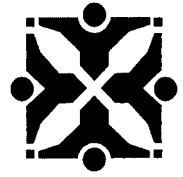


# City of Columbia

701 East Broadway, Columbia, Missouri 65201



**Agenda Item Number:** B 359-15

**Department Source:** Public Works

**To:** City Council

**From:** City Manager & Staff

**Council Meeting Date:** 12/07/2015

**Re:** Amendment to the FY2016 Annual Budget and Classification and Pay Plan

## Documents Included With This Agenda Item

Council memo, Resolution/Ordinance

**Supporting documentation includes:** Amendment to the City of Columbia Classification and Pay Plan, FY2016 Classification and Pay Plan

## Executive Summary

The department of Public Works is requesting to amend the FY2016 Classification and Pay Plan to add 1.00 FTE Assistant City Land Surveyor position. Additionally, staff is proposing to amend the FY2016 Annual Budget to add 1.00 FTE Assistant City Land Surveyor and 1.00 FTE Senior Building Maintenance Mechanic. To offset these additions, a vacant FTE Building Maintenance Mechanic, and an Associate Engineering Technician (currently assigned to the survey crew) are being deleted from the FY2016 Annual Budget.

The vacant Associate Engineering Technician position is currently split 50/50 between the Public Works Engineering Division and City Utilities Sanitary Sewer Utility Division. This reassignment will not affect the General Fund due to the position's time will be charged to specific capital projects.

## Discussion

Staff is requesting to amend the FY2016 Classification and Pay Plan to add 1.00 FTE Assistant City Land Surveyor, Grade A11, within the Public Works department. In order to do so, the FY2016 Annual Budget must also be amended to:

### **Add**

1.00 FTE Assistant City Land Surveyor, Grade A11

### **Delete**

0.50 FTE Associate Engineering Technician, Grade A9 (Public Works-Engineering Division)

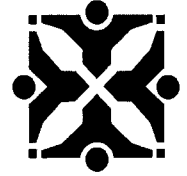
0.50 FTE Associate Engineering Technician, Grade A9 (Utilities-Sanitary Sewer Utility Division)

Due to the elimination of the partial position in the Utilities Department, the funds for that position are being transferred, with this ordinance, to the Public Works Department to cover the personnel costs for the new Assistant Land Surveyor position.

Furthermore, staff is requesting to reassign a vacant Building Maintenance Mechanic-773, Grade A8, to a Senior Building Maintenance Mechanic-773, Grade A10, amending the FY2016 Annual Budget as follows:

# City of Columbia

701 East Broadway, Columbia, Missouri 65201



## **Add**

1.00 FTE Senior Building Maintenance Mechanic-773, Grade A10

## **Delete**

1.00 FTE Building Maintenance Mechanic-773, Grade A8

Staff believes the position reassignments are necessary in order to provide lead positions in both divisions of Land Survey and Building Maintenance, allowing for advancement and succession planning within the organizational structure.

### **Fiscal Impact**

Short-Term Impact: The position reassignments will be budget neutral for FY2016 since both positions have been vacant.

Long-Term Impact: The FY2017 budget will incorporate any adjustments needed for the two reassignments.

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

Vision Impact: Not Applicable

Strategic Plan Impact: Not Applicable

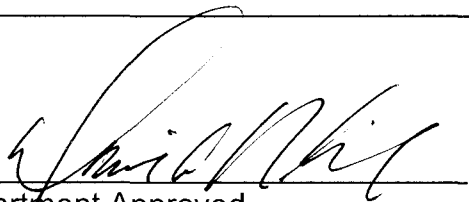
Comprehensive Plan Impact: Not Applicable


### **Suggested Council Action**

Authorize amending the FY2016 Classification and Pay Plan to add one FTE Assistant City Land Surveyor position; and amend the FY2016 Annual Budget to add one FTE Assistant City Land Surveyor and one FTE Senior Building Maintenance Mechanic; and delete one FTE Building Maintenance Mechanic and an Associate Engineering Technician; and transferring funds to cover the personnel costs for the new Assistant Land Surveyor position.

### **Legislative History**

None

  
Department Approved

  
City Manager Approved

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

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

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

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

Council Bill No. B 359-15

### AN ORDINANCE

amending the FY 2016 Annual Budget by adding positions in the Public Works Department and deleting positions in the Public Works Department and Utilities Department; amending the FY 2016 Classification and Pay Plan to add a classification; transferring 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 Annual Budget adopted by Ordinance No. 022570 is amended by adding the following positions to the Public Works Department authorized personnel:

**Public Works Department – Engineering Division**

1.00 FTE	5022	Assistant City Land Surveyor	Grade A11	Non-Exempt
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**Public Works Department – Building Maintenance Division**

1.00 FTE	2394	Sr. Building Maintenance Mechanic-773	Grade A10	Non-Exempt
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SECTION 2. The FY 2016 Annual Budget is further amended by deleting the following positions from the Public Works Department and Utilities Department authorized personnel:

**Public Works Department – Engineering Division**

0.50 FTE	5000	Associate Engineering Technician	Grade A9	Non-Exempt
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**Public Works Department – Building Maintenance Division**

1.00 FTE	2390	Building Maintenance Mechanic-773	Grade A8	Non-Exempt
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**Utilities Department – Sanitary Sewer Utility Division**

0.50 FTE	5000	Associate Engineering Technician	Grade A9	Non-Exempt
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SECTION 3. The FY 2016 Classification and Pay Plan adopted by Ordinance No. 022580 is amended by adding the following classification:

5022	Assistant City Land Surveyor	Grade A11	Non-Exempt
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SECTION 4. At the request of the City Manager, the City Council hereby transfers the following amounts to the following accounts:

\$31,612.00	From: Permanent Salaries To: Permanent Salaries	Account No. 555-6315-640.01-01 Account No. 110-6015-505.01-01
\$632.00	From: Deferred Comp To: Deferred Comp	Account No. 555-6315-640.01-35 Account No. 110-6015-505.01-35
\$113.00	From: Clothing/Prot Equip Allowance To: Clothing/Prot Equip Allowance	Account No. 555-6315-640.01-39 Account No. 110-6015-505.01-39
\$1,092.00	From: Social Security To: Social Security	Account No. 555-6315-640.02-10 Account No. 110-6015-505.02-10
\$4,774.00	From: LAGERS To: LAGERS	Account No. 555-6315-640.02-20 Account No. 110-6015-505.02-20
\$98.00	From: Disability Insurance To: Disability Insurance	Account No. 555-6315-640.02-30 Account No. 110-6015-505.02-30
\$3,849.00	From: Employee Health Insurance To: Employee Health Insurance	Account No. 555-6315-640.02-34 Account No. 110-6015-505.02-34
\$45.00	From: Life Insurance To: Life Insurance	Account No. 555-6315-640.02-36 Account No. 110-6015-505.02-36

SECTION 5. This ordinance shall be in full force and effect from and after its passage.

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

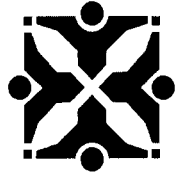
ATTEST:

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

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

APPROVED AS TO FORM:

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



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

Amendment to the City of Columbia Classification and Pay Plan,  
FY2016 Classification and Pay Plan

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

**Classification Added:**

5022 Assistant City Land Surveyor                      Grade A11      Non-Exempt

**Classifications Reassigned:**

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

5022, Assistant City Land Surveyor, Grade A11, Non-Exempt

Public Works (1)

2390, Building Maintenance Mechanic-773, Grade A8, Non-Exempt to

2394, Sr. Building Maintenance Mechanic-773, Grade A10, Non-Exempt

Public Works (1)

City of Columbia, Missouri  
FY 2016 Classification and Pay Plan

Printed 11/9/2015

Effective December 21, 2015

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	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				

City of Columbia, Missouri  
FY 2016 Classification and Pay Plan

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Effective December 21, 2015

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Minimum	Midpoint	Maximum
<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
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				



City of Columbia, Missouri  
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<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				
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				

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
<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				
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				
5022	Assistant City Land Surveyor	Technician	Non-Exempt	2				
2889	Assistant NERC Compliance Officer-773	Technician	Exempt	2				
7693	Biogas Plant Technician	Technician	Non-Exempt	7				

City of Columbia, Missouri  
FY 2016 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>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
3202	Building Inspector	Technician	Non-Exempt	1				
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				
<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				

City of Columbia, Missouri  
FY 2016 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>A13</b>	2703 Journeyman Lineworker	Technician	Non-Exempt	7				
					<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				
	2335 Substation Technician Foreman	Technician	Non-Exempt	7				

City of Columbia, Missouri  
FY 2016 Classification and Pay Plan

Printed 11/9/2015

Effective December 21, 2015

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	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				

City of Columbia, Missouri  
FY 2016 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>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
	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

City of Columbia, Missouri  
FY 2016 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
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	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				

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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				

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<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				

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						Minimum	Midpoint	Maximum
<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
	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				

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						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				
	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				

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						Minimum	Midpoint	Maximum
<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
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				

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						Minimum	Midpoint	Maximum
<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				
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				

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						Minimum	Midpoint	Maximum
<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
	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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						Minimum	Midpoint	Maximum
<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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<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				

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<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
	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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<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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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 - CPOA	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 - CPLA	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

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