

# City of Columbia

701 East Broadway, Columbia, Missouri 65201



**Agenda Item Number:** B 344-15

**Department Source:** Human Resources

**To:** City Council

**From:** City Manager & Staff

**Council Meeting Date:** 11/16/2015

**Re:** Amendment to the 2016 Classification and Pay Plan and amendment to the City Manager's Office personnel budget

## Documents Included With This Agenda Item

Council memo, Resolution/Ordinance

**Supporting documentation includes:** Amended FY 2016 Classification and Pay Plan effective December 7, 2015; Amended Classifications Sheet effective December 7, 2015

## Executive Summary

The proposed ordinance would amend the 2016 Classification and Pay Plan by changing a classification's Fair Labor Standards Act (FLSA) assignment in the Finance Department and making a position market adjustment upgrade in the City Manager's Office.

## Discussion

The Finance Department requested a review of the Fair Labor Standards Act (FLSA) exemption status for the Accountant I position, based on the work performed in the job and the level of responsibility and decision making autonomy required in the job. A review of that information and application of federal exemption tests were conducted by the Human Resources Department, with assistance from the City's classification and compensation consultant. This ordinance proposes a change to the FLSA overtime eligibility status of the Accountant I classification from non-exempt to exempt.

The City Manager's Office requested a review of the pay grade assignment for the Financial Project Manager position, based on the increased scope and responsibility of the city-wide COFERS ERP project. The City's classification and compensation consultant performed a market pay analysis on that classification, and recommended a market adjustment upgrade from grade C9 to C11. This ordinance would make that pay grade assignment upgrade.

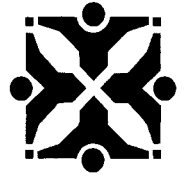
## Fiscal Impact

**Short-Term Impact:** Upgrade of the pay range for the Financial Project Officer classification will require a FY 2016 budget amendment of \$26,650. An appropriation from General Fund reserves to the City Manager's Office personnel budget will be required.

**Long-Term Impact:** Unknown; any increase or decrease to costs depends on the incumbent employee salary rate.

# City of Columbia

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## Vision, Strategic & Comprehensive Plan Impact

Vision Impact: Not Applicable

Strategic Plan Impact: Operational Excellence...High-Level Service from Engaged Employees


Comprehensive Plan Impact: Not Applicable

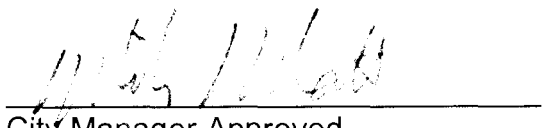
## Suggested Council Action

Adopt this council bill.

## Legislative History

None

  
Department Approved

  
City Manager Approved

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

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

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

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

Council Bill No. B 344-15

### **AN ORDINANCE**

amending the FY 2016 Classification and Pay Plan relating to positions in the Finance Department – Accounting Division and City Manager's Office; appropriating funds; 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 FY 2016 Classification and Pay Plan adopted by Ordinance No. 022580 is amended by changing the FLSA status of a classification in the Finance Department – Accounting Division as follows:

6208 Accountant I	Grade C4	Non-Exempt
amended to:		
6208 Accountant I	Grade C4	Exempt

SECTION 2. The FY 2016 Classification and Pay Plan is further amended by making a classification market adjustment in the City Manager's Office as follows:

6760 Financial Project Officer	Grade C9	Exempt
amended to:		
6760 Financial Project Officer	Grade C11	Exempt

SECTION 3. The sum of \$26,500.00 is hereby appropriated from Account No. 110-0000-341.01-00 in the following amounts to the following accounts:

\$21,500.00	Permanent Positions	Account No. 110-0510-501.01-01
\$1,500.00	Social Security	Account No. 110-0510-501.02-10
\$3,500.00	LAGERS	Account No. 110-0510-501.02-20

SECTION 4. This ordinance shall be in full force and effect from and after its passage.

PASSED this \_\_\_\_\_ day of \_\_\_\_\_, 2015.

ATTEST:

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

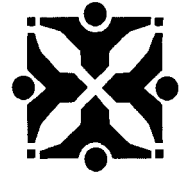
\_\_\_\_\_  
Mayor and Presiding Officer

APPROVED AS TO FORM:

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

CERTIFICATION: I certify there are sufficient funds available in Account No. 110-0000-341.01-00 to cover the above appropriation.

\_\_\_\_\_  
Director of Finance



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

FY 2016 Classification and Pay Plan Amendment effective December 7, 2015  
Amended Classifications Sheet effective December 7, 2015

City of Columbia, Missouri  
FY 2016 Classification and Pay Plan

Printed 11/5/2015

Effective December 7, 2015

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

City of Columbia, Missouri  
FY 2016 Classification and Pay Plan

Printed 11/5/2015

Effective December 7, 2015

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range		
						Minimum	Midpoint	Maximum
2302	Equipment Operator II	Operator	Non-Exempt	7				
2300	Equipment Operator II-773	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>31,523</b>	<b>37,040</b>	<b>42,556</b>
					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				
<b>A9</b>					<b>Annual</b>	<b>33,260</b>	<b>40,744</b>	<b>48,227</b>
					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				
<b>A9</b>					<b>Annual</b>	<b>33,260</b>	<b>40,744</b>	<b>48,227</b>
					2080 Hourly	15.990	19.588	23.186
9933	Audio Visual Technician	Technician	Non-Exempt	3				
2379	Construction Technician - 773	Technician	Non-Exempt	7				

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						Minimum	Midpoint	Maximum
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				
<b>A10</b>					<b>Annual</b>	<b>36,586</b>	<b>44,818</b>	<b>53,050</b>
					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				
<b>A10</b>					<b>Annual</b>	<b>36,586</b>	<b>44,818</b>	<b>53,050</b>
					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				



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						Minimum	Midpoint	Maximum
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				
2425	Utility Maintenance Mechanic	Technician	Non-Exempt	7				
2429	Utility Maintenance Mechanic -773	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>41,159</b>	<b>50,420</b>	<b>59,681</b>
					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				
<b>A11</b>					<b>Annual</b>	<b>41,159</b>	<b>50,420</b>	<b>59,681</b>
					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				

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						Minimum	Midpoint	Maximum
	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				
<b>A12</b>					<b>Annual</b>	<b>46,304</b>	<b>56,723</b>	<b>67,141</b>
					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				
<b>A13</b>					<b>Annual</b>	<b>52,092</b>	<b>63,813</b>	<b>75,534</b>
					2080 Hourly	25.044	30.679	36.314
	2331 Journeyman Communication Technician	Technician	Non-Exempt	7				
	2703 Journeyman Lineworker	Technician	Non-Exempt	7				
<b>A13</b>					<b>Annual</b>	<b>52,092</b>	<b>63,813</b>	<b>75,534</b>
					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				
<b>A14</b>					<b>Annual</b>	<b>58,604</b>	<b>71,790</b>	<b>84,976</b>
					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				

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						Minimum	Midpoint	Maximum
2335	Substation Technician Foreman	Technician	Non-Exempt	7				

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						Minimum	Midpoint	Maximum
<b>B1</b>					<b>Annual</b>	<b>18,937</b>	<b>22,725</b>	<b>26,512</b>
					2080 Hourly	9.104	10.925	12.746
	1201 Cashier	Clerical	Non-Exempt	6				
<b>B2</b>					<b>Annual</b>	<b>20,358</b>	<b>24,429</b>	<b>28,501</b>
					2080 Hourly	9.788	11.745	13.702
<b>B3</b>					<b>Annual</b>	<b>21,884</b>	<b>26,261</b>	<b>30,638</b>
					2080 Hourly	10.521	12.625	14.730
	1200 Lead Cashier	Clerical	Non-Exempt	5				
<b>B4</b>					<b>Annual</b>	<b>23,526</b>	<b>28,231</b>	<b>32,936</b>
					2080 Hourly	11.311	13.573	15.835
	8510 Recreation Leader	Clerical	Non-Exempt	5				
<b>B5</b>					<b>Annual</b>	<b>25,878</b>	<b>31,054</b>	<b>36,230</b>
					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				
	6102 Stores Clerk	Clerical	Non-Exempt	6				
	6100 Stores Clerk - 773	Clerical	Non-Exempt	6				
	7451 WIC Office Specialist	Clerical	Non-Exempt	6				
<b>B6</b>					<b>Annual</b>	<b>28,466</b>	<b>34,159</b>	<b>39,853</b>
					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				
<b>B7</b>					<b>Annual</b>	<b>31,313</b>	<b>37,575</b>	<b>43,838</b>
					2080 Hourly	15.054	18.065	21.076
	1203 Accounting Assistant	Clerical	Non-Exempt	6				
<b>B8</b>					<b>Annual</b>	<b>35,227</b>	<b>42,272</b>	<b>49,318</b>
					2080 Hourly	16.936	20.323	23.711

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						Minimum	Midpoint	Maximum
	1400 Administrative Technician	Clerical	Non-Exempt	6				
	1390 Contact Center Technician	Clerical	Non-Exempt	6				
	3012 Investigative Technician	Clerical	Non-Exempt	5				
<b>B9</b>					<b>Annual</b>	<b>39,630</b>	<b>47,556</b>	<b>55,482</b>
					2080 Hourly	19.053	22.863	26.674
<b>B10</b>					<b>Annual</b>	<b>44,584</b>	<b>53,501</b>	<b>62,418</b>
					2080 Hourly	21.435	25.722	30.009

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						Minimum	Midpoint	Maximum
<b>C1</b>					<b>Annual</b>	<b>26,047</b>	<b>31,256</b>	<b>36,466</b>
					2080 Hourly	12.523	15.027	17.532
<b>C2</b>					<b>Annual</b>	<b>28,652</b>	<b>34,382</b>	<b>40,112</b>
					2080 Hourly	13.775	16.530	19.285
<b>C3</b>					<b>Annual</b>	<b>32,233</b>	<b>38,680</b>	<b>45,127</b>
					2080 Hourly	15.497	18.596	21.696
	9950 City Management Fellowship*	Specialist	Non-Exempt	2				
<b>C4</b>					<b>Annual</b>	<b>35,522</b>	<b>43,515</b>	<b>51,507</b>
					2080 Hourly	17.078	20.921	24.763
	6208 Accountant I	Professional	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				
<b>C5</b>					<b>Annual</b>	<b>39,963</b>	<b>48,954</b>	<b>57,946</b>
					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

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						Minimum	Midpoint	Maximum
<b>C5</b>					<b>Annual</b>	<b>39,963</b>	<b>48,954</b>	<b>57,946</b>
					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				
<b>C6</b>					<b>Annual</b>	<b>44,958</b>	<b>55,074</b>	<b>65,189</b>
					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				

\* Denotes Unclassified Employee

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Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range		
						Minimum	Midpoint	Maximum
<b>C6</b>					<b>Annual</b>	<b>44,958</b>	<b>55,074</b>	<b>65,189</b>
					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				
<b>C7</b>					<b>Annual</b>	<b>49,566</b>	<b>61,958</b>	<b>74,349</b>
					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				
<b>C8</b>					<b>Annual</b>	<b>55,762</b>	<b>69,702</b>	<b>83,643</b>
					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				
<b>* Denotes Unclassified Employee</b>								
<b>C8</b>					<b>Annual</b>	<b>55,762</b>	<b>69,702</b>	<b>83,643</b>
					2080 Hourly	26.809	33.511	40.213



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						Minimum	Midpoint	Maximum
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				
<b>C9</b>					<b>Annual</b>	<b>62,732</b>	<b>78,415</b>	<b>94,098</b>
					2080 Hourly	30.160	37.700	45.239
	3301 Assistant City Counselor*	Professional	Exempt	2				
	7506 Nurse Practitioner	Professional	Exempt	2				
<b>C10</b>					<b>Annual</b>	<b>70,574</b>	<b>88,217</b>	<b>105,861</b>
					2080 Hourly	33.930	42.412	50.895
<b>C11</b>					<b>Annual</b>	<b>79,395</b>	<b>99,244</b>	<b>119,093</b>
					2080 Hourly	38.171	47.713	57.256
	6760 Financial Project Officer*	Professional	Exempt	2				

\* Denotes Unclassified Employee

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<b>D1</b>					<b>Annual</b>	<b>26,073</b>	<b>31,287</b>	<b>36,502</b>
					2080 Hourly	12.535	15.042	17.549
<b>D2</b>					<b>Annual</b>	<b>28,680</b>	<b>34,416</b>	<b>40,152</b>
					2080 Hourly	13.788	16.546	19.304
	7809 Document Support Services Supervisor	Supervisor	Non-Exempt	8				
<b>D3</b>					<b>Annual</b>	<b>31,548</b>	<b>37,858</b>	<b>44,167</b>
					2080 Hourly	15.167	18.201	21.234
<b>D4</b>					<b>Annual</b>	<b>34,703</b>	<b>41,643</b>	<b>48,584</b>
					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				
<b>D5</b>					<b>Annual</b>	<b>37,394</b>	<b>45,808</b>	<b>54,221</b>
					2080 Hourly	17.978	22.023	26.068
	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				
	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				
<b>D6</b>					<b>Annual</b>	<b>41,133</b>	<b>50,388</b>	<b>59,643</b>
					2080 Hourly	19.775	24.225	28.675

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						Minimum	Midpoint	Maximum
3295	Assistant to City Counselor	Supervisor	Non-Exempt	2				
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				
<b>D7</b>					<b>Annual</b>	<b>45,247</b>	<b>55,427</b>	<b>65,608</b>
					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				
* <u>Denotes Unclassified Employee</u>								
<b>D7</b>					<b>Annual</b>	<b>45,247</b>	<b>55,427</b>	<b>65,608</b>
					2080 Hourly	21.753	26.648	31.542
2415	Parks Supervisor	Supervisor	Exempt	2				

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						Minimum	Midpoint	Maximum
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				
<b>D8</b>					<b>Annual</b>	<b>48,776</b>	<b>60,970</b>	<b>73,164</b>
					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				

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						Minimum	Midpoint	Maximum
<b>D9</b>					<b>Annual</b>	<b>53,654</b>	<b>67,067</b>	<b>80,480</b>
					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				
<b>D10</b>					<b>Annual</b>	<b>59,019</b>	<b>73,774</b>	<b>88,528</b>
					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				
<b>* Denotes Unclassified Employee</b>								
<b>D10</b>					<b>Annual</b>	<b>59,019</b>	<b>73,774</b>	<b>88,528</b>
					2080 Hourly	28.375	35.468	42.562

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						Minimum	Midpoint	Maximum
	2450 Construction Project Superintendent	Supervisor	Exempt	2				
	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	1				
<b>D11</b>					<b>Annual</b>	<b>63,648</b>	<b>81,151</b>	<b>98,654</b>
					2080 Hourly	30.600	39.015	47.430
	5109 Engineering Supervisor	Supervisor	Exempt	2				
<b>D12</b>					<b>Annual</b>	<b>70,013</b>	<b>89,266</b>	<b>108,520</b>
					2080 Hourly	33.660	42.916	52.173

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						Minimum	Midpoint	Maximum
<b>E1</b>					<b>Annual</b>	<b>36,407</b>	<b>45,509</b>	<b>54,610</b>
					2080 Hourly	17.503	21.879	26.255
<b>E2</b>					<b>Annual</b>	<b>40,048</b>	<b>50,060</b>	<b>60,072</b>
					2080 Hourly	19.254	24.067	28.881
	8804 Deputy City Clerk*	Manager	Non-Exempt	6				
<b>E3</b>					<b>Annual</b>	<b>45,054</b>	<b>56,317</b>	<b>67,580</b>
					2080 Hourly	21.661	27.075	32.490
<b>E4</b>					<b>Annual</b>	<b>50,685</b>	<b>63,357</b>	<b>76,028</b>
					2080 Hourly	24.368	30.460	36.552
	6505 Business Services Manager	Manager	Exempt	1				
	1380 Contact Center 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				
<b>E5</b>					<b>Annual</b>	<b>55,903</b>	<b>71,276</b>	<b>86,650</b>
					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				

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<b>E6</b>					<b>Annual</b>	<b>62,891</b>	<b>80,186</b>	<b>97,481</b>
					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				
<b>E7</b>					<b>Annual</b>	<b>72,324</b>	<b>92,214</b>	<b>112,103</b>
					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				
<b>E8</b>					<b>Annual</b>	<b>80,034</b>	<b>106,046</b>	<b>132,057</b>
					2080 Hourly	38.478	50.984	63.489
	8901 Assistant Director, Economic Development*	Manager	Exempt	1				
	6750 Assistant Director, Finance*	Manager	Exempt	1				

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Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range		
						Minimum	Midpoint	Maximum
<b>E8</b>					<b>Annual</b>	<b>80,034</b>	<b>106,046</b>	<b>132,057</b>
					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				
<b>E9</b>					<b>Annual</b>	<b>92,040</b>	<b>121,953</b>	<b>151,865</b>
					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

<b>E9</b>	<b>Annual</b>	<b>92,040</b>	<b>121,953</b>	<b>151,865</b>
	2080 Hourly	44.250	58.631	73.012

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						Minimum	Midpoint	Maximum
	3108 Fire Chief*	Director	Exempt	1				
	3401 Municipal Judge*	Charter	Exempt	1				
	3007 Police Chief*	Director	Exempt	1				
<b>E10</b>					<b>Annual</b>	<b>105,846</b>	<b>140,245</b>	<b>174,645</b>
					2080 Hourly	50.888	67.425	83.964
	9905 Deputy City Manager*	Manager	Exempt	1				
<b>E11</b>					<b>Annual</b>	<b>121,722</b>	<b>161,282</b>	<b>200,842</b>
					2080 Hourly	58.520	77.539	96.559
	9998 City Manager*	Charter	Exempt	1				

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						Minimum	Midpoint	Maximum
<b>F1</b>					<b>Annual</b>	<b>30,137</b>	<b>36,165</b>	<b>42,192</b>
					2080 Hourly	14.489	17.387	20.285
	3009 Station Master - CPOA	Public Safety	Non-Exempt	5				
<b>F2</b>					<b>Annual</b>	<b>32,397</b>	<b>38,877</b>	<b>45,356</b>
					2080 Hourly	15.575	18.691	21.806
	3011 Community Service Aide - CPOA	Public Safety	Non-Exempt	4				
<b>F3</b>					<b>Annual</b>	<b>34,827</b>	<b>41,793</b>	<b>48,758</b>
					2080 Hourly	16.744	20.093	23.441
<b>F4</b>					<b>Annual</b>	<b>38,310</b>	<b>45,972</b>	<b>53,634</b>
					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 - CPOA	Public Safety	Non-Exempt	4				
<b>F5</b>					<b>Annual</b>	<b>42,141</b>	<b>50,569</b>	<b>58,997</b>
					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 - CPOA	Public Safety	Non-Exempt	4				
<b>F6</b>					<b>Annual</b>	<b>46,355</b>	<b>55,626</b>	<b>64,897</b>
					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.

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Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range		
						Minimum	Midpoint	Maximum
<b>F7</b>					<b>Annual</b>	<b>48,951</b>	<b>61,189</b>	<b>73,426</b>
					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				
<b>F8</b>					<b>Annual</b>	<b>53,846</b>	<b>67,307</b>	<b>80,769</b>
					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 - CPOA	Public Safety	Non-Exempt	3				
<b>F9</b>					<b>Annual</b>	<b>59,231</b>	<b>74,038</b>	<b>88,846</b>
					2080 Hourly	28.476	35.595	42.714
					2912 Hourly	20.340	25.425	30.510
	3107 Fire Battalion Chief**	Public Safety	Exempt	2				
<b>F10</b>					<b>Annual</b>	<b>65,154</b>	<b>81,442</b>	<b>97,730</b>
					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 - CPLA	Public Safety	Exempt	2				
<b>F11</b>					<b>Annual</b>	<b>71,669</b>	<b>89,586</b>	<b>107,503</b>
					2080 Hourly	34.456	43.070	51.684
<b>F12</b>					<b>Annual</b>	<b>78,836</b>	<b>98,545</b>	<b>118,254</b>
					2080 Hourly	37.902	47.377	56.853

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

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

**Classification FLSA Status Amended:**

6208, Accountant I, grade C4, Non-Exempt to  
6208, Accountant I, grade C4, Exempt  
Finance (2)

**Classification Market Adjustment:**

6760, Financial Project Officer, grade C9, Exempt to  
6760, Financial Project Officer, grade C11, Exempt  
City Manager's Office (1)