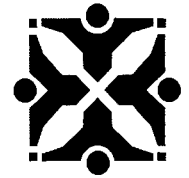


City of Columbia

701 East Broadway, Columbia, Missouri 65201



Agenda Item Number: B 253-15

Department Source: Human Resources

To: City Council

From: City Manager & Staff

Council Meeting Date: 9/8/2015

Re: Adoption of the City of Columbia Classification and Pay Plan for FY 2016

Documents Included With This Agenda Item

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

Supporting documentation includes: Amendments to the City of Columbia Classification and Pay Plan FY 2016

Executive Summary

The ordinance authorizes a 2% across the board pay increase for all permanent employees, applies market based adjustments to the A through F pay structures, authorizes time in classification pay increases for eligible permanent employees, and amends the City of Columbia Classification and Pay Plan for FY 2016. Changes have been developed according to the City's compensation philosophy, adopted in FY 2014. All pay proposals are included in the FY 2016 proposed budget.

Discussion

The proposed changes to the Classification and Pay Plan for FY 2016 include adjustments to all pay bands to reflect market changes, and implement 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 2016 budget. Classifications impacted by reorganizations in the City Manager's Office, Law and Public Communications are also reflected in the Classification and Pay Plan changes.

The FY 2016 Classification and Pay Plan and the FY 2016 Amendments to the City of Columbia Classification and Pay Plan are attached. All changes are effective with the pay period beginning September 27, 2015.

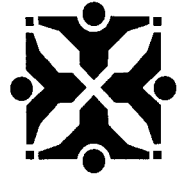
Pay changes will be applied in the following order:

1. Market based adjustments are made to the minimum, midpoint and maximum pay points in the A through F pay structures. The application of the proposed band increases is calculated off the increase to the midpoint. The A pay structure midpoints will be increased 1.9%; B through F pay structures' midpoints will be increased 1.7%.

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

City of Columbia

701 East Broadway, Columbia, Missouri 65201



budget. Approximately 73 employees will receive this increase.

2. Employees with at least five (5) years of service as of March 1, 2015 in their current classification will receive a time in classification pay increase to move employee pay toward the midpoint of the pay range. For FY 2016, the increase is calculated on the difference between each eligible employee's current rate of pay and the pay range midpoint. Twenty percent (20%) of the difference is budgeted for these moves toward the midpoint for FY 2016. Approximately 315 permanent employees will receive this increase.

3. A two percent (2%) across the board pay raise is included in the FY 2016 budget for all permanent employees.

Finally, the proposal adopts changes to the FY 2016 Classification and Pay Plan that add new classifications, close classifications, separate classifications, reassign classifications, and make title changes. These changes are reflected in the FY 2016 budget, and are a result of the annual classification review process, recruitment issue reviews, new positions reviews, and reorganizations. The City Manager assigns all employees to appropriate classifications.

Fiscal Impact

Short-Term Impact: Funds for all pay increases are included in the FY 2016 proposed budget.

Long-Term Impact: Increases to employee pay are considered on an annual basis.

Vision, Strategic & Comprehensive Plan Impact

Vision Impact: Governance and Decision Making

Strategic Plan Impact: Workforce

Comprehensive Plan Impact: Not Applicable

Suggested Council Action

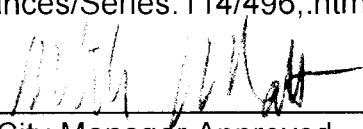
Adopt the ordinance.

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


Department Approved


City Manager Approved

Introduced by _____

First Reading _____

Second Reading _____

Ordinance No. _____

Council Bill No. B 253-15

AN ORDINANCE

adopting the FY 2016 Classification and Pay Plan; providing FY 2016 salary adjustments relating to the Classification and Pay Plan; providing for a 2% salary increase for eligible employees; establishing an implementation date of September 27, 2015; 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 2016 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, 2015 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 2016 Classification and Pay Plan and salary adjustments set forth herein shall be effective as of the pay period beginning on September 27, 2015.

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

PASSED this _____ day of _____, 2015.

ATTEST:

City Clerk

Mayor and Presiding Officer

APPROVED AS TO FORM:

City Counselor

City of Columbia, Missouri
FY 2016 Classification and Pay Plan

Printed 8/26/2015

Effective September 27, 2015

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

City of Columbia, Missouri
FY 2016 Classification and Pay Plan

Printed 8/26/2015

Effective September 27, 2015

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range		
						Minimum	Midpoint	Maximum
A7					Annual	28,657	33,672	38,687
					2080 Hourly	13.777	16.188	18.600
	2300 Equipment Operator II-773	Operator	Non-Exempt	7				
	2302 Equipment Operator II	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				
A8					Annual	31,523	37,040	42,556
					2080 Hourly	15.155	17.808	20.460
	7101 Animal Control Officer	Technician	Non-Exempt	8				
	2631 Associate Power Plant Operator-773	Operator	Non-Exempt	7				
	2390 Building Maintenance Mechanic-773	Technician	Non-Exempt	7				
	2380 Construction Mechanic-773	Operator	Non-Exempt	7				
	2375 Equipment Mechanic - 773	Technician	Non-Exempt	7				
	2503 Lead Bus Driver-773	Operator	Non-Exempt	8				
	2883 Lead Utility Service Worker	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				
A9					Annual	33,260	40,744	48,227
					2080 Hourly	15.990	19.588	23.186
	5000 Associate Engineering Technician	Technician	Non-Exempt	3				
	2419 Associate Utility Maintenance Mechanic-773	Operator	Non-Exempt	7				

City of Columbia, Missouri
FY 2016 Classification and Pay Plan

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						Minimum	Midpoint	Maximum
A9					Annual	33,260	40,744	48,227
					2080 Hourly	15.990	19.588	23.186
	9933 Audio Visual Technician	Technician	Non-Exempt	3				
	2379 Construction Technician - 773	Technician	Non-Exempt	7				
	2860 Electronic Data Specialist	Technician	Non-Exempt	6				
	2298 Equipment Operator III	Technician	Non-Exempt	7				
	2303 Equipment Operator III-773	Technician	Non-Exempt	7				
	5041 Laboratory Technician	Technician	Non-Exempt	3				
	5040 Laboratory Technician-773	Technician	Non-Exempt	3				
	2404 Maintenance Mechanic -773	Operator	Non-Exempt	7				
	2396 Maintenance Technician-773	Technician	Non-Exempt	7				
	2626 Railroad Operator	Technician	Non-Exempt	8				
	2214 Senior Refuse Collector-773	Operator	Non-Exempt	8				
	3034 Sign Technician - 773	Technician	Non-Exempt	7				
	2297 Water Distribution Lead Operator	Technician	Non-Exempt	7				
	2312 Water Distribution Technician	Technician	Non-Exempt	7				
	2642 Water Treatment Plant Operator II	Technician	Non-Exempt	7				
A10					Annual	36,586	44,818	53,050
					2080 Hourly	17.589	21.547	25.505
	1215 Billing Auditor	Technician	Non-Exempt	6				
	7920 Computer Support Technician-773	Technician	Non-Exempt	3				
	2405 Construction Specialist-773	Technician	Non-Exempt	7				
	4997 Design Drafter	Technician	Non-Exempt	3				
	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				
	1402 Human Resources Technician	Technician	Non-Exempt	5				

City of Columbia, Missouri
FY 2016 Classification and Pay Plan

Printed 8/26/2015

Effective September 27, 2015

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range		
						Minimum	Midpoint	Maximum
A10					Annual	36,586	44,818	53,050
					2080 Hourly	17.589	21.547	25.505
2884	Jet Lead Operator-773	Technician	Non-Exempt	7				
2781	Lead Consulting Utility Forester	Operator	Non-Exempt	7				
2877	Lead Meter Reader	Technician	Non-Exempt	8				
2403	Maintenance Specialist-773	Technician	Non-Exempt	7				
2319	Meter Shop Foreman	Technician	Non-Exempt	7				
2370	Parks & Grounds Specialist-773	Technician	Non-Exempt	7				
4102	Plan Reviewer	Technician	Non-Exempt	3				
2694	Power Plant Operator-773	Operator	Non-Exempt	7				
4998	Project Compliance Inspector	Technician	Non-Exempt	1				
2410	Railroad Maintenance Specialist	Technician	Non-Exempt	7				
2590	Sewer Utility Lead Operator-773	Technician	Non-Exempt	7				
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				
A11					Annual	41,159	50,420	59,681
					2080 Hourly	19.788	24.240	28.693
2160	Addressing Specialist	Technician	Non-Exempt	3				
2400	Airport Maintenance Foreman	Technician	Non-Exempt	7				
2889	Assistant NERC Compliance Officer-773	Technician	Exempt	2				
7693	Biogas Plant Technician	Technician	Non-Exempt	7				
3202	Building Inspector	Technician	Non-Exempt	1				

City of Columbia, Missouri
FY 2016 Classification and Pay Plan

Printed 8/26/2015

Effective September 27, 2015

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range		
						Minimum	Midpoint	Maximum
A11					Annual	41,159	50,420	59,681
					2080 Hourly	19.788	24.240	28.693
2320	CCTV Technician	Technician	Non-Exempt	7				
4650	Code Enforcement Specialist	Technician	Non-Exempt	1				
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				
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	3				
A12					Annual	46,304	56,723	67,141
					2080 Hourly	22.262	27.271	32.279
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	1				
A13					Annual	52,092	63,813	75,534
					2080 Hourly	25.044	30.679	36.314
2331	Journeyman Communication Technician	Technician	Non-Exempt	7				
2703	Journeyman Lineworker	Technician	Non-Exempt	7				

City of Columbia, Missouri
FY 2016 Classification and Pay Plan

Printed 8/26/2015

Effective September 27, 2015

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						Minimum	Midpoint	Maximum
A13					Annual	52,092	63,813	75,534
					2080 Hourly	25.044	30.679	36.314
	2334 Journeyman Substation Technician	Technician	Non-Exempt	7				
	2640 NERC Certified Balancing Authority Operator-773	Technician	Non-Exempt	7				
A14					Annual	58,604	71,790	84,976
					2080 Hourly	28.175	34.514	40.854
	2332 Communication Technician Foreman	Technician	Non-Exempt	7				
	2706 Line Foreman	Technician	Non-Exempt	7				
	2888 NERC Compliance Officer-773	Technician	Exempt	2				
	2335 Substation Technician Foreman	Technician	Non-Exempt	7				

City of Columbia, Missouri
FY 2016 Classification and Pay Plan

Printed 8/26/2015

Effective September 27, 2015

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range		
						Minimum	Midpoint	Maximum
B1					Annual	18,937	22,725	26,512
					2080 Hourly	9.104	10.925	12.746
	1201 Cashier	Clerical	Non-Exempt	6				
B2					Annual	20,358	24,429	28,501
					2080 Hourly	9.788	11.745	13.702
B3					Annual	21,884	26,261	30,638
					2080 Hourly	10.521	12.625	14.730
	1200 Lead Cashier	Clerical	Non-Exempt	5				
B4					Annual	23,526	28,231	32,936
					2080 Hourly	11.311	13.573	15.835
	8510 Recreation Leader	Clerical	Non-Exempt	5				
B5					Annual	25,878	31,054	36,230
					2080 Hourly	12.441	14.930	17.418
	1005 Administrative Support Assistant	Clerical	Non-Exempt	6				
	1211 Customer Service Rep I	Clerical	Non-Exempt	6				
	6100 Stores Clerk - 773	Clerical	Non-Exempt	6				
	6102 Stores Clerk	Clerical	Non-Exempt	6				
	7451 WIC Office Specialist	Clerical	Non-Exempt	6				
B6					Annual	28,466	34,159	39,853
					2080 Hourly	13.686	16.423	19.160
	1213 Customer Service Rep II	Clerical	Non-Exempt	6				
	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				
B7					Annual	31,313	37,575	43,838
					2080 Hourly	15.054	18.065	21.076
	1203 Accounting Assistant	Clerical	Non-Exempt	6				

City of Columbia, Missouri
FY 2016 Classification and Pay Plan

Printed 8/26/2015

Effective September 27, 2015

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						Minimum	Midpoint	Maximum
B8					Annual	35,227	42,272	49,318
					2080 Hourly	16.936	20.323	23.711
	1400 Administrative Technician	Clerical	Non-Exempt	6				
	1390 Contact Center Technician	Clerical	Non-Exempt	6				
	3012 Investigative Technician	Clerical	Non-Exempt	5				
B9					Annual	39,630	47,556	55,482
					2080 Hourly	19.053	22.863	26.674
B10					Annual	44,584	53,501	62,418
					2080 Hourly	21.435	25.722	30.009

City of Columbia, Missouri
FY 2016 Classification and Pay Plan

Printed 8/26/2015

Effective September 27, 2015

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range		
						Minimum	Midpoint	Maximum
C1					Annual	26,047	31,256	36,466
					2080 Hourly	12.523	15.027	17.532
C2					Annual	28,652	34,382	40,112
					2080 Hourly	13.775	16.530	19.285
C3					Annual	32,233	38,680	45,127
					2080 Hourly	15.497	18.596	21.696
	9950 City Management Fellowship*	Specialist	Non-Exempt	2				
C4					Annual	35,522	43,515	51,507
					2080 Hourly	17.078	20.921	24.763
	6208 Accountant I	Professional	Non-Exempt	2				
	2190 GIS Technician	Specialist	Non-Exempt	3				
	4810 Marketing Specialist	Specialist	Exempt	2				
	4627 Program Specialist	Specialist	Exempt	2				
	4801 Public Communications Specialist	Specialist	Exempt	2				
	4802 Public Information Specialist	Specialist	Exempt	2				
	7301 Social Services Clinic Specialist	Professional	Non-Exempt	2				
	7299 Social Services Home Visit Specialist	Professional	Non-Exempt	2				
	4300 Tourism Services Specialist	Professional	Exempt	2				
	9932 Videographer	Specialist	Non-Exempt	2				
	4615 Volunteer Program Specialist	Specialist	Non-Exempt	2				
	4580 Wellness Educator	Specialist	Exempt	2				
C5					Annual	39,963	48,954	57,946
					2080 Hourly	19.213	23.536	27.859
	6207 Accountant II	Professional	Exempt	2				
	5007 City Arborist	Professional	Exempt	2				
	6308 Contract Compliance Officer	Specialist	Exempt	2				

* Denotes Unclassified Employee

City of Columbia, Missouri
FY 2016 Classification and Pay Plan

Printed 8/26/2015

Effective September 27, 2015

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range		
						Minimum	Midpoint	Maximum
C5					Annual	39,963	48,954	57,946
					2080 Hourly	19.213	23.536	27.859
3017	Crime Scene Investigator	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				
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				
6305	Procurement Officer	Specialist	Exempt	5				
7931	Technical Trainer	Specialist	Non-Exempt	2				
5135	Water Quality Compliance Officer	Professional	Exempt	2				
C6					Annual	44,958	55,074	65,189
					2080 Hourly	21.614	26.478	31.341
5114	Bioreactor Specialist	Professional	Exempt	2				
3015	Crime Analyst	Professional	Non-Exempt	2				
4509	Energy Educator	Specialist	Exempt	2				
6204	Financial Analyst	Professional	Exempt	2				
4601	Human Resources Analyst	Professional	Exempt	2				
4610	Internal Auditor*	Professional	Exempt	2				
4104	Neighborhood Communications Coordinator	Specialist	Non-Exempt	2				
3290	Paralegal	Professional	Non-Exempt	5				
6500	Pension Administrator	Professional	Exempt	2				

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City of Columbia, Missouri
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Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range		
						Minimum	Midpoint	Maximum
C6					Annual	44,958	55,074	65,189
					2080 Hourly	21.614	26.478	31.341
4101	Planner	Specialist	Exempt	2				
3008	Police Trainer	Professional	Exempt	2				
7503	Public Health Nurse	Professional	Exempt	2				
4501	Rate Analyst	Professional	Exempt	2				
6595	Risk Management Specialist	Professional	Exempt	2				
4108	Senior Plan Reviewer	Professional	Exempt	3				
9916	Sustainability Educator	Specialist	Exempt	2				
4570	Training Coordinator	Professional	Exempt	2				
4619	Trust Specialist*	Professional	Exempt	2				
C7					Annual	49,566	61,958	74,349
					2080 Hourly	23.830	29.788	35.745
6604	Budget Analyst	Professional	Exempt	2				
7930	Business Analyst	Professional	Exempt	2				
5098	Engineering Specialist	Professional	Exempt	3				
2175	GIS Analyst	Professional	Exempt	2				
5015	Property Acquisition Coordinator	Professional	Exempt	2				
6203	Senior Accountant	Professional	Exempt	2				
4103	Senior Planner	Professional	Exempt	2				
4502	Senior Rate Analyst	Professional	Exempt	2				
C8					Annual	55,762	69,702	83,643
					2080 Hourly	26.809	33.511	40.213
9955	Civic Relations Officer*	Professional	Exempt	2				
7919	Cyber Security Analyst	Professional	Exempt	2				
7924	Database Administrator	Professional	Exempt	2				

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Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range		
						Minimum	Midpoint	Maximum
C8					Annual	55,762	69,702	83,643
					2080 Hourly	26.809	33.511	40.213
	5113 Engineer	Professional	Exempt	2				
	7918 Network Engineer	Professional	Exempt	2				
	6603 Senior Budget Analyst	Professional	Exempt	2				
	7927 Systems Administrator	Professional	Exempt	2				
	7922 Systems Analyst	Professional	Exempt	2				
C9					Annual	62,732	78,415	94,098
					2080 Hourly	30.160	37.700	45.239
	3301 Assistant City Counselor	Professional	Exempt	2				
	6760 Financial Project Officer*	Professional	Exempt	2				
	7506 Nurse Practitioner	Professional	Exempt	2				
C10					Annual	70,574	88,217	105,861
					2080 Hourly	33.930	42.412	50.895
C11					Annual	79,395	99,244	119,093
					2080 Hourly	38.171	47.713	57.256

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City of Columbia, Missouri
FY 2016 Classification and Pay Plan

Printed 8/26/2015

Effective September 27, 2015

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range		
						Minimum	Midpoint	Maximum
D1					Annual	26,073	31,287	36,502
					2080 Hourly	12.535	15.042	17.549
D2					Annual	28,680	34,416	40,152
					2080 Hourly	13.788	16.546	19.304
	7809 Document Support Services Supervisor	Supervisor	Non-Exempt	8				
D3					Annual	31,548	37,858	44,167
					2080 Hourly	15.167	18.201	21.234
D4					Annual	34,703	41,643	48,584
					2080 Hourly	16.684	20.021	23.358
	2504 Bus Supervisor	Supervisor	Exempt	8				
	1009 Records Unit Supervisor	Supervisor	Exempt	6				
	2112 Vehicle Service Coordinator	Supervisor	Non-Exempt	7				
D5					Annual	37,394	45,808	54,221
					2080 Hourly	17.978	22.023	26.068
	1007 Administrative Supervisor	Supervisor	Exempt	2				
	7105 Animal Control Supervisor	Supervisor	Exempt	8				
	3295 Assistant to City Counselor	Supervisor	Non-Exempt	2				
	3014 Evidence Custodian	Supervisor	Exempt	2				
	4200 Financial Specialist	Supervisor	Non-Exempt	2				
	3024 Parking Supervisor	Supervisor	Exempt	8				
	2417 Parks & Facilities Specialist	Supervisor	Exempt	8				
	2305 Public Works Supervisor I	Supervisor	Exempt	7				
	8520 Recreation Specialist	Supervisor	Exempt	2				
	2216 Solid Waste Supervisor I	Supervisor	Exempt	7				
	6103 Stores Supervisor	Supervisor	Exempt	6				

City of Columbia, Missouri
FY 2016 Classification and Pay Plan

Printed 8/26/2015

Effective September 27, 2015

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range		
						Minimum	Midpoint	Maximum
D6					Annual	41,133	50,388	59,643
					2080 Hourly	19.775	24.225	28.675
9911	Assistant to City Manager*	Supervisor	Exempt	2				
4800	Communications & Marketing Supervisor	Supervisor	Exempt	2				
5205	Forester	Supervisor	Exempt	2				
2416	Golf Course Specialist	Supervisor	Exempt	2				
5203	Horticulturist	Supervisor	Exempt	2				
4600	Human Resources Specialist	Supervisor	Exempt	2				
2306	Public Works Supervisor II	Supervisor	Exempt	7				
1008	Senior Administrative Supervisor	Supervisor	Exempt	2				
2591	Sewer Supervisor	Supervisor	Exempt	7				
7302	Social Services Supervisor	Supervisor	Exempt	2				
2208	Solid Waste District Administrator	Supervisor	Exempt	2				
2217	Solid Waste Supervisor II	Supervisor	Exempt	7				
2418	Sports Turf Specialist	Supervisor	Exempt	7				
2585	Storm Water Supervisor	Supervisor	Exempt	7				
2616	Transload Operations Supervisor	Supervisor	Non-Exempt	7				
1214	Utility Customer Service Supervisor	Supervisor	Exempt	2				
D7					Annual	45,247	55,427	65,608
					2080 Hourly	21.753	26.648	31.542
8762	Assistant to the Parks & Recreation Director	Supervisor	Exempt	2				
2407	Building & Grounds Supervisor	Supervisor	Exempt	7				
2406	Construction Supervisor	Supervisor	Exempt	7				
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				

* Denotes Unclassified Employee

City of Columbia, Missouri
FY 2016 Classification and Pay Plan

Printed 8/26/2015

Effective September 27, 2015

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range		
						Minimum	Midpoint	Maximum
D7					Annual	45,247	55,427	65,608
					2080 Hourly	21.753	26.648	31.542
	7375 Public Health Promotion Supervisor	Supervisor	Exempt	2				
	2307 Public Works Supervisor III	Supervisor	Exempt	7				
	8530 Recreation Supervisor	Supervisor	Exempt	2				
	6307 Senior Procurement Officer	Supervisor	Exempt	2				
	2428 Sewer Maint Supervisor	Supervisor	Exempt	7				
	2218 Solid Waste Supervisor III	Supervisor	Exempt	7				
	6105 Stores Superintendent	Supervisor	Exempt	1				
	2505 Transportation Superintendent	Supervisor	Exempt	1				
	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				
D8					Annual	48,776	60,970	73,164
					2080 Hourly	23.450	29.313	35.175
	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				

City of Columbia, Missouri
FY 2016 Classification and Pay Plan

Printed 8/26/2015

Effective September 27, 2015

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range		
						Minimum	Midpoint	Maximum
D9					Annual	53,654	67,067	80,480
					2080 Hourly	25.795	32.244	38.692
6201	Accounting Supervisor	Supervisor	Exempt	2				
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				
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				
2209	Recovery Superintendent	Supervisor	Exempt	1				
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				
D10					Annual	59,019	73,774	88,528
					2080 Hourly	28.375	35.468	42.562
2635	Assistant Power Production Superintendent	Supervisor	Exempt	2				
6606	Budget Supervisor	Supervisor	Exempt	2				
3205	Building Regulations Supervisor	Supervisor	Exempt	1				
2450	Construction Project Superintendent	Supervisor	Exempt	2				
2150	GIS Enterprise Systems Administrator	Supervisor	Exempt	2				
2730	Line Superintendent	Supervisor	Exempt	1				

City of Columbia, Missouri
FY 2016 Classification and Pay Plan

Printed 8/26/2015

Effective September 27, 2015

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range		
						Minimum	Midpoint	Maximum
D10					Annual	59,019	73,774	88,528
					2080 Hourly	28.375	35.468	42.562
	2311 Street Maintenance Superintendent	Supervisor	Exempt	1				
	2337 Substation Repair Superintendent	Supervisor	Exempt	1				
	2606 WWTP Superintendent	Supervisor	Exempt	1				
D11					Annual	63,648	81,151	98,654
					2080 Hourly	30.600	39.015	47.430
	5109 Engineering Supervisor	Supervisor	Exempt	2				
D12					Annual	70,013	89,266	108,520
					2080 Hourly	33.660	42.916	52.173

City of Columbia, Missouri
FY 2016 Classification and Pay Plan

Printed 8/26/2015

Effective September 27, 2015

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range		
						Minimum	Midpoint	Maximum
E1					Annual	36,407	45,509	54,610
					2080 Hourly	17.503	21.879	26.255
E2					Annual	40,048	50,060	60,072
					2080 Hourly	19.254	24.067	28.881
	8804 Deputy City Clerk*	Manager	Non-Exempt	6				
E3					Annual	45,054	56,317	67,580
					2080 Hourly	21.661	27.075	32.490
E4					Annual	50,685	63,357	76,028
					2080 Hourly	24.368	30.460	36.552
	1380 Contact Center Manager	Manager	Exempt	1				
	6505 Business Services Manager	Manager	Exempt	1				
	2620 Railroad Operations Manager	Manager	Exempt	1				
	9915 Sustainability Manager*	Manager	Exempt	1				
	1220 Utility Customer Service Manager	Manager	Exempt	1				
E5					Annual	55,903	71,276	86,650
					2080 Hourly	26.876	34.267	41.659
	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				
	6401 Purchasing Agent	Manager	Exempt	1				
	6600 Risk Manager	Manager	Exempt	1				
	6700 Treasurer	Manager	Exempt	1				

* Denotes Unclassified Employee

City of Columbia, Missouri
FY 2016 Classification and Pay Plan

Printed 8/26/2015

Effective September 27, 2015

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range		
						Minimum	Midpoint	Maximum
E6					Annual	62,891	80,186	97,481
					2080 Hourly	30.236	38.551	46.866
6605	Budget Officer	Manager	Exempt	1				
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	1				
7926	Information Technologies Manager	Manager	Exempt	1				
8750	Parks & Recreation Manager	Manager	Exempt	1				
2636	Power Prod Superintendent	Manager	Exempt	1				
2205	Solid Waste Manager	Manager	Exempt	1				
2690	Water Distribution Manager	Manager	Exempt	1				
2661	Water Production Manager	Manager	Exempt	1				
E7					Annual	72,324	92,214	112,103
					2080 Hourly	34.771	44.334	53.896
3109	Assistant Fire Chief*	Manager	Exempt	1				
3004	Assistant Police Chief*	Manager	Exempt	1				
3300	City Prosecutor	Manager	Exempt	1				
7600	Community Health Manager	Manager	Exempt	1				
5108	Engineering Manager	Manager	Exempt	1				
4514	Utility Services Manager	Manager	Exempt	1				
E8					Annual	80,034	106,046	132,057
					2080 Hourly	38.478	50.984	63.489
8901	Assistant Director, Economic Development*	Manager	Exempt	1				
6750	Assistant Director, Finance*	Manager	Exempt	1				

* Denotes Unclassified Employee

City of Columbia, Missouri
FY 2016 Classification and Pay Plan

Printed 8/26/2015

Effective September 27, 2015

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range		
						Minimum	Midpoint	Maximum
E8					Annual	80,034	106,046	132,057
					2080 Hourly	38.478	50.984	63.489
	2980 Assistant Director, City Utilities*	Manager	Exempt	1				
	4606 Assistant Director, Human Resources*	Manager	Exempt	1				
	7960 Assistant Director, Information Technologies*	Manager	Exempt	1				
	7680 Assistant Director, Public Health & Human Services*	Manager	Exempt	1				
	3408 Deputy City Counselor*	Manager	Exempt	1				
	3110 Deputy Fire Chief*	Manager	Exempt	1				
	3006 Deputy Police Chief*	Manager	Exempt	1				
E9					Annual	92,040	121,953	151,865
					2080 Hourly	44.250	58.631	73.012
	9901 Assistant City Manager*	Manager	Exempt	1				
	8803 City Clerk*	Charter	Exempt	1				
	3410 City Counselor*	Director	Exempt	1				
	2990 Director, City Utilities*	Director	Exempt	1				
	4105 Director, Community Development*	Director	Exempt	1				
	9926 Director, Community Relations*	Director	Exempt	1				
	8950 Director, Convention & Visitors Bureau*	Director	Exempt	1				
	4625 Director, Cultural Affairs*	Director	Exempt	1				
	8900 Director, Economic Development*	Director	Exempt	1				
	6800 Director, Finance*	Director	Exempt	1				
	4604 Director, Human Resources*	Director	Exempt	1				
	7950 Director, Information Technologies*	Director	Exempt	1				
	8970 Director, Parks & Recreation*	Director	Exempt	1				
	7700 Director, Public Health & Human Services*	Director	Exempt	1				
	5901 Director, Public Works*	Director	Exempt	1				

* Denotes Unclassified Employee

City of Columbia, Missouri
FY 2016 Classification and Pay Plan

Printed 8/26/2015

Effective September 27, 2015

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

* Denotes Unclassified Employee

City of Columbia, Missouri
FY 2016 Classification and Pay Plan

Printed 8/26/2015

Effective September 27, 2015

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range		
						Minimum	Midpoint	Maximum
F1					Annual	30,137	36,165	42,192
					2080 Hourly	14.489	17.387	20.285
	3009 Station Master	Public Safety	Non-Exempt	5				
F2					Annual	32,397	38,877	45,356
					2080 Hourly	15.575	18.691	21.806
	3011 Community Service Aide	Public Safety	Non-Exempt	4				
F3					Annual	34,827	41,793	48,758
					2080 Hourly	16.744	20.093	23.441
F4					Annual	38,310	45,972	53,634
					2080 Hourly	18.418	22.102	25.786
					2912 Hourly	13.156	15.787	18.418
	2550 Airport Safety Officer	Public Safety	Non-Exempt	4				
	3101 Firefighter I **	Public Safety	Non-Exempt	4				
	8690 Park Ranger	Public Safety	Non-Exempt	4				
	3000 Police Officer in Training	Public Safety	Non-Exempt	4				
F5					Annual	42,141	50,569	58,997
					2080 Hourly	20.260	24.312	28.364
					2912 Hourly	14.471	17.366	20.260
	3102 Firefighter II**	Public Safety	Non-Exempt	4				
	3001 Police Officer	Public Safety	Non-Exempt	4				
F6					Annual	46,355	55,626	64,897
					2080 Hourly	22.286	26.743	31.200
					2912 Hourly	15.919	19.102	22.286
	3103 Fire Engineer**	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
FY 2016 Classification and Pay Plan

Printed 8/26/2015

Effective September 27, 2015

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



SUPPORTING DOCUMENTS INCLUDED WITH THIS AGENDA ITEM ARE AS FOLLOWS:

Amendments to the
City of Columbia Classification and Pay Plan
FY 2016

**Amendments to the
City of Columbia Classification and Pay Plan
FY 2016**

Classifications Added:

6208	Accountant I	Grade C4	Non-Exempt
2160	Addressing Specialist	Grade A11	Non-Exempt
3295	Assistant to City Counselor	Grade D5	Non-Exempt
9926	Community Relations Director	Grade E9	Exempt
2408	Construction Project Supervisor	Grade D9	Exempt
2379	Construction Technician – 773	Grade A9	Non-Exempt
1380	Contact Center Manager	Grade E4	Exempt
4997	Design Drafter	Grade A10	Non-Exempt
2319	Meter Shop Foreman	Grade A10	Non-Exempt
7918	Network Engineer	Grade C8	Exempt
2370	Parks & Grounds Specialist – 773	Grade A10	Non-Exempt
4627	Program Specialist	Grade C4	Exempt
4998	Project Compliance Inspector	Grade A10	Non-Exempt
2209	Recovery Superintendent	Grade D9	Exempt
2591	Sewer Supervisor	Grade D6	Exempt
3034	Sign Technician – 773	Grade A9	Non-Exempt
7299	Social Services Home Visit Specialist	Grade C4	Non-Exempt
2216	Solid Waste Supervisor I	Grade D5	Exempt
2217	Solid Waste Supervisor II	Grade D6	Exempt
2218	Solid Waste Supervisor III	Grade D7	Exempt
2585	Storm Water Supervisor	Grade D6	Exempt
2220	Traffic Control Operator - 773	Grade A4	Non-Exempt

Classification Closed:

2558	Airport Safety Supervisor	Grade F6	Non-Exempt
5106	Assistant Director, Public Works	Grade E8	Exempt
9925	Public Communications Manager	Grade E5	Exempt
6200	Sr. Financial Analyst	Grade D7	Exempt
4503	Utility Financial Manager	Grade E7	Exempt

Classification Separation:

2314, Water Distribution Foreman, Grade A10, Non-Exempt to
 2319, Meter Shop Foreman, Grade A10, Non-Exempt
 - City Utilities (1)

4802, Public Information Specialist, Grade C4, Exempt to
 4627, Program Specialist, Grade C4, Exempt
 - Cultural Affairs (1)

Classification Separation (continued):

7927, Systems Administrator, Grade C8, Exempt to
7918, Network Engineer, Grade C8, Exempt

- Information Technologies (2)

7927, Systems Administrator, Grade C8, Exempt to
7919, Cyber Security Analyst, Grade C8, Exempt

- Information Technologies (1)

2396, Maintenance Technician – 773, Grade A9, Non-Exempt to
2379, Construction Technician – 773, Grade A9, Non-Exempt

- Parks & Recreation (3)

2303, Equipment Operator III – 773, Grade A9, Non-Exempt to
3034, Sign Technician – 773, Grade A9, Non-Exempt

- Public Works (1)

5003, Engineering Technician, Grade A10, Non-Exempt to
4997, Design Drafter, Grade A10, Non-Exempt

- Public Works (3)

5003, Engineering Technician, Grade A10, Non-Exempt to
4998, Project Compliance Inspector, Grade A10, Non-Exempt

- Public Works (4)

2305, Public Works Supervisor I, Grade D5, Exempt to
2216, Solid Waste Supervisor I, Grade D5, Exempt

- Public Works to City Utilities (4)

2306, Public Works Supervisor II, Grade D6, Exempt to
2591, Sewer Supervisor, Grade D6, Exempt

- Public Works to City Utilities (1)

2306, Public Works Supervisor II, Grade D6, Exempt to
2217, Solid Waste Supervisor II, Grade D6, Exempt

- Public Works to City Utilities (4)

2306, Public Works Supervisor II, Grade D6, Exempt to
2585, Storm Water Supervisor, Grade D6, Exempt

- Public Works to City Utilities (1)

2307, Public Works Supervisor III, Grade D7, Exempt to
2218, Solid Waste Supervisor III, Grade D7, Exempt

- Public Works to City Utilities (3)

7301, Social Services Specialist, Grade C4, Non-Exempt to
7299, Social Services Home Visit Specialist, Grade C4, Non-Exempt

- Public Health & Human Services (4)

Reassignments:

2851, Electric Distribution Coordinator, Grade A12, Non-Exempt to
2630/2640, Apprentice Balancing Authority Operator-773/NERC Certified Balancing Authority
Operator-773, Grade A12/13, Non-Exempt

- City Utilities (2)

2307, Public Works Supervisor III, Grade D7, Exempt to
2209, Recovery Superintendent, Grade D9, Exempt

- Public Works to City Utilities (1)

6200, Sr. Financial Analyst, Grade D7, Exempt to
4501, Rate Analyst, Grade C6, Exempt

- Public Works to City Utilities (1)

4503, Utility Financial Manager, Grade E7, Exempt to
2980, Assistant Director of City Utilities, Grade E8, Exempt

- City Utilities (1)

2429, Utility Maintenance Mechanic – 773, Grade A10, Non-Exempt to
2420, Senior Utility Maintenance Mechanic – 773, Grade A11, Non-Exempt

- City Utilities (2)

5000, Associate Engineering Technician, Grade A9, Non-Exempt to
5003, Engineering Technician, Grade A10, Non-Exempt

- Community Development (2)

1402, Human Resources Technician, Grade A9, Non-Exempt to
1402, Human Resources Technician, Grade A10, Non-Exempt

- Human Resources (3)

3290, Paralegal, Grade D5, Non-Exempt to
3295, Assistant to City Counselor, Grade D6, Non-Exempt

- Law (1)

3290, Paralegal, Grade D5, Non-Exempt to
3290, Paralegal, Grade C6, Non-Exempt to

- Law (1)

2412, Parks & Grounds Technician – 773, Grade A8, Non-Exempt to
2370, Parks & Grounds Specialist – 773, Grade A10, Non-Exempt

- Parks & Recreation (2)

4802, Public Information Specialist, Grade C4, Exempt to
4810, Marketing Specialist, Grade C4, Exempt

- Parks & Recreation (1)

Reassignments (continued):

8520, Recreation Specialist, Grade C4, Exempt to
8520, Recreation Specialist, Grade D5, Exempt
- Parks & Recreation (11)

9925, Public Communications Manager, Grade E5, Exempt to
9926, Community Relations Director, Grade E9, Exempt
- Community Relations (1)

1400, Administrative Technician, Grade B8, Non-Exempt to
1006, Senior Administrative Support Assistant, Grade B6, Non-Exempt
- Police (1)

3000/3001, Police Officer/Police Officer in Training, Grade F4/F5, Non-Exempt to
3002, Police Sergeant, Grade F8, Non-Exempt
- Police (3)

2558, Airport Safety Supervisor, Grade F6, Non-Exempt to
2557, Airport Superintendent, Grade D9, Exempt
- Public Works (1)

5000, Associate Engineering Technician, Grade A9, Non-Exempt to
4998, Project Compliance Inspector, Grade A10, Non-Exempt
- Public Works to City Utilities (2)
- City Utilities (2)

6204, Financial Analyst, Grade C5, Exempt to
6204, Financial Analyst, Grade C6, Exempt
- Public Works (1)

4802, Public Information Specialist, Grade C4, Exempt to
4801, Public Communications Specialist, Grade C4, Exempt
- Public Works to Community Relations (1)

Title Changes:

6207 Accountant to Accountant II
2980 Assistant Director of Water & Light to Assistant Director of City Utilities
2990 Director of Water & Light to Director of City Utilities
7301 Social Services Specialist to Social Services Clinic Specialist
1220 Utility Accounts & Billing Manager to Utility Customer Service Manager
1214 Utility Accounts & Billing Supervisor to Utility Customer Service Supervisor