtime   | EEO | Type of Pay Rate | Minimum       | Midpoint      | Maximum       |
|-----------|--|------------|------------|-----|------------------|---------------|---------------|---------------|
| <b>A7</b> |  |            |            |     | <b>Annual</b>    | <b>28,109</b> | <b>33,028</b> | <b>37,948</b> |
|           |  |            |            |     | 2080 Hourly      | 13.514        | 15.879        | 18.244        |
| 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   |                  |               |               |               |
| <b>A8</b> |  |            |            |     | <b>Annual</b>    | <b>30,920</b> | <b>36,331</b> | <b>41,742</b> |
|           |  |            |            |     | 2080 Hourly      | 14.865        | 17.467        | 20.068        |
| 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   |                  |               |               |               |
| 2380      | Construction Mechanic-773                  | Operator   | 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   |                  |               |               |               |
| 2641      | Water Treatment Plant Operator I           | Technician | Non-Exempt | 7   |                  |               |               |               |
| 2601      | WWTP Operator-773                          | Technician | Non-Exempt | 7   |                  |               |               |               |
| <b>A9</b> |  |            |            |     | <b>Annual</b>    | <b>32,624</b> | <b>39,964</b> | <b>47,305</b> |
|           |  |            |            |     | 2080 Hourly      | 15.685        | 19.214        | 22.743        |
| 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   |                  |               |               |               |

City of Columbia, Missouri  
FY 2015 Classification and Pay Plan

Effective September 28, 2014

| Pay Grade  | Job Title                         | Job Group  | Overtime   | EEO | Type of Pay Rate | Minimum       | Pay Range Midpoint | Maximum       |
|------------|-----------------------------------|------------|------------|-----|------------------|---------------|--------------------|---------------|
| <b>A9</b>  |                                   |            |            |     | <b>Annual</b>    | <b>32,624</b> | <b>39,964</b>      | <b>47,305</b> |
|            |                                   |            |            |     | 2080 Hourly      | 15.685        | 19.214             | 22.743        |
| 2860       | Electronic Data Specialist        | Technician | Non-Exempt | 6   |                  |               |                    |               |
| 7005       | Emergency Telecommunicator II     | Technician | Non-Exempt | 6   |                  |               |                    |               |
| 2298       | Equipment Operator III            | Technician | Non-Exempt | 7   |                  |               |                    |               |
| 2303       | Equipment Operator III-773        | Technician | Non-Exempt | 7   |                  |               |                    |               |
| 1402       | Human Resources Technician        | Technician | Non-Exempt | 6   |                  |               |                    |               |
| 5041       | Laboratory Technician             | Technician | Non-Exempt | 3   |                  |               |                    |               |
| 5040       | Laboratory Technician-773         | Technician | Non-Exempt | 3   |                  |               |                    |               |
| 2781       | Lead Consulting Utility Forester  | Operator   | Non-Exempt | 7   |                  |               |                    |               |
| 2404       | Maintenance Mechanic -773         | Operator   | Non-Exempt | 7   |                  |               |                    |               |
| 2396       | Maintenance Technician-773        | Technician | Non-Exempt | 7   |                  |               |                    |               |
| 2626       | Railroad Operator                 | Technician | Non-Exempt | 8   |                  |               |                    |               |
| 2214       | Senior Refuse Collector-773       | Operator   | Non-Exempt | 8   |                  |               |                    |               |
| 2297       | Water Distribution Lead Operator  | Technician | Non-Exempt | 7   |                  |               |                    |               |
| 2312       | Water Distribution Technician     | Technician | Non-Exempt | 7   |                  |               |                    |               |
| 2642       | Water Treatment Plant Operator II | Technician | Non-Exempt | 7   |                  |               |                    |               |
| <b>A10</b> |                                   |            |            |     | <b>Annual</b>    | <b>35,886</b> | <b>43,961</b>      | <b>52,035</b> |
|            |                                   |            |            |     | 2080 Hourly      | 17.253        | 21.135             | 25.017        |
| 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   |                  |               |                    |               |
| 2884       | Jet Lead Operator-773             | Technician | Non-Exempt | 7   |                  |               |                    |               |
| 2877       | Lead Meter Reader                 | Technician | Non-Exempt | 8   |                  |               |                    |               |
| 2403       | Maintenance Specialist-773        | Technician | Non-Exempt | 7   |                  |               |                    |               |



City of Columbia, Missouri  
FY 2015 Classification and Pay Plan

Effective September 28, 2014

| Pay Grade  | Job Title  | Job Group  | Overtime   | EEO | Type of Pay Rate | Minimum       | Midpoint      | Maximum       |
|------------|--|------------|------------|-----|------------------|---------------|---------------|---------------|
| <b>A10</b> |  |            |            |     | <b>Annual</b>    | <b>35,886</b> | <b>43,961</b> | <b>52,035</b> |
|            |  |            |            |     | 2080 Hourly      | 17.253        | 21.135        | 25.017        |
|            | 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   |                  |               |               |               |
|            | 2643 Water Treatment Plant Operator III          | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 2885 Wetlands Lead Operator-773                  | Technician | Non-Exempt | 7   |                  |               |               |               |
| <b>A11</b> |  |            |            |     | <b>Annual</b>    | <b>40,372</b> | <b>49,456</b> | <b>58,540</b> |
|            |  |            |            |     | 2080 Hourly      | 19.410        | 23.777        | 28.144        |
|            | 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   |                  |               |               |               |
|            | 4650 Code Enforcement Specialist                 | Technician | Non-Exempt | 3   |                  |               |               |               |
|            | 3960 Housing Specialist                          | Technician | Non-Exempt | 5   |                  |               |               |               |
|            | 2325 Instrument Technician                       | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 2324 Instrument Technician-773                   | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 4999 Pretreatment Inspector                      | Technician | Non-Exempt | 3   |                  |               |               |               |
|            | 5004 Senior Engineering Technician               | Technician | Non-Exempt | 3   |                  |               |               |               |

City of Columbia, Missouri  
FY 2015 Classification and Pay Plan

Effective September 28, 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>40,372</b> | <b>49,456</b> | <b>58,540</b> |
|            |  |            |            |     | 2080 Hourly      | 19.410        | 23.777        | 28.144        |
|            | 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>45,419</b> | <b>55,638</b> | <b>65,857</b> |
|            |  |            |            |     | 2080 Hourly      | 21.836        | 26.749        | 31.662        |
|            | 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>51,096</b> | <b>62,593</b> | <b>74,089</b> |
|            |  |            |            |     | 2080 Hourly      | 24.565        | 30.093        | 35.620        |
|            | 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>57,483</b> | <b>70,417</b> | <b>83,350</b> |
|            |  |            |            |     | 2080 Hourly      | 27.636        | 33.854        | 40.072        |
|            | 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 2015 Classification and Pay Plan

Effective September 28, 2014

| Pay Grade | Job Title                                    | Job Group | Overtime   | EEO | Type of Pay Rate | Minimum | Midpoint | Maximum |
|-----------|--|-----------|------------|-----|------------------|---------|----------|---------|
| <b>B1</b> |  |           |            |     | Annual           | 18,621  | 22,345   | 26,069  |
|           |  |           |            |     | 2080 Hourly      | 8.952   | 10.743   | 12.533  |
|           | 1201 Cashier                                 | Clerical  | Non-Exempt | 6   |                  |         |          |         |
| <b>B2</b> |  |           |            |     | Annual           | 20,017  | 24,021   | 28,024  |
|           |  |           |            |     | 2080 Hourly      | 9.624   | 11.548   | 13.473  |
| <b>B3</b> |  |           |            |     | Annual           | 21,519  | 25,822   | 30,126  |
|           |  |           |            |     | 2080 Hourly      | 10.346  | 12.415   | 14.484  |
|           | 1200 Lead Cashier                            | Clerical  | Non-Exempt | 5   |                  |         |          |         |
| <b>B4</b> |  |           |            |     | Annual           | 23,133  | 27,759   | 32,386  |
|           |  |           |            |     | 2080 Hourly      | 11.121  | 13.346   | 15.570  |
|           | 8510 Recreation Leader                       | Clerical  | Non-Exempt | 5   |                  |         |          |         |
| <b>B5</b> |  |           |            |     | Annual           | 25,446  | 30,535   | 35,624  |
|           |  |           |            |     | 2080 Hourly      | 12.234  | 14.680   | 17.127  |
|           | 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> |  |           |            |     | Annual           | 27,990  | 33,588   | 39,187  |
|           |  |           |            |     | 2080 Hourly      | 13.457  | 16.148   | 18.840  |
|           | 1213 Customer Service Rep II                 | Clerical  | Non-Exempt | 6   |                  |         |          |         |
|           | 1030 Medical Billing Clerk                   | Clerical  | Non-Exempt | 6   |                  |         |          |         |
|           | 3013 Property and Evidence Technician        | Clerical  | Non-Exempt | 6   |                  |         |          |         |
|           | 1010 Records Specialist                      | Clerical  | Non-Exempt | 6   |                  |         |          |         |
|           | 1006 Senior Administrative Support Assistant | Clerical  | Non-Exempt | 6   |                  |         |          |         |

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| Pay Grade  | Job Title                      | Job Group | Overtime   | EEO | Type of Pay Rate | Minimum       | Midpoint      | Maximum       |
|------------|--------------------------------|-----------|------------|-----|------------------|---------------|---------------|---------------|
| <b>B7</b>  |                                |           |            |     | <b>Annual</b>    | <b>30,789</b> | <b>36,947</b> | <b>43,105</b> |
|            |                                |           |            |     | 2080 Hourly      | 14.803        | 17.763        | 20.724        |
|            | 1203 Accounting Assistant      | Clerical  | Non-Exempt | 6   |                  |               |               |               |
| <b>B8</b>  |                                |           |            |     | <b>Annual</b>    | <b>34,638</b> | <b>41,566</b> | <b>48,493</b> |
|            |                                |           |            |     | 2080 Hourly      | 16.653        | 19.984        | 23.314        |
|            | 1400 Administrative Technician | Clerical  | Non-Exempt | 6   |                  |               |               |               |
|            | 1390 Contact Center Technician | Clerical  | Non-Exempt | 6   |                  |               |               |               |
|            | 3012 Investigative Technician  | Clerical  | Non-Exempt | 6   |                  |               |               |               |
| <b>B9</b>  |                                |           |            |     | <b>Annual</b>    | <b>38,968</b> | <b>46,761</b> | <b>54,555</b> |
|            |                                |           |            |     | 2080 Hourly      | 18.735        | 22.481        | 26.228        |
| <b>B10</b> |                                |           |            |     | <b>Annual</b>    | <b>43,839</b> | <b>52,607</b> | <b>61,374</b> |
|            |                                |           |            |     | 2080 Hourly      | 21.076        | 25.292        | 29.507        |

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| Pay Grade | Job Title                             | Job Group    | Overtime   | EEO | Type of Pay Rate | Pay Range |          |         |
|-----------|---------------------------------------|--------------|------------|-----|------------------|-----------|----------|---------|
|           |                                       |              |            |     |                  | Minimum   | Midpoint | Maximum |
| C1        |                                       |              |            |     | Annual           | 25,612    | 30,734   | 35,856  |
|           |                                       |              |            |     | 2080 Hourly      | 12.313    | 14.776   | 17.239  |
| C2        |                                       |              |            |     | Annual           | 28,173    | 33,807   | 39,442  |
|           |                                       |              |            |     | 2080 Hourly      | 13.545    | 16.254   | 18.962  |
| C3        |                                       |              |            |     | Annual           | 31,694    | 38,033   | 44,372  |
|           |                                       |              |            |     | 2080 Hourly      | 15.238    | 18.285   | 21.333  |
|           | 9950 City Management Fellowship*      | Specialist   | Non-Exempt | 2   |                  |           |          |         |
|           | 7911 Systems Support Analyst          | Professional | Non-Exempt | 2   |                  |           |          |         |
| C4        |                                       |              |            |     | Annual           | 34,929    | 42,787   | 50,646  |
|           |                                       |              |            |     | 2080 Hourly      | 16.793    | 20.571   | 24.349  |
|           | 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   |                  |           |          |         |
| C5        |                                       |              |            |     | Annual           | 39,295    | 48,136   | 56,977  |
|           |                                       |              |            |     | 2080 Hourly      | 18.892    | 23.142   | 27.393  |
|           | 6207 Accountant                       | Specialist   | Exempt     | 2   |                  |           |          |         |
|           | 9911 Assistant to City Manager*       | Professional | Non-Exempt | 6   |                  |           |          |         |
|           | 5007 City Arborist                    | Professional | Exempt     | 8   |                  |           |          |         |

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|-----------|--|--------------|------------|-----|------------------|---------|----------|---------|
| C5        |  |              |            |     | Annual           | 39,295  | 48,136   | 56,977  |
|           |  |              |            |     | 2080 Hourly      | 18.892  | 23.142   | 27.393  |
|           | 6308 Contract Compliance Officer             | Specialist   | Exempt     | 2   |                  |         |          |         |
|           | 4510 Energy Management Specialist            | Specialist   | Non-Exempt | 2   |                  |         |          |         |
|           | 7201 Environmental Public Health Specialist  | Professional | Non-Exempt | 2   |                  |         |          |         |
|           | 9800 Event Services Specialist               | Specialist   | Non-Exempt | 5   |                  |         |          |         |
|           | 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   |                  |         |          |         |
|           | 4603 Human Resources Coordinator             | 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   |                  |         |          |         |
| C6        |  |              |            |     | Annual           | 44,206  | 54,153   | 64,099  |
|           |  |              |            |     | 2080 Hourly      | 21.253  | 26.035   | 30.817  |
|           | 5114 Bioreactor Specialist                   | Professional | Exempt     | 7   |                  |         |          |         |
|           | 3015 Crime Analyst                           | Professional | Non-Exempt | 2   |                  |         |          |         |
|           | 4509 Energy Educator                         | Specialist   | Exempt     | 2   |                  |         |          |         |
|           | 4601 Human Resources Analyst                 | Professional | Exempt     | 2   |                  |         |          |         |
|           | 4610 Internal Auditor*                       | Professional | Exempt     | 2   |                  |         |          |         |
|           | 4104 Neighborhood Communications Coordinator | Specialist   | Non-Exempt | 2   |                  |         |          |         |
|           | 6500 Pension Administrator                   | Professional | 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>44,206</b> | <b>54,153</b> | <b>64,099</b> |
|           |                                  |              |          |     | 2080 Hourly      | 21.253        | 26.035        | 30.817        |
| 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>48,738</b> | <b>60,922</b> | <b>73,106</b> |
|           |                                  |              |          |     | 2080 Hourly      | 23.432        | 29.289        | 35.147        |
| 6604      | Budget Analyst                   | Professional | Exempt   | 2   |                  |               |               |               |
| 7930      | Business Analyst                 | Professional | Exempt   | 2   |                  |               |               |               |
| 5098      | Engineering Specialist           | Professional | Exempt   | 3   |                  |               |               |               |
| 2175      | GIS Analyst                      | Professional | Exempt   | 2   |                  |               |               |               |
| 5015      | Property Acquisition Coordinator | Professional | Exempt   | 2   |                  |               |               |               |
| 6203      | Senior Accountant                | Professional | Exempt   | 2   |                  |               |               |               |
| 4103      | Senior Planner                   | Professional | Exempt   | 2   |                  |               |               |               |
| 4502      | Senior Rate Analyst              | Professional | Exempt   | 2   |                  |               |               |               |
| <b>C8</b> |                                  |              |          |     | <b>Annual</b>    | <b>54,830</b> | <b>68,537</b> | <b>82,245</b> |
|           |                                  |              |          |     | 2080 Hourly      | 26.360        | 32.951        | 39.541        |
| 9955      | Civic Relations Officer*         | Professional | Exempt   | 2   |                  |               |               |               |
| 7924      | Database Administrator           | Professional | Exempt   | 2   |                  |               |               |               |
| 5113      | Engineer                         | 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>61,684</b> | <b>77,104</b> | <b>92,525</b>  |
|            |                                 |              |          |     | 2080 Hourly      | 29.656        | 37.069        | 44.483         |
|            | 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>69,394</b> | <b>86,743</b> | <b>104,091</b> |
|            |                                 |              |          |     | 2080 Hourly      | 33.363        | 41.703        | 50.044         |
| <b>C11</b> |                                 |              |          |     | <b>Annual</b>    | <b>78,068</b> | <b>97,585</b> | <b>117,102</b> |
|            |                                 |              |          |     | 2080 Hourly      | 37.533        | 46.916        | 56.299         |

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|-----------|--|------------|------------|-----|------------------|---------------|---------------|---------------|
|           |  |            |            |     |                  | Minimum       | Midpoint      | Maximum       |
| <b>D1</b> |  |            |            |     | <b>Annual</b>    | <b>25,637</b> | <b>30,764</b> | <b>35,892</b> |
|           |  |            |            |     | 2080 Hourly      | 12.325        | 14.791        | 17.256        |
| <b>D2</b> |  |            |            |     | <b>Annual</b>    | <b>28,201</b> | <b>33,841</b> | <b>39,481</b> |
|           |  |            |            |     | 2080 Hourly      | 13.558        | 16.270        | 18.981        |
|           | 7809 Document Support Services Supervisor  | Supervisor | Non-Exempt | 8   |                  |               |               |               |
| <b>D3</b> |  |            |            |     | <b>Annual</b>    | <b>31,021</b> | <b>37,225</b> | <b>43,429</b> |
|           |  |            |            |     | 2080 Hourly      | 14.914        | 17.897        | 20.879        |
| <b>D4</b> |  |            |            |     | <b>Annual</b>    | <b>34,123</b> | <b>40,947</b> | <b>47,772</b> |
|           |  |            |            |     | 2080 Hourly      | 16.405        | 19.686        | 22.967        |
|           | 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>36,769</b> | <b>45,042</b> | <b>53,315</b> |
|           |  |            |            |     | 2080 Hourly      | 17.677        | 21.655        | 25.632        |
|           | 1007 Administrative Supervisor             | Supervisor | Exempt     | 2   |                  |               |               |               |
|           | 7105 Animal Control Supervisor             | Supervisor | Exempt     | 8   |                  |               |               |               |
|           | 3014 Evidence Custodian                    | Supervisor | Exempt     | 2   |                  |               |               |               |
|           | 4200 Financial Specialist                  | Supervisor | Non-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   |                  |               |               |               |
|           | 6103 Stores Supervisor                     | Supervisor | Exempt     | 6   |                  |               |               |               |
| <b>D6</b> |  |            |            |     | <b>Annual</b>    | <b>40,446</b> | <b>49,546</b> | <b>58,646</b> |
|           |  |            |            |     | 2080 Hourly      | 19.445        | 23.820        | 28.195        |
|           | 4800 Communications & Marketing Supervisor | Supervisor | Exempt     | 2   |                  |               |               |               |
|           | 5205 Forester                              | Supervisor | Exempt     | 2   |                  |               |               |               |
|           | 2416 Golf Course Specialist                | Supervisor | Exempt     | 7   |                  |               |               |               |
|           | 5203 Horticulturist                        | Supervisor | Exempt     | 2   |                  |               |               |               |

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|-----------|--|------------|----------|-----|------------------|---------------|---------------|---------------|
|           |  |            |          |     |                  | Minimum       | Midpoint      | Maximum       |
| <b>D6</b> |  |            |          |     | <b>Annual</b>    | <b>40,446</b> | <b>49,546</b> | <b>58,646</b> |
|           |  |            |          |     | 2080 Hourly      | 19.445        | 23.820        | 28.195        |
| 4600      | Human Resources Specialist                   | Supervisor | Exempt   | 2   |                  |               |               |               |
| 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>44,490</b> | <b>54,501</b> | <b>64,511</b> |
|           |  |            |          |     | 2080 Hourly      | 21.390        | 26.202        | 31.015        |
| 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   |                  |               |               |               |
| 6105      | Stores Superintendent                        | Supervisor | Exempt   | 6   |                  |               |               |               |
| 2505      | Transportation Superintendent                | Supervisor | Exempt   | 1   |                  |               |               |               |

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|-----------|--|------------|------------|-----|------------------|---------------|-----------------------|---------------|
| <b>D7</b> |  |            |            |     | <b>Annual</b>    | <b>44,490</b> | <b>54,501</b>         | <b>64,511</b> |
|           |  |            |            |     | 2080 Hourly      | 21.390        | 26.202                | 31.015        |
| 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>47,961</b> | <b>59,951</b>         | <b>71,941</b> |
|           |  |            |            |     | 2080 Hourly      | 23.058        | 28.823                | 34.587        |
| 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>52,757</b> | <b>65,946</b>         | <b>79,135</b> |
|           |  |            |            |     | 2080 Hourly      | 25.364        | 31.705                | 38.046        |
| 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>52,757</b> | <b>65,946</b> | <b>79,135</b>  |
|            |  |            |          |     | 2080 Hourly      | 25.364        | 31.705        | 38.046         |
| 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>58,032</b> | <b>72,540</b> | <b>87,049</b>  |
|            |  |            |          |     | 2080 Hourly      | 27.900        | 34.875        | 41.850         |
| 2635       | Assistant Power Production Superintendent      | Supervisor | Exempt   | 2   |                  |               |               |                |
| 3205       | Building Regulations Supervisor                | Supervisor | Exempt   | 1   |                  |               |               |                |
| 2150       | GIS Enterprise Systems Administrator           | Supervisor | Exempt   | 2   |                  |               |               |                |
| 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>62,584</b> | <b>79,795</b> | <b>97,005</b>  |
|            |  |            |          |     | 2080 Hourly      | 30.088        | 38.363        | 46.637         |
| 5109       | Engineering Supervisor                         | Supervisor | Exempt   | 2   |                  |               |               |                |
| <b>D12</b> |  |            |          |     | <b>Annual</b>    | <b>68,842</b> | <b>87,774</b> | <b>106,706</b> |
|            |  |            |          |     | 2080 Hourly      | 33.097        | 42.199        | 51.301         |

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| Pay Grade | Job Title                                 | Job Group | Overtime   | EEO | Type of Pay Rate | Minimum | Midpoint | Maximum |
|-----------|---|-----------|------------|-----|------------------|---------|----------|---------|
| E1        |   |           |            |     | Annual           | 35,798  | 44,748   | 53,698  |
|           |   |           |            |     | 2080 Hourly      | 17.211  | 21.513   | 25.816  |
| E2        |   |           |            |     | Annual           | 39,378  | 49,223   | 59,067  |
|           |   |           |            |     | 2080 Hourly      | 18.932  | 23.665   | 28.398  |
|           | 8804 Deputy City Clerk*                   | Manager   | Non-Exempt | 6   |                  |         |          |         |
| E3        |   |           |            |     | Annual           | 44,301  | 55,376   | 66,451  |
|           |   |           |            |     | 2080 Hourly      | 21.298  | 26.623   | 31.947  |
| E4        |   |           |            |     | Annual           | 49,838  | 62,298   | 74,757  |
|           |   |           |            |     | 2080 Hourly      | 23.961  | 29.951   | 35.941  |
|           | 6505 Business Services 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   |                  |         |          |         |
| E5        |   |           |            |     | Annual           | 54,968  | 70,085   | 85,201  |
|           |   |           |            |     | 2080 Hourly      | 26.427  | 33.695   | 40.962  |
|           | 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

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|-----------|--|-----------|----------|-----|------------------|---------|----------|---------|
| E6        |  |           |          |     | Annual           | 61,840  | 78,845   | 95,851  |
|           |  |           |          |     | 2080 Hourly      | 29.731  | 37.906   | 46.082  |
|           | 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   |                  |         |          |         |
| E7        |  |           |          |     | Annual           | 71,115  | 90,672   | 110,229 |
|           |  |           |          |     | 2080 Hourly      | 34.190  | 43.592   | 52.995  |
|           | 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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|-----------|--|-----------|----------|-----|------------------|---------|--------------------|---------|
| E8        |  |           |          |     | Annual           | 78,697  | 104,273            | 129,849 |
|           |  |           |          |     | 2080 Hourly      | 37.835  | 50.131             | 62.428  |
|           | 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   |                  |         |                    |         |
| E9        | 3110 Deputy Fire Chief*                                  | Manager   | Exempt   | 1   |                  |         |                    |         |
|           | 3006 Deputy Police Chief*                                | Manager   | Exempt   | 1   |                  |         |                    |         |
|           |  |           |          |     | Annual           | 90,501  | 119,914            | 149,327 |
|           |  |           |          |     | 2080 Hourly      | 43.510  | 57.651             | 71.792  |
|           | 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   |                  |         |                    |         |

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| Pay Grade  | Job Title                | Job Group | Overtime | EEO | Type of Pay Rate | Minimum        | Midpoint       | Maximum        |
|------------|--------------------------|-----------|----------|-----|------------------|----------------|----------------|----------------|
| <b>E9</b>  |                          |           |          |     | <b>Annual</b>    | <b>90,501</b>  | <b>119,914</b> | <b>149,327</b> |
|            |                          |           |          |     | 2080 Hourly      | 43.510         | 57.651         | 71.792         |
| 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>104,076</b> | <b>137,901</b> | <b>171,726</b> |
|            |                          |           |          |     | 2080 Hourly      | 50.037         | 66.299         | 82.561         |
| 9905       | Deputy City Manager*     | Manager   | Exempt   | 1   |                  |                |                |                |
| <b>E11</b> |                          |           |          |     | <b>Annual</b>    | <b>119,688</b> | <b>158,586</b> | <b>197,485</b> |
|            |                          |           |          |     | 2080 Hourly      | 57.542         | 76.243         | 94.945         |
| 9998       | City Manager*            | Charter   | Exempt   | 1   |                  |                |                |                |

\* Denotes Unclassified Employee



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| Pay Grade | Job Title                       | Job Group     | Overtime   | EEO | Type of Pay Rate | Minimum | Midpoint | Maximum |
|-----------|---------------------------------|---------------|------------|-----|------------------|---------|----------|---------|
| F1        |                                 |               |            |     | Annual           | 29,633  | 35,560   | 41,487  |
|           |                                 |               |            |     | 2080 Hourly      | 14.247  | 17.096   | 19.946  |
|           | 3009 Station Master             | Public Safety | Non-Exempt | 5   |                  |         |          |         |
| F2        |                                 |               |            |     | Annual           | 31,856  | 38,227   | 44,598  |
|           |                                 |               |            |     | 2080 Hourly      | 15.315  | 18.378   | 21.441  |
|           | 3011 Community Service Aide     | Public Safety | Non-Exempt | 4   |                  |         |          |         |
| F3        |                                 |               |            |     | Annual           | 34,245  | 41,094   | 47,943  |
|           |                                 |               |            |     | 2080 Hourly      | 16.464  | 19.757   | 23.050  |
| F4        |                                 |               |            |     | Annual           | 37,670  | 45,203   | 52,737  |
|           |                                 |               |            |     | 2080 Hourly      | 18.110  | 21.732   | 25.354  |
|           |                                 |               |            |     | 2912 Hourly      | 12.936  | 15.523   | 18.110  |
|           | 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           | 41,436  | 49,724   | 58,011  |
|           |                                 |               |            |     | 2080 Hourly      | 19.921  | 23.906   | 27.890  |
|           |                                 |               |            |     | 2912 Hourly      | 14.230  | 17.075   | 19.921  |
|           | 3102 Firefighter II**           | Public Safety | Non-Exempt | 4   |                  |         |          |         |
|           | 3001 Police Officer             | Public Safety | Non-Exempt | 4   |                  |         |          |         |
| F6        |                                 |               |            |     | Annual           | 45,580  | 54,696   | 63,812  |
|           |                                 |               |            |     | 2080 Hourly      | 21.914  | 26.296   | 30.679  |
|           |                                 |               |            |     | 2912 Hourly      | 15.653  | 18.783   | 21.914  |
|           | 2558 Airport Safety Supervisor  | Public Safety | Non-Exempt | 3   |                  |         |          |         |
|           | 3103 Fire Engineer**            | Public Safety | Non-Exempt | 4   |                  |         |          |         |
|           | 8689 Park Ranger Supervisor     | Public Safety | Non-Exempt | 3   |                  |         |          |         |

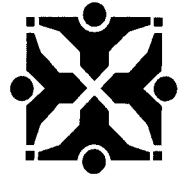
\*\* FFI to FDC eligible for 2.5% premium pay for paramedic certificate.

City of Columbia, Missouri  
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| Pay Grade  | Job Title                          | Job Group     | Overtime   | EEO | Type of Pay Rate | Minimum       | Midpoint      | Maximum        |
|------------|------------------------------------|---------------|------------|-----|------------------|---------------|---------------|----------------|
| <b>F7</b>  |                                    |               |            |     | <b>Annual</b>    | <b>48,133</b> | <b>60,166</b> | <b>72,199</b>  |
|            |                                    |               |            |     | 2080 Hourly      | 23.141        | 28.926        | 34.711         |
|            |                                    |               |            |     | 2912 Hourly      | 16.529        | 20.661        | 24.794         |
|            | 2555 Airport Operations Supervisor | Public Safety | Exempt     | 5   |                  |               |               |                |
|            | 3104 Fire Lieutenant**             | Public Safety | Non-Exempt | 2   |                  |               |               |                |
| <b>F8</b>  |                                    |               |            |     | <b>Annual</b>    | <b>52,946</b> | <b>66,182</b> | <b>79,419</b>  |
|            |                                    |               |            |     | 2080 Hourly      | 25.455        | 31.818        | 38.182         |
|            |                                    |               |            |     | 2912 Hourly      | 18.182        | 22.727        | 27.273         |
|            | 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   |                  |               |               |                |
| <b>F9</b>  |                                    |               |            |     | <b>Annual</b>    | <b>58,240</b> | <b>72,801</b> | <b>87,361</b>  |
|            |                                    |               |            |     | 2080 Hourly      | 28.000        | 35.000        | 42.000         |
|            |                                    |               |            |     | 2912 Hourly      | 20.000        | 25.000        | 30.000         |
|            | 3107 Fire Battalion Chief**        | Public Safety | Exempt     | 4   |                  |               |               |                |
| <b>F10</b> |                                    |               |            |     | <b>Annual</b>    | <b>64,065</b> | <b>80,081</b> | <b>96,097</b>  |
|            |                                    |               |            |     | 2080 Hourly      | 30.800        | 38.500        | 46.200         |
|            |                                    |               |            |     | 2912 Hourly      | 22.000        | 27.500        | 33.000         |
|            | 3106 Fire Division Chief**         | Public Safety | Exempt     | 4   |                  |               |               |                |
|            | 3003 Police Lieutenant             | Public Safety | Exempt     | 2   |                  |               |               |                |
| <b>F11</b> |                                    |               |            |     | <b>Annual</b>    | <b>70,471</b> | <b>88,089</b> | <b>105,706</b> |
|            |                                    |               |            |     | 2080 Hourly      | 33.880        | 42.350        | 50.820         |
| <b>F12</b> |                                    |               |            |     | <b>Annual</b>    | <b>77,518</b> | <b>96,898</b> | <b>116,277</b> |
|            |                                    |               |            |     | 2080 Hourly      | 37.268        | 46.585        | 55.902         |

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



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

FY 2015 Classification and Pay Plan  
Amendments to the City of Columbia Classification and Pay Plan FY 2015

City of Columbia, Missouri  
FY 2015 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       |
| <b>A1</b> |   |           |            |     | <b>Annual</b>    | <b>18,657</b> | <b>21,923</b> | <b>25,188</b> |
|           |   |           |            |     | 2080 Hourly      | 8.970         | 10.540        | 12.109        |
| <b>A2</b> |   |           |            |     | <b>Annual</b>    | <b>19,590</b> | <b>23,019</b> | <b>26,447</b> |
|           |   |           |            |     | 2080 Hourly      | 9.418         | 11.067        | 12.715        |
| <b>A3</b> |   |           |            |     | <b>Annual</b>    | <b>20,570</b> | <b>24,170</b> | <b>27,769</b> |
|           |   |           |            |     | 2080 Hourly      | 9.889         | 11.620        | 13.351        |
| <b>A4</b> |   |           |            |     | <b>Annual</b>    | <b>22,113</b> | <b>25,982</b> | <b>29,852</b> |
|           |   |           |            |     | 2080 Hourly      | 10.631        | 12.491        | 14.352        |
|           | 2001 Custodian                          | Operator  | Non-Exempt | 8   |                  |               |               |               |
|           | 2003 Custodian - 773                    | Operator  | Non-Exempt | 8   |                  |               |               |               |
| <b>A5</b> |   |           |            |     | <b>Annual</b>    | <b>23,771</b> | <b>27,931</b> | <b>32,091</b> |
|           |   |           |            |     | 2080 Hourly      | 11.428        | 13.428        | 15.428        |
|           | 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>25,554</b> | <b>30,026</b> | <b>34,498</b> |
|           |   |           |            |     | 2080 Hourly      | 12.286        | 14.435        | 16.585        |
|           | 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>28,109</b> | <b>33,028</b> | <b>37,948</b> |
|           |   |           |            |     | 2080 Hourly      | 13.514        | 15.879        | 18.244        |
|           | 2502 Bus Driver-773                     | Operator  | Non-Exempt | 8   |                  |               |               |               |
|           | 2780 Consulting Utility Forester        | Operator  | Non-Exempt | 7   |                  |               |               |               |
|           | 2300 Equipment Operator II-773          | Operator  | Non-Exempt | 7   |                  |               |               |               |

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|-----------|---|------------|------------|-----|------------------|---------------|---------------|---------------|
|           |   |            |            |     |                  | Minimum       | Midpoint      | Maximum       |
| <b>A7</b> |   |            |            |     | <b>Annual</b>    | <b>28,109</b> | <b>33,028</b> | <b>37,948</b> |
|           |   |            |            |     | 2080 Hourly      | 13.514        | 15.879        | 18.244        |
|           | 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   |                  |               |               |               |
| <b>A8</b> |   |            |            |     | <b>Annual</b>    | <b>30,920</b> | <b>36,331</b> | <b>41,742</b> |
|           |   |            |            |     | 2080 Hourly      | 14.865        | 17.467        | 20.068        |
|           | 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   |                  |               |               |               |
|           | 2380 Construction Mechanic-773                  | Operator   | 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   |                  |               |               |               |
|           | 2641 Water Treatment Plant Operator I           | Technician | Non-Exempt | 7   |                  |               |               |               |
|           | 2601 WWTP Operator-773                          | Technician | Non-Exempt | 7   |                  |               |               |               |
| <b>A9</b> |   |            |            |     | <b>Annual</b>    | <b>32,624</b> | <b>39,964</b> | <b>47,305</b> |
|           |   |            |            |     | 2080 Hourly      | 15.685        | 19.214        | 22.743        |
|           | 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   |                  |               |               |               |

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| Pay Grade  | Job Title                         | Job Group  | Overtime   | EEO | Type of Pay Rate | Pay Range     |               |               |
|------------|-----------------------------------|------------|------------|-----|------------------|---------------|---------------|---------------|
|            |                                   |            |            |     |                  | Minimum       | Midpoint      | Maximum       |
| <b>A9</b>  |                                   |            |            |     | <b>Annual</b>    | <b>32,624</b> | <b>39,964</b> | <b>47,305</b> |
|            |                                   |            |            |     | 2080 Hourly      | 15.685        | 19.214        | 22.743        |
| 2860       | Electronic Data Specialist        | Technician | Non-Exempt | 6   |                  |               |               |               |
| 7005       | Emergency Telecommunicator II     | Technician | Non-Exempt | 6   |                  |               |               |               |
| 2298       | Equipment Operator III            | Technician | Non-Exempt | 7   |                  |               |               |               |
| 2303       | Equipment Operator III-773        | Technician | Non-Exempt | 7   |                  |               |               |               |
| 1402       | Human Resources Technician        | Technician | Non-Exempt | 6   |                  |               |               |               |
| 5041       | Laboratory Technician             | Technician | Non-Exempt | 3   |                  |               |               |               |
| 5040       | Laboratory Technician-773         | Technician | Non-Exempt | 3   |                  |               |               |               |
| 2781       | Lead Consulting Utility Forester  | Operator   | Non-Exempt | 7   |                  |               |               |               |
| 2404       | Maintenance Mechanic -773         | Operator   | Non-Exempt | 7   |                  |               |               |               |
| 2396       | Maintenance Technician-773        | Technician | Non-Exempt | 7   |                  |               |               |               |
| 2626       | Railroad Operator                 | Technician | Non-Exempt | 8   |                  |               |               |               |
| 2214       | Senior Refuse Collector-773       | Operator   | Non-Exempt | 8   |                  |               |               |               |
| 2297       | Water Distribution Lead Operator  | Technician | Non-Exempt | 7   |                  |               |               |               |
| 2312       | Water Distribution Technician     | Technician | Non-Exempt | 7   |                  |               |               |               |
| 2642       | Water Treatment Plant Operator II | Technician | Non-Exempt | 7   |                  |               |               |               |
| <b>A10</b> |                                   |            |            |     | <b>Annual</b>    | <b>35,886</b> | <b>43,961</b> | <b>52,035</b> |
|            |                                   |            |            |     | 2080 Hourly      | 17.253        | 21.135        | 25.017        |
| 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   |                  |               |               |               |
| 2884       | Jet Lead Operator-773             | Technician | Non-Exempt | 7   |                  |               |               |               |
| 2877       | Lead Meter Reader                 | Technician | Non-Exempt | 8   |                  |               |               |               |
| 2403       | Maintenance Specialist-773        | Technician | Non-Exempt | 7   |                  |               |               |               |

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|------------|---|------------|------------|-----|------------------|---------------|---------------|---------------|
|            |   |            |            |     |                  | Minimum       | Midpoint      | Maximum       |
| <b>A10</b> |   |            |            |     | <b>Annual</b>    | <b>35,886</b> | <b>43,961</b> | <b>52,035</b> |
|            |   |            |            |     | 2080 Hourly      | 17.253        | 21.135        | 25.017        |
| 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   |                  |               |               |               |
| 2643       | Water Treatment Plant Operator III          | Technician | Non-Exempt | 7   |                  |               |               |               |
| 2885       | Wetlands Lead Operator-773                  | Technician | Non-Exempt | 7   |                  |               |               |               |
| <b>A11</b> |   |            |            |     | <b>Annual</b>    | <b>40,372</b> | <b>49,456</b> | <b>58,540</b> |
|            |   |            |            |     | 2080 Hourly      | 19.410        | 23.777        | 28.144        |
| 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   |                  |               |               |               |
| 4650       | Code Enforcement Specialist                 | Technician | Non-Exempt | 3   |                  |               |               |               |
| 3960       | Housing Specialist                          | Technician | Non-Exempt | 5   |                  |               |               |               |
| 2325       | Instrument Technician                       | Technician | Non-Exempt | 7   |                  |               |               |               |
| 2324       | Instrument Technician-773                   | Technician | Non-Exempt | 7   |                  |               |               |               |
| 4999       | Pretreatment Inspector                      | Technician | Non-Exempt | 3   |                  |               |               |               |
| 5004       | Senior Engineering Technician               | Technician | Non-Exempt | 3   |                  |               |               |               |

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|------------|--|------------|------------|-----|------------------|---------------|---------------|---------------|
|            |  |            |            |     |                  | Minimum       | Midpoint      | Maximum       |
| <b>A11</b> |  |            |            |     | <b>Annual</b>    | <b>40,372</b> | <b>49,456</b> | <b>58,540</b> |
|            |  |            |            |     | 2080 Hourly      | 19.410        | 23.777        | 28.144        |
|            | 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>45,419</b> | <b>55,638</b> | <b>65,857</b> |
|            |  |            |            |     | 2080 Hourly      | 21.836        | 26.749        | 31.662        |
|            | 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>51,096</b> | <b>62,593</b> | <b>74,089</b> |
|            |  |            |            |     | 2080 Hourly      | 24.565        | 30.093        | 35.620        |
|            | 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>57,483</b> | <b>70,417</b> | <b>83,350</b> |
|            |  |            |            |     | 2080 Hourly      | 27.636        | 33.854        | 40.072        |
|            | 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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|-----------|--|-----------|------------|-----|------------------|---------------|---------------|---------------|
|           |  |           |            |     |                  | Minimum       | Midpoint      | Maximum       |
| <b>B1</b> |  |           |            |     | <b>Annual</b>    | <b>18,621</b> | <b>22,345</b> | <b>26,069</b> |
|           |  |           |            |     | 2080 Hourly      | 8.952         | 10.743        | 12.533        |
|           | 1201 Cashier                                 | Clerical  | Non-Exempt | 6   |                  |               |               |               |
| <b>B2</b> |  |           |            |     | <b>Annual</b>    | <b>20,017</b> | <b>24,021</b> | <b>28,024</b> |
|           |  |           |            |     | 2080 Hourly      | 9.624         | 11.548        | 13.473        |
| <b>B3</b> |  |           |            |     | <b>Annual</b>    | <b>21,519</b> | <b>25,822</b> | <b>30,126</b> |
|           |  |           |            |     | 2080 Hourly      | 10.346        | 12.415        | 14.484        |
|           | 1200 Lead Cashier                            | Clerical  | Non-Exempt | 5   |                  |               |               |               |
| <b>B4</b> |  |           |            |     | <b>Annual</b>    | <b>23,133</b> | <b>27,759</b> | <b>32,386</b> |
|           |  |           |            |     | 2080 Hourly      | 11.121        | 13.346        | 15.570        |
|           | 8510 Recreation Leader                       | Clerical  | Non-Exempt | 5   |                  |               |               |               |
| <b>B5</b> |  |           |            |     | <b>Annual</b>    | <b>25,446</b> | <b>30,535</b> | <b>35,624</b> |
|           |  |           |            |     | 2080 Hourly      | 12.234        | 14.680        | 17.127        |
|           | 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>27,990</b> | <b>33,588</b> | <b>39,187</b> |
|           |  |           |            |     | 2080 Hourly      | 13.457        | 16.148        | 18.840        |
|           | 1213 Customer Service Rep II                 | Clerical  | Non-Exempt | 6   |                  |               |               |               |
|           | 1030 Medical Billing Clerk                   | Clerical  | Non-Exempt | 6   |                  |               |               |               |
|           | 3013 Property and Evidence Technician        | Clerical  | Non-Exempt | 6   |                  |               |               |               |
|           | 1010 Records Specialist                      | Clerical  | Non-Exempt | 6   |                  |               |               |               |
|           | 1006 Senior Administrative Support Assistant | Clerical  | Non-Exempt | 6   |                  |               |               |               |

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|------------|--------------------------------|-----------|------------|-----|------------------|---------------|---------------|---------------|
|            |                                |           |            |     |                  | Minimum       | Midpoint      | Maximum       |
| <b>B7</b>  |                                |           |            |     | <b>Annual</b>    | <b>30,789</b> | <b>36,947</b> | <b>43,105</b> |
|            |                                |           |            |     | 2080 Hourly      | 14.803        | 17.763        | 20.724        |
|            | 1203 Accounting Assistant      | Clerical  | Non-Exempt | 6   |                  |               |               |               |
| <b>B8</b>  |                                |           |            |     | <b>Annual</b>    | <b>34,638</b> | <b>41,566</b> | <b>48,493</b> |
|            |                                |           |            |     | 2080 Hourly      | 16.653        | 19.984        | 23.314        |
|            | 1400 Administrative Technician | Clerical  | Non-Exempt | 6   |                  |               |               |               |
|            | 1390 Contact Center Technician | Clerical  | Non-Exempt | 6   |                  |               |               |               |
|            | 3012 Investigative Technician  | Clerical  | Non-Exempt | 6   |                  |               |               |               |
| <b>B9</b>  |                                |           |            |     | <b>Annual</b>    | <b>38,968</b> | <b>46,761</b> | <b>54,555</b> |
|            |                                |           |            |     | 2080 Hourly      | 18.735        | 22.481        | 26.228        |
| <b>B10</b> |                                |           |            |     | <b>Annual</b>    | <b>43,839</b> | <b>52,607</b> | <b>61,374</b> |
|            |                                |           |            |     | 2080 Hourly      | 21.076        | 25.292        | 29.507        |

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|-----------|----------------------------------|--------------|------------|-----|------------------|---------------|---------------|---------------|
|           |                                  |              |            |     |                  | Minimum       | Midpoint      | Maximum       |
| <b>C1</b> |                                  |              |            |     | <b>Annual</b>    | <b>25,612</b> | <b>30,734</b> | <b>35,856</b> |
|           |                                  |              |            |     | 2080 Hourly      | 12.313        | 14.776        | 17.239        |
| <b>C2</b> |                                  |              |            |     | <b>Annual</b>    | <b>28,173</b> | <b>33,807</b> | <b>39,442</b> |
|           |                                  |              |            |     | 2080 Hourly      | 13.545        | 16.254        | 18.962        |
| <b>C3</b> |                                  |              |            |     | <b>Annual</b>    | <b>31,694</b> | <b>38,033</b> | <b>44,372</b> |
|           |                                  |              |            |     | 2080 Hourly      | 15.238        | 18.285        | 21.333        |
| 9950      | City Management Fellowship*      | Specialist   | Non-Exempt | 2   |                  |               |               |               |
| 7911      | Systems Support Analyst          | Professional | Non-Exempt | 2   |                  |               |               |               |
| <b>C4</b> |                                  |              |            |     | <b>Annual</b>    | <b>34,929</b> | <b>42,787</b> | <b>50,646</b> |
|           |                                  |              |            |     | 2080 Hourly      | 16.793        | 20.571        | 24.349        |
| 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>39,295</b> | <b>48,136</b> | <b>56,977</b> |
|           |                                  |              |            |     | 2080 Hourly      | 18.892        | 23.142        | 27.393        |
| 6207      | Accountant                       | Specialist   | Exempt     | 2   |                  |               |               |               |
| 9911      | Assistant to City Manager*       | Professional | Non-Exempt | 6   |                  |               |               |               |
| 5007      | City Arborist                    | Professional | Exempt     | 8   |                  |               |               |               |

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|-----------|---|--------------|------------|-----|------------------|---------------|---------------|---------------|
|           |   |              |            |     |                  | Minimum       | Midpoint      | Maximum       |
| <b>C5</b> |   |              |            |     | <b>Annual</b>    | <b>39,295</b> | <b>48,136</b> | <b>56,977</b> |
|           |   |              |            |     | 2080 Hourly      | 18.892        | 23.142        | 27.393        |
| 6308      | Contract Compliance Officer             | Specialist   | Exempt     | 2   |                  |               |               |               |
| 4510      | Energy Management Specialist            | Specialist   | Non-Exempt | 2   |                  |               |               |               |
| 7201      | Environmental Public Health Specialist  | Professional | Non-Exempt | 2   |                  |               |               |               |
| 9800      | Event Services Specialist               | Specialist   | Non-Exempt | 5   |                  |               |               |               |
| 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   |                  |               |               |               |
| 4603      | Human Resources Coordinator             | 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>44,206</b> | <b>54,153</b> | <b>64,099</b> |
|           |   |              |            |     | 2080 Hourly      | 21.253        | 26.035        | 30.817        |
| 5114      | Bioreactor Specialist                   | Professional | Exempt     | 7   |                  |               |               |               |
| 3015      | Crime Analyst                           | Professional | Non-Exempt | 2   |                  |               |               |               |
| 4509      | Energy Educator                         | Specialist   | Exempt     | 2   |                  |               |               |               |
| 4601      | Human Resources Analyst                 | Professional | Exempt     | 2   |                  |               |               |               |
| 4610      | Internal Auditor*                       | Professional | Exempt     | 2   |                  |               |               |               |
| 4104      | Neighborhood Communications Coordinator | Specialist   | Non-Exempt | 2   |                  |               |               |               |
| 6500      | Pension Administrator                   | Professional | 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>44,206</b> | <b>54,153</b> | <b>64,099</b> |
|           |                                  |              |          |     | 2080 Hourly      | 21.253        | 26.035        | 30.817        |
| 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>48,738</b> | <b>60,922</b> | <b>73,106</b> |
|           |                                  |              |          |     | 2080 Hourly      | 23.432        | 29.289        | 35.147        |
| 6604      | Budget Analyst                   | Professional | Exempt   | 2   |                  |               |               |               |
| 7930      | Business Analyst                 | Professional | Exempt   | 2   |                  |               |               |               |
| 5098      | Engineering Specialist           | Professional | Exempt   | 3   |                  |               |               |               |
| 2175      | GIS Analyst                      | Professional | Exempt   | 2   |                  |               |               |               |
| 5015      | Property Acquisition Coordinator | Professional | Exempt   | 2   |                  |               |               |               |
| 6203      | Senior Accountant                | Professional | Exempt   | 2   |                  |               |               |               |
| 4103      | Senior Planner                   | Professional | Exempt   | 2   |                  |               |               |               |
| 4502      | Senior Rate Analyst              | Professional | Exempt   | 2   |                  |               |               |               |
| <b>C8</b> |                                  |              |          |     | <b>Annual</b>    | <b>54,830</b> | <b>68,537</b> | <b>82,245</b> |
|           |                                  |              |          |     | 2080 Hourly      | 26.360        | 32.951        | 39.541        |
| 9955      | Civic Relations Officer*         | Professional | Exempt   | 2   |                  |               |               |               |
| 7924      | Database Administrator           | Professional | Exempt   | 2   |                  |               |               |               |
| 5113      | Engineer                         | 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>61,684</b> | <b>77,104</b> | <b>92,525</b>  |
|            |                                 |              |          |     | 2080 Hourly      | 29.656        | 37.069        | 44.483         |
|            | 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>69,394</b> | <b>86,743</b> | <b>104,091</b> |
|            |                                 |              |          |     | 2080 Hourly      | 33.363        | 41.703        | 50.044         |
| <b>C11</b> |                                 |              |          |     | <b>Annual</b>    | <b>78,068</b> | <b>97,585</b> | <b>117,102</b> |
|            |                                 |              |          |     | 2080 Hourly      | 37.533        | 46.916        | 56.299         |

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|-----------|--|------------|------------|-----|------------------|---------------|---------------|---------------|
|           |  |            |            |     |                  | Minimum       | Midpoint      | Maximum       |
| <b>D1</b> |  |            |            |     | <b>Annual</b>    | <b>25,637</b> | <b>30,764</b> | <b>35,892</b> |
|           |  |            |            |     | 2080 Hourly      | 12.325        | 14.791        | 17.256        |
| <b>D2</b> |  |            |            |     | <b>Annual</b>    | <b>28,201</b> | <b>33,841</b> | <b>39,481</b> |
|           |  |            |            |     | 2080 Hourly      | 13.558        | 16.270        | 18.981        |
|           | 7809 Document Support Services Supervisor  | Supervisor | Non-Exempt | 8   |                  |               |               |               |
| <b>D3</b> |  |            |            |     | <b>Annual</b>    | <b>31,021</b> | <b>37,225</b> | <b>43,429</b> |
|           |  |            |            |     | 2080 Hourly      | 14.914        | 17.897        | 20.879        |
| <b>D4</b> |  |            |            |     | <b>Annual</b>    | <b>34,123</b> | <b>40,947</b> | <b>47,772</b> |
|           |  |            |            |     | 2080 Hourly      | 16.405        | 19.686        | 22.967        |
|           | 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>36,769</b> | <b>45,042</b> | <b>53,315</b> |
|           |  |            |            |     | 2080 Hourly      | 17.677        | 21.655        | 25.632        |
|           | 1007 Administrative Supervisor             | Supervisor | Exempt     | 2   |                  |               |               |               |
|           | 7105 Animal Control Supervisor             | Supervisor | Exempt     | 8   |                  |               |               |               |
|           | 3014 Evidence Custodian                    | Supervisor | Exempt     | 2   |                  |               |               |               |
|           | 4200 Financial Specialist                  | Supervisor | Non-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   |                  |               |               |               |
|           | 6103 Stores Supervisor                     | Supervisor | Exempt     | 6   |                  |               |               |               |
| <b>D6</b> |  |            |            |     | <b>Annual</b>    | <b>40,446</b> | <b>49,546</b> | <b>58,646</b> |
|           |  |            |            |     | 2080 Hourly      | 19.445        | 23.820        | 28.195        |
|           | 4800 Communications & Marketing Supervisor | Supervisor | Exempt     | 2   |                  |               |               |               |
|           | 5205 Forester                              | Supervisor | Exempt     | 2   |                  |               |               |               |
|           | 2416 Golf Course Specialist                | Supervisor | Exempt     | 7   |                  |               |               |               |
|           | 5203 Horticulturist                        | Supervisor | Exempt     | 2   |                  |               |               |               |

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|-----------|--|------------|----------|-----|------------------|---------------|---------------|---------------|
|           |  |            |          |     |                  | Minimum       | Midpoint      | Maximum       |
| <b>D6</b> |  |            |          |     | <b>Annual</b>    | <b>40,446</b> | <b>49,546</b> | <b>58,646</b> |
|           |  |            |          |     | 2080 Hourly      | 19.445        | 23.820        | 28.195        |
| 4600      | Human Resources Specialist                   | Supervisor | Exempt   | 2   |                  |               |               |               |
| 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>44,490</b> | <b>54,501</b> | <b>64,511</b> |
|           |  |            |          |     | 2080 Hourly      | 21.390        | 26.202        | 31.015        |
| 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   |                  |               |               |               |
| 6105      | Stores Superintendent                        | Supervisor | Exempt   | 6   |                  |               |               |               |
| 2505      | Transportation Superintendent                | Supervisor | Exempt   | 1   |                  |               |               |               |



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|-----------|---|------------|------------|-----|------------------|---------------|---------------|---------------|
|           |   |            |            |     |                  | Minimum       | Midpoint      | Maximum       |
| <b>D7</b> |   |            |            |     | <b>Annual</b>    | <b>44,490</b> | <b>54,501</b> | <b>64,511</b> |
|           |   |            |            |     | 2080 Hourly      | 21.390        | 26.202        | 31.015        |
|           | 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>47,961</b> | <b>59,951</b> | <b>71,941</b> |
|           |   |            |            |     | 2080 Hourly      | 23.058        | 28.823        | 34.587        |
|           | 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>52,757</b> | <b>65,946</b> | <b>79,135</b> |
|           |   |            |            |     | 2080 Hourly      | 25.364        | 31.705        | 38.046        |
|           | 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>52,757</b> | <b>65,946</b> | <b>79,135</b>  |
|            |  |            |          |     | 2080 Hourly      | 25.364        | 31.705        | 38.046         |
| 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>58,032</b> | <b>72,540</b> | <b>87,049</b>  |
|            |  |            |          |     | 2080 Hourly      | 27.900        | 34.875        | 41.850         |
| 2635       | Assistant Power Production Superintendent      | Supervisor | Exempt   | 2   |                  |               |               |                |
| 3205       | Building Regulations Supervisor                | Supervisor | Exempt   | 1   |                  |               |               |                |
| 2150       | GIS Enterprise Systems Administrator           | Supervisor | Exempt   | 2   |                  |               |               |                |
| 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>62,584</b> | <b>79,795</b> | <b>97,005</b>  |
|            |  |            |          |     | 2080 Hourly      | 30.088        | 38.363        | 46.637         |
| 5109       | Engineering Supervisor                         | Supervisor | Exempt   | 2   |                  |               |               |                |
| <b>D12</b> |  |            |          |     | <b>Annual</b>    | <b>68,842</b> | <b>87,774</b> | <b>106,706</b> |
|            |  |            |          |     | 2080 Hourly      | 33.097        | 42.199        | 51.301         |

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|-----------|---|-----------|------------|-----|------------------|-----------|----------|---------|
|           |   |           |            |     |                  | Minimum   | Midpoint | Maximum |
| E1        |   |           |            |     | Annual           | 35,798    | 44,748   | 53,698  |
|           |   |           |            |     | 2080 Hourly      | 17.211    | 21.513   | 25.816  |
| E2        |   |           |            |     | Annual           | 39,378    | 49,223   | 59,067  |
|           |   |           |            |     | 2080 Hourly      | 18.932    | 23.665   | 28.398  |
|           | 8804 Deputy City Clerk*                   | Manager   | Non-Exempt | 6   |                  |           |          |         |
| E3        |   |           |            |     | Annual           | 44,301    | 55,376   | 66,451  |
|           |   |           |            |     | 2080 Hourly      | 21.298    | 26.623   | 31.947  |
| E4        |   |           |            |     | Annual           | 49,838    | 62,298   | 74,757  |
|           |   |           |            |     | 2080 Hourly      | 23.961    | 29.951   | 35.941  |
|           | 6505 Business Services 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   |                  |           |          |         |
| E5        |   |           |            |     | Annual           | 54,968    | 70,085   | 85,201  |
|           |   |           |            |     | 2080 Hourly      | 26.427    | 33.695   | 40.962  |
|           | 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>61,840</b> | <b>78,845</b> | <b>95,851</b>  |
|           |                                       |           |          |     | 2080 Hourly      | 29.731        | 37.906        | 46.082         |
| 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>71,115</b> | <b>90,672</b> | <b>110,229</b> |
|           |                                       |           |          |     | 2080 Hourly      | 34.190        | 43.592        | 52.995         |
| 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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|-----------|---|-----------|----------|-----|------------------|---------------|----------------|----------------|
|           |   |           |          |     |                  | Minimum       | Midpoint       | Maximum        |
| <b>E8</b> |   |           |          |     | <b>Annual</b>    | <b>78,697</b> | <b>104,273</b> | <b>129,849</b> |
|           |   |           |          |     | 2080 Hourly      | 37.835        | 50.131         | 62.428         |
| 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>90,501</b> | <b>119,914</b> | <b>149,327</b> |
|           |   |           |          |     | 2080 Hourly      | 43.510        | 57.651         | 71.792         |
| 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   |                  |               |                |                |

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|------------|--------------------------|-----------|----------|-----|------------------|----------------|----------------|----------------|
|            |                          |           |          |     |                  | Minimum        | Midpoint       | Maximum        |
| <b>E9</b>  |                          |           |          |     | <b>Annual</b>    | <b>90,501</b>  | <b>119,914</b> | <b>149,327</b> |
|            |                          |           |          |     | 2080 Hourly      | 43.510         | 57.651         | 71.792         |
| 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>104,076</b> | <b>137,901</b> | <b>171,726</b> |
|            |                          |           |          |     | 2080 Hourly      | 50.037         | 66.299         | 82.561         |
| 9905       | Deputy City Manager*     | Manager   | Exempt   | 1   |                  |                |                |                |
| <b>E11</b> |                          |           |          |     | <b>Annual</b>    | <b>119,688</b> | <b>158,586</b> | <b>197,485</b> |
|            |                          |           |          |     | 2080 Hourly      | 57.542         | 76.243         | 94.945         |
| 9998       | City Manager*            | Charter   | Exempt   | 1   |                  |                |                |                |

\* Denotes Unclassified Employee

City of Columbia, Missouri  
FY 2015 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       |
| <b>F1</b> |                                 |               |            |     | <b>Annual</b>    | <b>29,633</b> | <b>35,560</b> | <b>41,487</b> |
|           |                                 |               |            |     | 2080 Hourly      | 14.247        | 17.096        | 19.946        |
|           | 3009 Station Master             | Public Safety | Non-Exempt | 5   |                  |               |               |               |
| <b>F2</b> |                                 |               |            |     | <b>Annual</b>    | <b>31,856</b> | <b>38,227</b> | <b>44,598</b> |
|           |                                 |               |            |     | 2080 Hourly      | 15.315        | 18.378        | 21.441        |
|           | 3011 Community Service Aide     | Public Safety | Non-Exempt | 4   |                  |               |               |               |
| <b>F3</b> |                                 |               |            |     | <b>Annual</b>    | <b>34,245</b> | <b>41,094</b> | <b>47,943</b> |
|           |                                 |               |            |     | 2080 Hourly      | 16.464        | 19.757        | 23.050        |
| <b>F4</b> |                                 |               |            |     | <b>Annual</b>    | <b>37,670</b> | <b>45,203</b> | <b>52,737</b> |
|           |                                 |               |            |     | 2080 Hourly      | 18.110        | 21.732        | 25.354        |
|           |                                 |               |            |     | 2912 Hourly      | 12.936        | 15.523        | 18.110        |
|           | 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>41,436</b> | <b>49,724</b> | <b>58,011</b> |
|           |                                 |               |            |     | 2080 Hourly      | 19.921        | 23.906        | 27.890        |
|           |                                 |               |            |     | 2912 Hourly      | 14.230        | 17.075        | 19.921        |
|           | 3102 Firefighter II**           | Public Safety | Non-Exempt | 4   |                  |               |               |               |
|           | 3001 Police Officer             | Public Safety | Non-Exempt | 4   |                  |               |               |               |
| <b>F6</b> |                                 |               |            |     | <b>Annual</b>    | <b>45,580</b> | <b>54,696</b> | <b>63,812</b> |
|           |                                 |               |            |     | 2080 Hourly      | 21.914        | 26.296        | 30.679        |
|           |                                 |               |            |     | 2912 Hourly      | 15.653        | 18.783        | 21.914        |
|           | 2558 Airport Safety Supervisor  | Public Safety | Non-Exempt | 3   |                  |               |               |               |
|           | 3103 Fire Engineer**            | Public Safety | Non-Exempt | 4   |                  |               |               |               |
|           | 8689 Park Ranger Supervisor     | Public Safety | Non-Exempt | 3   |                  |               |               |               |

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

City of Columbia, Missouri  
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Effective September 28, 2014

| Pay Grade  | Job Title                          | Job Group     | Overtime   | EEO | Type of Pay Rate | Pay Range     |               |                |
|------------|------------------------------------|---------------|------------|-----|------------------|---------------|---------------|----------------|
|            |                                    |               |            |     |                  | Minimum       | Midpoint      | Maximum        |
| <b>F7</b>  |                                    |               |            |     | <b>Annual</b>    | <b>48,133</b> | <b>60,166</b> | <b>72,199</b>  |
|            |                                    |               |            |     | 2080 Hourly      | 23.141        | 28.926        | 34.711         |
|            |                                    |               |            |     | 2912 Hourly      | 16.529        | 20.661        | 24.794         |
|            | 2555 Airport Operations Supervisor | Public Safety | Exempt     | 5   |                  |               |               |                |
|            | 3104 Fire Lieutenant**             | Public Safety | Non-Exempt | 2   |                  |               |               |                |
| <b>F8</b>  |                                    |               |            |     | <b>Annual</b>    | <b>52,946</b> | <b>66,182</b> | <b>79,419</b>  |
|            |                                    |               |            |     | 2080 Hourly      | 25.455        | 31.818        | 38.182         |
|            |                                    |               |            |     | 2912 Hourly      | 18.182        | 22.727        | 27.273         |
|            | 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   |                  |               |               |                |
| <b>F9</b>  |                                    |               |            |     | <b>Annual</b>    | <b>58,240</b> | <b>72,801</b> | <b>87,361</b>  |
|            |                                    |               |            |     | 2080 Hourly      | 28.000        | 35.000        | 42.000         |
|            |                                    |               |            |     | 2912 Hourly      | 20.000        | 25.000        | 30.000         |
|            | 3107 Fire Battalion Chief**        | Public Safety | Exempt     | 4   |                  |               |               |                |
| <b>F10</b> |                                    |               |            |     | <b>Annual</b>    | <b>64,065</b> | <b>80,081</b> | <b>96,097</b>  |
|            |                                    |               |            |     | 2080 Hourly      | 30.800        | 38.500        | 46.200         |
|            |                                    |               |            |     | 2912 Hourly      | 22.000        | 27.500        | 33.000         |
|            | 3106 Fire Division Chief**         | Public Safety | Exempt     | 4   |                  |               |               |                |
|            | 3003 Police Lieutenant             | Public Safety | Exempt     | 2   |                  |               |               |                |
| <b>F11</b> |                                    |               |            |     | <b>Annual</b>    | <b>70,471</b> | <b>88,089</b> | <b>105,706</b> |
|            |                                    |               |            |     | 2080 Hourly      | 33.880        | 42.350        | 50.820         |
| <b>F12</b> |                                    |               |            |     | <b>Annual</b>    | <b>77,518</b> | <b>96,898</b> | <b>116,277</b> |
|            |                                    |               |            |     | 2080 Hourly      | 37.268        | 46.585        | 55.902         |

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



**Amendments to the  
City of Columbia Classification and Pay Plan  
FY 2015**

**Classifications Added:**

|      |                                  |           |            |
|------|----------------------------------|-----------|------------|
| 2558 | Airport Safety Supervisor        | Grade F6  | Non-Exempt |
| 2380 | Construction Mechanic-773        | Grade A8  | Non-Exempt |
| 2780 | Consulting Utility Forester      | Grade A7  | Non-Exempt |
| 1390 | Contact Center Technician        | Grade B8  | Non-Exempt |
| 9800 | Event Services Specialist        | Grade C5  | Non-Exempt |
| 4603 | Human Resources Coordinator      | Grade C5  | Exempt     |
| 2884 | Jet Lead Operator-773            | Grade A10 | Non-Exempt |
| 2781 | Lead Consulting Utility Forester | Grade A9  | Non-Exempt |
| 1030 | Medical Billing Clerk            | Grade B6  | Non-Exempt |
| 8689 | Park Ranger Supervisor           | Grade F6  | Non-Exempt |
| 6500 | Pension Administrator            | Grade C6  | Exempt     |
| 3013 | Property and Evidence Technician | Grade B6  | Non-Exempt |
| 1010 | Records Specialist               | Grade B6  | Non-Exempt |
| 6105 | Stores Superintendent            | Grade D7  | Exempt     |
| 2885 | Wetlands Lead Operator-773       | Grade A10 | Non-Exempt |

**Classification Closed:**

|      |                             |           |            |
|------|-----------------------------|-----------|------------|
| 2628 | Railroad Operations Foreman | Grade A11 | Non-Exempt |
|------|-----------------------------|-----------|------------|

**Classification Separation:**

2299, Equipment Operator I-773, grade A6, Non-Exempt to

2397, Maintenance Assistant-773, grade A6, Non-Exempt

Public Works/Parking (1)

1006, Senior Administrative Support Assistant, grade B6, Non-Exempt to

1030, Medical Billing Clerk, grade B6, Non-Exempt

Public Health & Human Services/Clinic (1)

1006, Senior Administrative Support Assistant, grade B6, Non-Exempt to

3013, Property and Evidence Technician, grade B6, Non-Exempt

Police/Operations Support (2)

1006, Senior Administrative Support Assistant, grade B6, Non-Exempt to

1010, Records Specialist, grade B6, Non-Exempt

Police/Operations Support (4)

2590, Sewer Utility Lead Operator-773, grade A10, Non-Exempt to

2885, Wetlands Lead Operator-773, grade A10, Non-Exempt

Public Works/Sewer (1)

2590, Sewer Utility Lead Operator-773, grade A10, Non-Exempt to

2884, Jet Lead Operator-773, grade A10, Non-Exempt

Public Works/Sewer (3)

**Market Adjustments:**

- 2641 Water Treatment Plant Operator I, grade A7 to A8
- 2642 Water Treatment Plant Operator II, grade A8 to A9
- 2643 Water Treatment Plant Operator III, grade A9 to A10

**Reassignments:**

- 1006, Senior Administrative Support Assistant, grade B6, Non-Exempt to  
4800, Communications & Marketing Supervisor, grade D6, Exempt  
Convention & Visitor's Bureau (1)
  
- 1005, Administrative Support Assistant, grade B5, Non-Exempt to  
1006, Senior Administrative Support Assistant, grade B6, Non- Exempt  
Cultural Affairs (1)
  
- 1005, Administrative Support Assistant, grade B5, Non-Exempt to  
1006, Senior Administrative Support Assistant, grade B6, Non-Exempt  
Finance/Business License (1)
  
- 4200, Financial Specialist, grade C4, Non-Exempt to  
4200, Financial Specialist, grade D5, Non-Exempt  
Information Technologies (1)
  
- 2300, Equipment Operator II-773, grade A7, Non-Exempt to  
2380, Construction Mechanic-773, grade A8, Non-Exempt  
Parks & Recreation/PMC (3)
  
- 1006, Senior Administrative Support Assistant, grade B6, Non-Exempt to  
6102, Stores Clerk, grade B5, Non-Exempt  
Police/Operations Support (1)
  
- 2175, GIS Analyst, grade C6, Exempt to  
2175, GIS Analyst, grade C7, Exempt  
Public Works/GIS (2)  
Water & Light/Engineering (1)
  
- 2150, GIS Enterprise Systems Administrator, grade C8, Exempt to  
2150, GIS Enterprise Systems Administrator, grade D10, Exempt  
Public Works/GIS (1)
  
- 2190, GIS Technician, grade C4, Non-Exempt to  
2175, GIS Analyst, grade C7, Exempt  
Public Works/GIS (1)
  
- 1006, Senior Administrative Support Assistant, grade B6, Non-Exempt to  
1007, Administrative Supervisor, grade D5, Exempt  
Public Works/Administration (1)

1400, Administrative Technician, grade B8, Non-Exempt to  
1006, Senior Administrative Support Assistant, grade B6, Non-Exempt  
Water & Light/Administration (1)

1006, Senior Administrative Support Assistant, grade B6, Non-Exempt to  
1400, Administrative Technician, grade B8, Non-Exempt  
Water & Light/Electric Production (1)

6103, Stores Supervisor, grade D7, Exempt to  
6103, Stores Supervisor, grade D5, Exempt  
Water & Light/Storeroom (1)

**Title Changes:**

6505 Business Services & Pension Manager to Business Services Manager  
4999 Code Educator Specialist to Pretreatment Inspector  
2297 Pipefitter to Water Distribution Lead Operator