



# City of Columbia

701 East Broadway, Columbia, Missouri 65201

Department Source: Human Resources

To: City Council

From: City Manager & Staff

Council Meeting Date: February 15, 2016

Re: Amendment to the FY 2016 Annual Budget and Classification and Pay Plan

## Executive Summary

The Human Resources Department requests an amendment to the FY 2016 Classification and Pay Plan to reassign a 1.00 FTE Human Resources Technician to a 1.00 FTE Lead Human Resources Technician. The position is currently vacant. The FY 2016 annual budget would be amended to delete 1.00 FTE Human Resources Technician and add 1.00 FTE Lead Human Resources Technician.

## Discussion

Staff requests to amend the FY 2016 Classification and Pay Plan to reassign 1.00 FTE Human Resources Technician to 1.00 FTE Lead Human Resources Technician. The FY 2016 Annual Budget must also be amended to:

### **Add**

1.00 FTE Lead Human Resources Technician, Job Code 1403, Grade C5

### **Delete**

1.00 FTE Human Resources Technician, Job Code 1402, Grade A10

The vacant Human Resources Technician position is currently split 50/50 between the Human Resources Department and the Employee Benefit Fund. That split will continue after the reassignment to Lead Human Resources Technician. The reassignment will not affect the General Fund because the position will remain vacant until sufficient savings are generated.

Staff believes the position reassignment is necessary in order to provide a lead position in payroll and benefit set up, insurance eligibility audits, Affordable Care Act tracking and reporting, and general support and training to less experienced staff. This has become critical with implementation of the new City financial software. Reassignment will also allow advancement on the technical side of Human Resources, and assist with succession planning in the department.

## Fiscal Impact

Short-Term Impact: The position reassignment will be budget neutral for FY 2016 because of the position vacancy.

Long-Term Impact: The FY 2017 budget will include any adjustments needed for the reassignment. The intent is to keep the impact neutral.



Vision & Strategic Plan Impact

[Vision Impacts:](#)

Primary Impact: Not Applicable, Secondary Impact: Secondary, Tertiary Impact: Tertiary

[Strategic Plan Impacts:](#)

Primary Impact: Operational Excellence, Secondary Impact: Secondary, Tertiary Impact: Tertiary

[Comprehensive Plan Impacts:](#)

Primary Impact: Not Applicable, Secondary Impact: Secondary, Tertiary Impact: Tertiary

Legislative History

Date	Action
None	None

Suggested Council Action

Approve the requested amendments.

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

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

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

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

Council Bill No. B 42-16

### **AN ORDINANCE**

amending the FY 2016 Annual Budget by adding and deleting positions in the Human Resources Department; amending the FY 2016 Classification and Pay Plan by adding a position; 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 position to the Human Resources Department authorized personnel:

1.00 FTE      1403    Lead Human Resources Technician    Grade C5      Exempt

SECTION 2. The FY 2016 Annual Budget is further amended by deleting the following position from the Human Resources Department authorized personnel:

1.00 FTE      1402    Human Resources Technician      Grade A10      Non-Exempt

SECTION 3. The FY 2016 Classification and Pay Plan adopted by Ordinance No. 022580 is amended by adding the following classification:

1.00 FTE      1403    Lead Human Resources Technician    Grade C5      Exempt

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

PASSED this \_\_\_\_\_ day of \_\_\_\_\_, 2016.

ATTEST:

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

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

APPROVED AS TO FORM:

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

SUPPORTING  
DOCUMENTS FOR  
THIS AGENDA ITEM

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

**Classification Added:**

1403    Lead Human Resources Technician    Grade C5        Exempt

**Classification Reassigned:**

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

1403, Lead Human Resources Technician, Grade C5, Exempt

Human Resources (1)

City of Columbia, Missouri  
FY 2016 Classification and Pay Plan

Printed 2/2/2016

Effective March 7, 2016

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Minimum	Pay Range 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**

Printed 2/2/2016

**Effective March 7, 2016**

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

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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				

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						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				

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<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				

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						Minimum	Midpoint	Maximum
<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				
	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				

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<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				

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						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

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<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				
	4533 Waste Minimization Coordinator	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				

\* 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
	6308 Contract Compliance Officer	Specialist	Exempt	2				
	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				
	1403 Lead Human Resources Technician	Specialist	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				

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						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				

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<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				
	6500 Pension Administrator	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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<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				

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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				
2415	Parks Supervisor	Supervisor	Exempt	2				
7375	Public Health Promotion 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
	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				
	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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<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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						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				

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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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<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.