

Introduced by _____

First Reading _____

Second Reading _____

Ordinance No. _____

Council Bill No. B 371-13

AN ORDINANCE

amending the FY 2014 Annual Budget by adding and deleting positions in the Finance Department, Police Department, Public Works Department and Water and Light Department; amending the FY 2014 Classification and Pay Plan by adding, closing and reclassifying positions in the Finance Department, Police Department, Public Works Department and Water and Light Department; 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 2014 Annual Budget adopted by Ordinance No. 021798 is amended by adding the following positions to the Finance Department, Police Department, Public Works Department and Water and Light Department authorized personnel:

Finance Department – Utility Customer Services Fund

1.00 FTE 1214 Utility Accounts & Billing Supervisor Grade D6 OT Exempt

Police Department – Operations Division

1.00 FTE 3012 Investigative Technician Grade B8 OT Eligible

Public Works Department – Regional Airport Airfield Area

1.00 FTE 2400 Airport Maintenance Foreman Grade A11 OT Eligible

Water and Light Department – Water Production

1.00 FTE 2425 Utility Maintenance Mechanic – IBEW Grade A10 OT Eligible

1.00 FTE 2645 Water Production Superintendent Grade D9 OT Exempt

1.00 FTE 5006 Water Inspection Foreman Grade A11 OT Eligible

Water and Light Department – Electric Utility

1.00 FTE 2695 Lead Power Plant Operator – 773 Grade A12 OT Eligible

Water and Light Department – Railroad Fund

1.00 FTE 2628 Railroad Operations Foreman Grade A11 OT Eligible

SECTION 2. The FY 2014 Annual Budget is further amended by deleting the following positions from the Finance Department, Public Works Department and Water and Light Department authorized personnel:

Finance Department – Utility Customer Services Fund

1.00 FTE 1213 Customer Service Representative II Grade B6 OT Eligible

Public Works Department – Fleet Operations Fund

2.00 FTE 2101 Vehicle Maintenance Supervisor – IBEW Grade D7 OT Exempt

Public Works Department – Regional Airport Airfield Area

1.00 FTE 2400 Maintenance Supervisor Grade D7 OT Exempt

Water and Light Department – Water Production

1.00 FTE 2398 Maintenance Assistant – IBEW Grade A6 OT Eligible

1.00 FTE 2645 Water Treatment Plant Chief Operator Grade D7 OT Exempt

1.00 FTE 5006 Inspection Supervisor Grade D6 OT Exempt

Water and Light Department – Electric Utility

1.00 FTE 2695 Power Plant Shift Supervisor – 773 Grade D7 OT Exempt

Water and Light Department – Railroad Fund

1.00 FTE 2628 Railroad Operations Supervisor Grade D7 OT Exempt

SECTION 3. The FY 2014 Classification and Pay Plan adopted by Ordinance No. 021826 is amended by adding, closing and reclassifying positions in the Finance Department, Police Department, Public Works Department and Water and Light Department as follows:

NEW CLASSIFICATIONS:

Finance Department – Utility Customer Services Fund

1214 Utility Accounts & Billing Supervisor Grade D6 OT Exempt

Police Department – Operations Division

3012 Investigative Technician Grade B8 OT Eligible

CLOSED CLASSIFICATIONS:

Water and Light Department – Water Production

2398 Maintenance Assistant – IBEW Grade A6 OT Eligible

Public Works Department – Fleet Operations Fund

2101 Vehicle Maintenance Supervisor – IBEW Grade D7 OT Exempt

RECLASSIFICATIONS:

Public Works Department – Regional Airport Airfield Area

2400 Maintenance Supervisor – 1.00 FTE/Grade D7 – reclassified to:
2400 Airport Maintenance Foreman Grade A11 OT Eligible

Water and Light Department – Water Production

2645 Water Treatment Plant Chief Operator – 1.00 FTE/Grade D7 – reclassified to:
2645 Water Production Superintendent Grade D9 OT Exempt

5006 Inspection Supervisor – 1.00 FTE/Grade D6 – reclassified to:
5006 Water Inspection Foreman Grade A11 OT Eligible

Water and Light Department – Electric Utility

2695 Power Plant Shift Supervisor – 773 – 1.00 FTE/Grade D7 – reclassified to:
2695 Lead Power Plant Operator – 773 Grade A12 OT Eligible

Water and Light Department – Railroad Fund

2628 Railroad Operations Supervisor – 1.00 FTE/Grade D7 – reclassified to:
2628 Railroad Operations Foreman Grade A11 OT Eligible

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

PASSED this _____ day of _____, 2013.

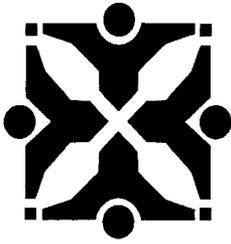
ATTEST:

City Clerk

Mayor and Presiding Officer

APPROVED AS TO FORM:

City Counselor



Source: Human Resources

Agenda Item No:

To: City Council
From: City Manager and Staff

Council Meeting Date: Dec 2, 2013

Re: Amendments to the FY 2014 Classification and Pay Plan

EXECUTIVE SUMMARY:

The ordinance adopts amendments to the City's Classification and Pay Plan for FY 2014.

DISCUSSION:

Four city departments have requested changes to the classification and pay plan to address operational issues:

1. The Water & Light Department requests that the Maintenance Assistant-IBEW (OT Eligible, Pay Grade A6, Job Code 2398) classification be closed.
2. The Finance Department requests the creation of a new classification: Utility Accounts & Billing Supervisor (OT Exempt, Pay Grade D6, Job Code 1214).
3. The Police Department requests the creation of a new civilian classification: Investigative Technician (OT Eligible, Pay Grade B8, Job Code 3012). The intent is to underfill a Police Officer FTE with the new classification.
4. The Public Works Department requests that the Vehicle Maintenance Supervisor-IBEW (OT Exempt, Pay Grade D7, Job Code 2101) classification be closed.

Additionally, the City's classification and pay study consultant was asked to conduct additional analysis of several classifications based on department feedback. That analysis was not complete at the time of the adoption of the FY 2014 Classification and Pay Plan in September 2013. The consultant's reviews resulted in the following recommendations:

1. Maintenance Supervisor (OT Exempt, Pay Grade D7, Job Code 2400) to Airport Maintenance Foreman (OT Eligible, Pay Grade A11, Job Code 2400) - Public Works.
2. Power Plant Shift Supervisor-773 (OT Exempt, Pay Grade D7, Job Code 2695) to Lead Power Plant Operator-773 (OT Eligible, Pay Grade A12, Job Code 2695) - Water & Light.
3. Railroad Operations Supervisor (OT Exempt, Pay Grade D7, Job Code 2628) to Railroad Operations Foreman (OT Eligible, Pay Grade A11, Job Code 2628) - Water & Light.
4. Water Treatment Plant Chief Operator (OT Exempt, Pay Grade D7, Job Code 2645) to Water Production Superintendent (OT Exempt, Pay Grade D9, Job Code 2645) - Water & Light.
5. Inspection Supervisor (OT Exempt, Pay Grade D6, Job Code 5006) to Water Inspection Foreman (OT Eligible, Pay Grade A11, Job Code 5006) - Water & Light.

FISCAL IMPACT:

No significant impact on personnel expenses is anticipated.

VISION IMPACT:

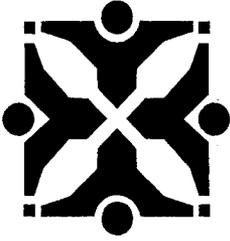
<http://www.gocolumbiamo.com/Council/Meetings/visionimpact.php>

None.

SUGGESTED COUNCIL ACTIONS:

Adopt this Council Bill.

| FISCAL and VISION NOTES: | | | | | |
|--|--------|---|----|---|----|
| City Fiscal Impact Enter all that apply | | Program Impact | | Mandates | |
| City's current net FY cost | | New Program/ Agency? | No | Federal or State mandated? | No |
| Amount of funds already appropriated | | Duplicates/Epands an existing program? | No | Vision Implementation impact | |
| Amount of budget amendment needed | | Fiscal Impact on any local political subdivision? | No | Enter all that apply: Refer to Web site | |
| Estimated 2 year net costs: | | Resources Required | | Vision Impact? | No |
| One Time | \$0.00 | Requires add'l FTE Personnel? | No | Primary Vision, Strategy and/or Goal Item # | |
| Operating/ Ongoing | | Requires add'l facilities? | No | Secondary Vision, Strategy and/or Goal Item # | |
| | | Requires add'l capital equipment? | No | Fiscal year implementation Task # | |



Source: Finance

Agenda Item No:

To: City Council
From: City Manager and Staff

Council Meeting Date: December 2, 2013

Re: Replace one Customer Service Representative II position with a new Utility Accounts and Billing Supervisor position.

EXECUTIVE SUMMARY:

Staff has prepared an ordinance that would create a permanent full-time supervisory position and deletion of a Customer Service Representative II position within the Utility Accounts and Billing Division of the Finance Department.

DISCUSSION:

The Utility Accounts and Billing Division of the Finance Department is responsible for the setting up, transferring and canceling utilities services for the City's utility customers. They provide customers with information while handling customer inquires and complaints. The division is also responsible for auditing all the utility accounts to ensure accurate billing for approximately 60,000 monthly bills.

As the City's customer base continues to grow, the demand to provide excellent customer service, ensuring accurate billing and auditing of accounts becomes even more vital. The current billing auditor is also a supervisor, which limits the amount of time that can be devoted to auditing. During the compensation and class study, management removed the supervisory aspect of the billing auditor's job function so that more time can be devoted to system assurance.

This change leaves the need to have a working supervisor to assist the customer service representatives with customer concerns, escalated complaints and to handle the more complex issues. The division currently has a vacant Customer Service Representative II position that will be relinquished and a new working supervisory position would be created. This newly created supervisory position would ensure that staff continue to receive the support and guidance they need and customers would continue to be provided excellent customer service while allowing the billing auditor more time to focus on billing, account and system audits.

FISCAL IMPACT:

The total increased cost for this permanent full-time position for the remainder of FY 2014 will be \$3,802. Utility Billing proposes utilizing the funds currently allocated for the vacant Customer Service Representative II position to offset the cost.

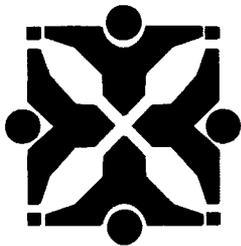
VISION IMPACT:

<http://www.gocolumbiamo.com/Council/Meetings/visionimpact.php>

SUGGESTED COUNCIL ACTIONS:

Approval of an amendment to the classification/pay plan, for this position, which will be handled in a separate ordinance through the Human Resource Department.

| FISCAL and VISION NOTES: | | | | | |
|--|-------------|---|----|---|--------|
| City Fiscal Impact Enter all that apply | | Program Impact | | Mandates | |
| City's current net FY cost | \$51,516.00 | New Program/ Agency? | No | Federal or State mandated? | No |
| Amount of funds already appropriated | \$47,714.00 | Duplicates/Epands an existing program? | | Vision Implementation impact | |
| Amount of budget amendment needed | \$3,802.00 | Fiscal Impact on any local political subdivision? | | Enter all that apply: Refer to Web site | |
| Estimated 2 year net costs: | | Resources Required | | Vision Impact? | |
| One Time | \$0.00 | Requires add'l FTE Personnel? | No | Primary Vision, Strategy and/or Goal Item # | 10.1.8 |
| Operating/ Ongoing | | Requires add'l facilities? | | Secondary Vision, Strategy and/or Goal Item # | |
| | | Requires add'l capital equipment? | | Fiscal year implementation Task # | |



Source: Water & Light

Agenda Item No:

To: **City Council**
From: **City Manager and Staff**

Council Meeting Date: Dec 2, 2013

Re: Elimination of 2398 Maintenance Assistant IBEW and addition of 2425 Utility Maintenance Mechanic IBEW positions in Water at the Water Treatment Plant.

EXECUTIVE SUMMARY:

Staff has prepared for council consideration an ordinance eliminating position 2398 Maintenance Assistant IBEW position and creating and adding position 2425 Utility Maintenance Mechanic IBEW at in the the Water Production Division. This change would require a budget amendment of \$19,690 increase to Water and Light personnel budget.

DISCUSSION:

When the Maintenance Assistant position was originally created, it was intended to be an entry level position to assist the two existing Utility Maintenance Mechanics. After assessing the implementation of this position staff has determined that the position that is truly needed is an additional Utility Maintenance Mechanic that can work independently or as the lead for a team.

The water production division has maintenance requirements that span the entire service territory. The current level of maintenance demands require work to be performed at several separate locations at the same time. Currently staff is limited with only two maintenance mechanics. Normally the mechanics work alone or only need help for part of the day. The maintenance supervisor has a limited amount of time that can be spent with each of the mechanics. Having remote job sites such as the plant, the well field, pump stations and towers, travelling to each site also consumes a lot of resources. Having an employee who is knowledgeable and can work independently would allow staff to get more work completed at more locations.

When a project requires more than one staff member, it also requires someone to lead the project. The larger projects are usually more complex and require more detailed knowledge and experience. The Utility Maintenance Mechanic would have the knowledge and understanding of our equipment necessary to lead these more complicated projects.

With a maintenance team comprised of two Utility Maintenance Mechanics and one Maintenance Mechanic Supervisor and one Maintenance Assistant it has become challenging to complete the current maintenance demands. This situation is especially compounded when one of the Maintenance Mechanics is absent for a long term leave of absence. Eliminating the Maintenance Assistant and creating an additional Utility Maintenance Mechanic will mitigate these situations as they occur.

FISCAL IMPACT:

This action requires a budget amendment to increase the Water and Light Personnel budget by \$19,690.

VISION IMPACT:

<http://www.gocolumbiamo.com/Council/Meetings/visionimpact.php>

SUGGESTED COUNCIL ACTIONS:

Passage of the proposed ordinance

| FISCAL and VISION NOTES: | | | | | |
|---|-------------|---|----|---|----|
| City Fiscal Impact Enter all that apply | | Program Impact | | Mandates | |
| City's current net FY cost | \$19,690.00 | New Program/ Agency? | No | Federal or State mandated? | No |
| Amount of funds already appropriated | \$0.00 | Duplicates/Expands an existing program? | No | Vision Implementation impact | |
| Amount of budget amendment needed | \$19,690.00 | Fiscal Impact on any local political subdivision? | No | Enter all that apply: Refer to Web site | |
| Estimated 2 year net costs: | | Resources Required | | Vision Impact? | No |
| One Time | \$39,380.00 | Requires add'l FTE Personnel? | No | Primary Vision, Strategy and/or Goal Item # | |
| Operating/ Ongoing | \$39,380.00 | Requires add'l facilities? | No | Secondary Vision, Strategy and/or Goal Item # | |
| | | Requires add'l capital equipment? | No | Fiscal year implementation Task # | |

City of Columbia, Missouri
 FY 2014 Classification and Pay Plan

Effective December 16, 2013

| Pay Grade | Job Title | Job Group | Type of Pay Rate | Minimum | Pay Range Midpoint | Maximum |
|-----------|---|-----------|------------------|---------------|--------------------|---------------|
| A1 | | | Annual | 18,346 | 21,556 | 24,767 |
| | | | 2080 Hourly | 8.820 | 10.364 | 11.907 |
| A2 | | | Annual | 19,263 | 22,634 | 26,005 |
| | | | 2080 Hourly | 9.261 | 10.882 | 12.502 |
| A3 | | | Annual | 20,226 | 23,766 | 27,305 |
| | | | 2080 Hourly | 9.724 | 11.426 | 13.127 |
| A4 | | | Annual | 21,743 | 25,548 | 29,353 |
| | | | 2080 Hourly | 10.453 | 12.283 | 14.112 |
| | 2001 Custodian | Operator | | | | |
| | 2003 Custodian - 773 | Operator | | | | |
| A5 | | | Annual | 23,374 | 27,464 | 31,554 |
| | | | 2080 Hourly | 11.237 | 13.204 | 15.170 |
| | 2210 Material Handler-773 | Operator | | | | |
| | 6104 Storeroom Assistant-773 | Operator | | | | |
| | 6101 Storeroom Assistant-IBEW | Operator | | | | |
| A6 | | | Annual | 25,127 | 29,524 | 33,921 |
| | | | 2080 Hourly | 12.080 | 14.194 | 16.308 |
| | 7810 Document Support Services Clerk | Operator | | | | |
| | 2299 Equipment Operator I-773 | Operator | | | | |
| | 2301 Equipment Operator I-IBEW | Operator | | | | |
| | 2397 Maintenance Assistant-773 | Operator | | | | |
| | 2870 Meter Reader-IBEW | Operator | | | | |
| | 3018 Parking Meter Repair Assistant-773 | Operator | | | | |
| A7 | | | Annual | 27,639 | 32,476 | 37,313 |
| | | | 2080 Hourly | 13.288 | 15.614 | 17.939 |
| | 2502 Bus Driver-773 | Operator | | | | |
| | 2300 Equipment Operator II-773 | Operator | | | | |

City of Columbia, Missouri
 FY 2014 Classification and Pay Plan

Effective December 16, 2013

| Pay Grade | Job Title | Job Group | Type of Pay Rate | Minimum | Pay Range Midpoint | Maximum |
|-----------|---|------------|------------------|---------------|--------------------|---------------|
| A7 | | | Annual | 27,639 | 32,476 | 37,313 |
| | | | 2080 Hourly | 13.288 | 15.614 | 17.939 |
| | 2302 Equipment Operator II-IBEW | Operator | | | | |
| | 3032 Parking Meter Repair Technician-773 | Technician | | | | |
| | 3412 Probation & Collections Officer | Technician | | | | |
| | 2211 Refuse Collector-773 | Operator | | | | |
| | 2880 Utility Service Worker-IBEW | Operator | | | | |
| | 2102 Vehicle Service Worker-773 | Operator | | | | |
| | 2641 Water Treatment Plant Operator I-IBEW | Technician | | | | |
| A8 | | | Annual | 30,403 | 35,724 | 41,045 |
| | | | 2080 Hourly | 14.617 | 17.175 | 19.733 |
| | 7101 Animal Control Officer | Technician | | | | |
| | 2631 Associate Power Plant Operator-773 | Operator | | | | |
| | 2390 Building Maintenance Mechanic-773 | Technician | | | | |
| | 7003 Emergency Telecommunicator I | Technician | | | | |
| | 2503 Lead Bus Driver-773 | Operator | | | | |
| | 2874 Senior Meter Reader-IBEW | Technician | | | | |
| | 3021 Parking Enforcement Agent | Operator | | | | |
| | 2412 Parks & Grounds Technician-773 | Technician | | | | |
| | 2431 Utility Locator-IBEW | Operator | | | | |
| | 2883 Lead Utility Service Worker-IBEW | Operator | | | | |
| | 2601 WWTP Operator-773 | Technician | | | | |
| | 2642 Water Treatment Plant Operator II-IBEW | Technician | | | | |
| A9 | | | Annual | 32,079 | 39,296 | 46,514 |
| | | | 2080 Hourly | 15.422 | 18.892 | 22.363 |
| | 5000 Associate Engineering Technician | Technician | | | | |
| | 2419 Associate Utility Maintenance Mechanic-773 | Operator | | | | |
| | 9933 Audio Visual Technician | Technician | | | | |

City of Columbia, Missouri
 FY 2014 Classification and Pay Plan

Effective December 16, 2013

| Pay Grade | Job Title | Job Group | Type of Pay Rate | Minimum | Pay Range Midpoint | Maximum |
|------------|--|------------|------------------|---------------|--------------------|---------------|
| A9 | | | Annual | 32,079 | 39,296 | 46,514 |
| | | | 2080 Hourly | 15.422 | 18.892 | 22.363 |
| | 2860 Electronic Data Specialist-IBEW | Technician | | | | |
| | 7005 Emergency Telecommunicator II | Technician | | | | |
| | 2303 Equipment Operator III-773 | Technician | | | | |
| | 2298 Equipment Operator III-IBEW | Technician | | | | |
| | 1402 Human Resources Technician | Technician | | | | |
| | 5040 Laboratory Technician-773 | Technician | | | | |
| | 5041 Laboratory Technician-IBEW | Technician | | | | |
| | 2404 Maintenance Mechanic -773 | Operator | | | | |
| | 2396 Maintenance Technician-773 | Technician | | | | |
| | 2297 Pipefitter - IBEW | Technician | | | | |
| | 2626 Railroad Operator | Technician | | | | |
| | 2214 Senior Refuse Collector-773 | Operator | | | | |
| | 2312 Water Distribution Technician-IBEW | Technician | | | | |
| | 2643 Water Treatment Plant Operator III-IBEW | Technician | | | | |
| A10 | | | Annual | 35,286 | 43,226 | 51,165 |
| | | | 2080 Hourly | 16.965 | 20.782 | 24.599 |
| | 1215 Billing Auditor | Technician | | | | |
| | 7920 Computer Support Technician-773 | Technician | | | | |
| | 2405 Construction Specialist-773 | Technician | | | | |
| | 2801 Electric Meter Repair Worker-IBEW | Technician | | | | |
| | 2411 Electrician-773 | Technician | | | | |
| | 4521 Energy Technician | Technician | | | | |
| | 5003 Engineering Technician | Technician | | | | |
| | 2877 Lead Meter Reader-IBEW | Technician | | | | |
| | 2403 Maintenance Specialist-773 | Technician | | | | |

City of Columbia, Missouri
 FY 2014 Classification and Pay Plan

Effective December 16, 2013

| Pay Grade | Job Title | Job Group | Type of Pay Rate | Minimum | Pay Range Midpoint | Maximum |
|------------|---|------------|------------------|---------------|--------------------|---------------|
| A10 | | | Annual | 35,286 | 43,226 | 51,165 |
| | | | 2080 Hourly | 16.965 | 20.782 | 24.599 |
| | 4102 Plan Reviewer | Technician | | | | |
| | 2694 Power Plant Operator-773 | Operator | | | | |
| | 2410 Railroad Maintenance Specialist | Technician | | | | |
| | 2590 Sewer Utility Lead Operator-773 | Technician | | | | |
| | 2394 Sr. Building Maintenance Mechanic-773 | Technician | | | | |
| | 3033 Traffic Signal Technician | Technician | | | | |
| | 2432 Utility Locator Foreman-IBEW | Technician | | | | |
| | 2429 Utility Maintenance Mechanic -773 | Technician | | | | |
| | 2425 Utility Maintenance Mechanic-IBEW | Technician | | | | |
| | 2107 Vehicle Mechanic - 773 | Technician | | | | |
| | 2314 Water Distribution Foreman-IBEW | Technician | | | | |
| A11 | | | Annual | 39,697 | 48,629 | 57,561 |
| | | | 2080 Hourly | 19.085 | 23.379 | 27.674 |
| | 2400 Airport Maintenance Foreman | Technician | | | | |
| | 2850 Assistant Electric Distribution Coordinator-IBEW | Technician | | | | |
| | 7693 Biogas Plant Technician | Technician | | | | |
| | 3202 Building Inspector | Technician | | | | |
| | 2320 CCTV Technician | Technician | | | | |
| | 4999 Code Educator Specialist | Technician | | | | |
| | 4650 Code Enforcement Specialist | Technician | | | | |
| | 3960 Housing Specialist | Technician | | | | |
| | 2324 Instrument Technician-773 | Technician | | | | |
| | 2325 Instrument Technician-IBEW | Technician | | | | |
| | 2628 Railroad Operations Foreman | Technician | | | | |
| | 5004 Senior Engineering Technician | Technician | | | | |

City of Columbia, Missouri
 FY 2014 Classification and Pay Plan

Effective December 16, 2013

| Pay Grade | Job Title | Job Group | Type of Pay Rate | Minimum | Pay Range Midpoint | Maximum |
|------------|--|------------|------------------|---------------|--------------------|---------------|
| A11 | | | Annual | 39,697 | 48,629 | 57,561 |
| | | | 2080 Hourly | 19.085 | 23.379 | 27.674 |
| | 2420 Senior Utility Maintenance Mechanic-773 | Technician | | | | |
| | 9934 Video Engineering Specialist | Technician | | | | |
| | 5006 Water Inspection Foreman | Technician | | | | |
| A12 | | | Annual | 44,659 | 54,708 | 64,756 |
| | | | 2080 Hourly | 21.471 | 26.302 | 31.133 |
| | 2630 Apprentice Balancing Authority Operator - 773 | Technician | | | | |
| | 2330 Apprentice Communication Technician - IBEW | Technician | | | | |
| | 2701 Apprentice Lineworker-IBEW | Technician | | | | |
| | 2333 Apprentice Substation Technician-IBEW | Technician | | | | |
| | 7692 CEC Technician | Technician | | | | |
| | 2851 Electric Distribution Coord-IBEW | Technician | | | | |
| | 2803 Lead Electric Meter Repair Worker-IBEW | Technician | | | | |
| | 2695 Lead Power Plant Operator-773 | Technician | | | | |
| | 3203 Senior Building Inspector | Technician | | | | |
| | 4652 Senior Code Enforcement Specialist | Technician | | | | |
| A13 | | | Annual | 50,242 | 61,546 | 72,851 |
| | | | 2080 Hourly | 24.155 | 29.590 | 35.024 |
| | 2331 Journeyman Communication Technician-IBEW | Technician | | | | |
| | 2703 Journeyman Lineworker-IBEW | Technician | | | | |
| | 2334 Journeyman Substation Technician-IBEW | Technician | | | | |
| | 2640 NERC Certified Balancing Authority Operator-773 | Technician | | | | |
| A14 | | | Annual | 56,522 | 69,240 | 81,957 |
| | | | 2080 Hourly | 27.174 | 33.288 | 39.402 |
| | 2332 Communication Technician Foreman-IBEW | Technician | | | | |
| | 2706 Line Foreman-IBEW | Technician | | | | |
| | 2888 NERC Compliance Officer-773 | Technician | | | | |
| | 2335 Substation Technician Foreman-IBEW | Technician | | | | |

**City of Columbia, Missouri
FY 2014 Classification and Pay Plan**

Effective December 16, 2013

| Pay Grade | Job Title | Job Group | Type of Pay Rate | Minimum | Pay Range Midpoint | Maximum |
|------------------|--|------------------|-------------------------|----------------|---------------------------|----------------|
| B1 | | | Annual | 18,346 | 22,015 | 25,684 |
| | 1201 Cashier | Clerical | 2080 Hourly | 8.820 | 10.584 | 12.348 |
| B2 | | | Annual | 19,722 | 23,666 | 27,610 |
| | | | 2080 Hourly | 9.482 | 11.378 | 13.274 |
| B3 | | | Annual | 21,201 | 25,441 | 29,681 |
| | 1200 Lead Cashier | Clerical | 2080 Hourly | 10.193 | 12.231 | 14.270 |
| B4 | | | Annual | 22,791 | 27,349 | 31,907 |
| | 8510 Recreation Leader | Clerical | 2080 Hourly | 10.957 | 13.148 | 15.340 |
| B5 | | | Annual | 25,070 | 30,084 | 35,098 |
| | 1005 Administrative Support Assistant | Clerical | 2080 Hourly | 12.053 | 14.463 | 16.874 |
| | 1211 Customer Service Rep I | Clerical | | | | |
| | 6100 Stores Clerk - 773 | Clerical | | | | |
| | 6102 Stores Clerk-IBEW | Clerical | | | | |
| | 7451 WIC Office Specialist | Clerical | | | | |
| B6 | | | Annual | 27,577 | 33,092 | 38,607 |
| | 1213 Customer Service Rep II | Clerical | 2080 Hourly | 13.258 | 15.910 | 18.561 |
| | 1006 Senior Administrative Support Assistant | Clerical | | | | |
| B7 | | | Annual | 30,334 | 36,401 | 42,468 |
| | 1203 Accounting Assistant | Clerical | 2080 Hourly | 14.584 | 17.501 | 20.417 |

City of Columbia, Missouri
 FY 2014 Classification and Pay Plan

Effective December 16, 2013

| Pay Grade | Job Title | Job Group | Type of Pay Rate | Minimum | Pay Range Midpoint | Maximum |
|------------|--------------------------------|-----------|------------------|---------------|--------------------|---------------|
| B8 | | | Annual | 34,126 | 40,951 | 47,777 |
| | | | 2080 Hourly | 16.407 | 19.688 | 22.970 |
| | 1400 Administrative Technician | Clerical | | | | |
| | 3012 Investigative Technician | Clerical | | | | |
| B9 | | | Annual | 38,392 | 46,070 | 53,749 |
| | | | 2080 Hourly | 18.458 | 22.149 | 25.841 |
| B10 | | | Annual | 43,191 | 51,829 | 60,467 |
| | | | 2080 Hourly | 20.765 | 24.918 | 29.071 |

City of Columbia, Missouri
 FY 2014 Classification and Pay Plan

Effective December 16, 2013

| Pay Grade | Job Title | Job Group | Type of Pay Rate | Minimum | Pay Range Midpoint | Maximum |
|-----------|---------------------------------------|--------------|------------------|---------------|--------------------|---------------|
| C1 | | | Annual | 25,208 | 30,250 | 35,292 |
| | | | 2080 Hourly | 12.119 | 14.543 | 16.967 |
| C2 | | | Annual | 27,729 | 33,275 | 38,821 |
| | | | 2080 Hourly | 13.331 | 15.998 | 18.664 |
| C3 | | | Annual | 31,195 | 37,434 | 43,673 |
| | | | 2080 Hourly | 14.998 | 17.997 | 20.997 |
| | 9950 City Management Fellowship* | Specialist | | | | |
| | 7911 Systems Support Analyst | Professional | | | | |
| C4 | | | Annual | 34,379 | 42,114 | 49,849 |
| | | | 2080 Hourly | 16.528 | 20.247 | 23.966 |
| | 4200 Financial Specialist | Specialist | | | | |
| | 2190 GIS Technician | Specialist | | | | |
| | 4810 Marketing Specialist | Specialist | | | | |
| | 4801 Public Communications Specialist | Specialist | | | | |
| | 4802 Public Information Specialist | Specialist | | | | |
| | 8520 Recreation Specialist | Specialist | | | | |
| | 7301 Social Services Specialist | Professional | | | | |
| | 4300 Tourism Services Specialist | Professional | | | | |
| | 9932 Videographer | Specialist | | | | |
| | 4615 Volunteer Program Specialist | Specialist | | | | |
| | 4580 Wellness Educator | Specialist | | | | |
| C5 | | | Annual | 38,676 | 47,378 | 56,080 |
| | | | 2080 Hourly | 18.594 | 22.778 | 26.962 |
| | 6207 Accountant | Specialist | | | | |
| | 9911 Assistant to City Manager* | Professional | | | | |
| | 5007 City Arborist | Professional | | | | |

* Denotes Unclassified Employee

City of Columbia, Missouri
 FY 2014 Classification and Pay Plan

Effective December 16, 2013

| Pay Grade | Job Title | Job Group | Type of Pay Rate | Minimum | Pay Range Midpoint | Maximum |
|-----------|----------------------------------|---|------------------|---------------|--------------------|---------------|
| C5 | | | Annual | 38,676 | 47,378 | 56,080 |
| | | | 2080 Hourly | 18.594 | 22.778 | 26.962 |
| | 6308 | Contract Compliance Officer | Specialist | | | |
| | 4510 | Energy Management Specialist | Specialist | | | |
| | 7201 | Environmental Public Health Specialist | Professional | | | |
| | 6204 | Financial Analyst | Professional | | | |
| | 2180 | GIS Specialist | Specialist | | | |
| | 4803 | Graphic Artist | Specialist | | | |
| | 7303 | Health Educator | Professional | | | |
| | 5132 | Lab Analyst | Professional | | | |
| | 7403 | Nutritionist | Professional | | | |
| | 5090 | Pavement Specialist | Specialist | | | |
| | 6305 | Procurement Officer | Specialist | | | |
| | 7931 | Technical Trainer | Specialist | | | |
| 5135 | Water Quality Compliance Officer | Professional | | | | |
| C6 | | | Annual | 43,510 | 53,300 | 63,090 |
| | | | 2080 Hourly | 20.918 | 25.625 | 30.332 |
| | 5114 | Bioreactor Specialist | Professional | | | |
| | 3015 | Crime Analyst | Professional | | | |
| | 4509 | Energy Educator | Specialist | | | |
| | 2175 | GIS Analyst | Professional | | | |
| | 4601 | Human Resources Analyst | Professional | | | |
| | 4610 | Internal Auditor* | Professional | | | |
| | 4104 | Neighborhood Communications Coordinator | Specialist | | | |
| | 4101 | Planner | Specialist | | | |
| 7503 | Public Health Nurse | Professional | | | | |

* Denotes Unclassified Employee

**City of Columbia, Missouri
FY 2014 Classification and Pay Plan**

Effective December 16, 2013

| Pay Grade | Job Title | Job Group | Type of Pay Rate | Minimum | Pay Range Midpoint | Maximum |
|------------------|---|------------------|-------------------------|----------------|---------------------------|----------------|
| C6 | | | Annual | 43,510 | 53,300 | 63,090 |
| | | | 2080 Hourly | 20.918 | 25.625 | 30.332 |
| | 4501 Rate Analyst | Professional | | | | |
| | 6595 Risk Management Specialist | Professional | | | | |
| | 4108 Senior Plan Reviewer | Professional | | | | |
| | 9916 Sustainability Educator | Specialist | | | | |
| | 4570 Training Coordinator | Professional | | | | |
| | 4619 Trust Specialist | Professional | | | | |
| C7 | | | Annual | 47,970 | 59,963 | 71,955 |
| | | | 2080 Hourly | 23.063 | 28.828 | 34.594 |
| | 6604 Budget Analyst | Professional | | | | |
| | 7930 Business Analyst | Professional | | | | |
| | 5098 Engineering Specialist | Professional | | | | |
| | 5015 Property Acquisition Coordinator | Professional | | | | |
| | 6203 Senior Accountant | Professional | | | | |
| | 4103 Senior Planner | Professional | | | | |
| | 4502 Senior Rate Analyst | Professional | | | | |
| C8 | | | Annual | 53,966 | 67,458 | 80,950 |
| | | | 2080 Hourly | 25.945 | 32.432 | 38.918 |
| | 9955 Civic Relations Officer* | Professional | | | | |
| | 7924 Database Administrator | Professional | | | | |
| | 5113 Engineer | Professional | | | | |
| | 2150 GIS Enterprise Systems Administrator | Professional | | | | |
| | 7927 Systems Administrator | Professional | | | | |
| | 7922 Systems Analyst | Professional | | | | |

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City of Columbia, Missouri
 FY 2014 Classification and Pay Plan

Effective December 16, 2013

| Pay Grade | Job Title | Job Group | Type of Pay Rate | Minimum | Pay Range Midpoint | Maximum |
|------------|---|--|------------------|---------------|--------------------|----------------|
| C9 | | | Annual | 60,712 | 75,890 | 91,068 |
| | | | 2080 Hourly | 29.189 | 36.486 | 43.783 |
| | 3301 Assistant City Counselor 6760 Financial Project Officer* 7506 Nurse Practitioner | Professional Professional Professional | | | | |
| C10 | | | Annual | 68,301 | 85,376 | 102,452 |
| | | | 2080 Hourly | 32.837 | 41.046 | 49.256 |
| C11 | | | Annual | 76,839 | 96,049 | 115,258 |
| | | | 2080 Hourly | 36.942 | 46.177 | 55.413 |

* Denotes Unclassified Employee

City of Columbia, Missouri
 FY 2014 Classification and Pay Plan

Effective December 16, 2013

| Pay Grade | Job Title | Job Group | Type of Pay Rate | Minimum | Pay Range Midpoint | Maximum |
|-----------|--|------------|------------------|---------------|--------------------|---------------|
| D1 | | | Annual | 25,208 | 30,250 | 35,292 |
| | | | 2080 Hourly | 12.119 | 14.543 | 16.967 |
| D2 | | | Annual | 27,729 | 33,275 | 38,821 |
| | | | 2080 Hourly | 13.331 | 15.998 | 18.664 |
| | 7809 Document Support Services Supervisor | Supervisor | | | | |
| D3 | | | Annual | 30,502 | 36,603 | 42,703 |
| | | | 2080 Hourly | 14.664 | 17.597 | 20.530 |
| D4 | | | Annual | 33,552 | 40,263 | 46,973 |
| | | | 2080 Hourly | 16.131 | 19.357 | 22.583 |
| | 2504 Bus Supervisor | Supervisor | | | | |
| | 1009 Records Unit Supervisor | Supervisor | | | | |
| | 2112 Vehicle Service Coordinator | Supervisor | | | | |
| D5 | | | Annual | 36,154 | 44,289 | 52,424 |
| | | | 2080 Hourly | 17.382 | 21.293 | 25.204 |
| | 1007 Administrative Supervisor | Supervisor | | | | |
| | 7105 Animal Control Supervisor | Supervisor | | | | |
| | 3014 Evidence Custodian | Supervisor | | | | |
| | 3290 Paralegal | Supervisor | | | | |
| | 3024 Parking Supervisor | Supervisor | | | | |
| | 2417 Parks & Facilities Specialist | Supervisor | | | | |
| | 2305 Public Works Supervisor I | Supervisor | | | | |
| D6 | | | Annual | 39,770 | 48,718 | 57,666 |
| | | | 2080 Hourly | 19.120 | 23.422 | 27.724 |
| | 4800 Communications & Marketing Supervisor | Supervisor | | | | |
| | 5205 Forester | Supervisor | | | | |
| | 2416 Golf Course Specialist | Supervisor | | | | |
| | 5203 Horticulturist | Supervisor | | | | |
| | 4600 Human Resources Specialist | Supervisor | | | | |

City of Columbia, Missouri
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Effective December 16, 2013

| Pay Grade | Job Title | Job Group | Type of Pay Rate | Minimum | Pay Range Midpoint | Maximum |
|-----------|---------------------------------------|--|------------------|---------------|--------------------|---------------|
| D6 | | | Annual | 39,770 | 48,718 | 57,666 |
| | | | 2080 Hourly | 19.120 | 23.422 | 27.724 |
| | 2306 | Public Works Supervisor II | Supervisor | | | |
| | 1008 | Senior Administrative Supervisor | Supervisor | | | |
| | 7302 | Social Services Supervisor | Supervisor | | | |
| | 2208 | Solid Waste District Administrator | Supervisor | | | |
| | 2418 | Sports Turf Specialist | Supervisor | | | |
| | 2616 | Transload Operations Supervisor | Supervisor | | | |
| 1214 | Utility Accounts & Billing Supervisor | Supervisor | | | | |
| D7 | | | Annual | 43,747 | 53,590 | 63,433 |
| | | | 2080 Hourly | 21.032 | 25.764 | 30.497 |
| | 2407 | Building & Grounds Supervisor | Supervisor | | | |
| | 2406 | Construction Supervisor | Supervisor | | | |
| | 7207 | Environmental Public Health Supervisor | Supervisor | | | |
| | 3975 | Housing Programs Supervisor | Supervisor | | | |
| | 7405 | Nutrition Supervisor | Supervisor | | | |
| | 2415 | Parks Supervisor | Supervisor | | | |
| | 7007 | PSJC Supervisor | Supervisor | | | |
| | 7375 | Public Health Promotion Supervisor | Supervisor | | | |
| | 2307 | Public Works Supervisor III | Supervisor | | | |
| | 8530 | Recreation Supervisor | Supervisor | | | |
| | 6200 | Senior Financial Analyst | Supervisor | | | |
| | 6307 | Senior Procurement Officer | Supervisor | | | |
| | 2428 | Sewer Maint Supervisor | Supervisor | | | |
| | 6103 | Stores Supervisor | Supervisor | | | |
| | 2505 | Transportation Superintendent | Supervisor | | | |

**City of Columbia, Missouri
FY 2014 Classification and Pay Plan**

Effective December 16, 2013

| Pay Grade | Job Title | Job Group | Type of Pay Rate | Minimum | Pay Range Midpoint | Maximum |
|------------------|---|------------------|-------------------------|----------------|---------------------------|----------------|
| D7 | | | Annual | 43,747 | 53,590 | 63,433 |
| | | | 2080 Hourly | 21.032 | 25.764 | 30.497 |
| | 1210 Treasury Support Supervisor | Supervisor | | | | |
| | 2426 Utility Maintenance Supervisor | Supervisor | | | | |
| | 2104 Vehicle Maintenance Supervisor | Supervisor | | | | |
| | 2614 Wastewater Operations Supervisor | Supervisor | | | | |
| D8 | | | Annual | 47,159 | 58,949 | 70,738 |
| | | | 2080 Hourly | 22.673 | 28.341 | 34.009 |
| | 5800 Assistant to the Public Works Director | Supervisor | | | | |
| | 7694 Biogas Plant Supervisor | Supervisor | | | | |
| | 5023 City Land Surveyor | Supervisor | | | | |
| | 4513 Energy Services Supervisor | Supervisor | | | | |
| | 2100 Fleet Operations Supt | Supervisor | | | | |
| | 3402 Municipal Court Administrator | Supervisor | | | | |
| | 7515 Nursing Supervisor | Supervisor | | | | |
| | 4533 Waste Minimization Supervisor | Supervisor | | | | |
| | 2317 Water Distribution Supervisor | Supervisor | | | | |
| D9 | | | Annual | 51,875 | 64,844 | 77,812 |
| | | | 2080 Hourly | 24.940 | 31.175 | 37.410 |
| | 6201 Accounting Supervisor | Supervisor | | | | |
| | 2557 Airport Superintendent | Supervisor | | | | |
| | 7695 CEC Supervisor | Supervisor | | | | |
| | 7913 Help Desk Supervisor | Supervisor | | | | |
| | 2408 Construction Project Supervisor | Supervisor | | | | |
| | 2770 Electric Services Superintendent | Supervisor | | | | |
| | 4518 Energy Services Superintendent | Supervisor | | | | |

**City of Columbia, Missouri
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Effective December 16, 2013

| Pay Grade | Job Title | Job Group | Type of Pay Rate | Minimum | Pay Range Midpoint | Maximum |
|------------------|---|------------------|-------------------------|----------------|---------------------------|----------------|
| D9 | | | Annual | 51,875 | 64,844 | 77,812 |
| | | | 2080 Hourly | 24.940 | 31.175 | 37.410 |
| | 2185 GIS Supervisor | Supervisor | | | | |
| | 5134 Laboratory Supervisor | Supervisor | | | | |
| | 2207 Landfill Superintendent | Supervisor | | | | |
| | 8710 Parks Development Superintendent | Supervisor | | | | |
| | 2637 Power Plant Tech Supv | Supervisor | | | | |
| | 7308 Public Health Planning Supervisor | Supervisor | | | | |
| | 8610 Recreation & Community Programs Superintendent | Supervisor | | | | |
| | 2430 Sewer Maint Superintendent | Supervisor | | | | |
| | 2206 Solid Waste Collection Superintendent | Supervisor | | | | |
| | 2655 Water Distribution Superintendent | Supervisor | | | | |
| | 2645 Water Production Superintendent | Supervisor | | | | |
| D10 | | | Annual | 57,062 | 71,328 | 85,594 |
| | | | 2080 Hourly | 27.434 | 34.292 | 41.151 |
| | 2635 Assistant Power Production Superintendent | Supervisor | | | | |
| | 3205 Building Regulations Supervisor | Supervisor | | | | |
| | 2730 Line Superintendent | Supervisor | | | | |
| | 2311 Street Maintenance Superintendent | Supervisor | | | | |
| | 2337 Substation Repair Superintendent | Supervisor | | | | |
| | 2606 WWTP Superintendent | Supervisor | | | | |
| D11 | | | Annual | 61,538 | 78,461 | 95,384 |
| | | | 2080 Hourly | 29.585 | 37.721 | 45.858 |
| | 5109 Engineering Supervisor | Supervisor | | | | |

City of Columbia, Missouri
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Effective December 16, 2013

| Pay Grade | Job Title | Job Group | Type of Pay Rate | Minimum | Pay Range Midpoint | Maximum |
|-----------|---|-----------|------------------|---------|--------------------|---------|
| E1 | | | Annual | 35,200 | 44,000 | 52,800 |
| | | | 2080 Hourly | 16.923 | 21.154 | 25.385 |
| E2 | | | Annual | 38,720 | 48,400 | 58,080 |
| | | | 2080 Hourly | 18.615 | 23.269 | 27.923 |
| | 8804 Deputy City Clerk* | Manager | | | | |
| E3 | | | Annual | 43,560 | 54,450 | 65,340 |
| | | | 2080 Hourly | 20.942 | 26.178 | 31.413 |
| E4 | | | Annual | 49,005 | 61,256 | 73,508 |
| | | | 2080 Hourly | 23.560 | 29.450 | 35.340 |
| | 6505 Business Services & Pension Manager | Manager | | | | |
| | 2620 Railroad Operations Manager | Manager | | | | |
| | 9915 Sustainability Manager* | Manager | | | | |
| | 1220 Utility Accounts and Billing Manager | Manager | | | | |
| E5 | | | Annual | 54,050 | 68,913 | 83,777 |
| | | | 2080 Hourly | 25.985 | 33.131 | 40.277 |
| | 2106 Fleet Operations Manager | Manager | | | | |
| | 4605 Human Resources Manager | Manager | | | | |
| | 4616 Human Services Manager | Manager | | | | |
| | 9924 Media and Event Services Manager | Manager | | | | |
| | 4702 Multi-Modal Manager | Manager | | | | |
| | 4622 Neighborhood Services Manager | Manager | | | | |
| | 7015 PSJC Manager | Manager | | | | |
| | 9925 Public Communications Manager | Manager | | | | |
| | 6401 Purchasing Agent | Manager | | | | |
| | 6600 Risk Manager | Manager | | | | |
| | 6700 Treasurer | Manager | | | | |

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**City of Columbia, Missouri
FY 2014 Classification and Pay Plan**

Effective December 16, 2013

| Pay Grade | Job Title | Job Group | Type of Pay Rate | Minimum | Pay Range Midpoint | Maximum |
|------------------|--|------------------|-------------------------|----------------|---------------------------|----------------|
| E6 | | | Annual | 60,806 | 77,527 | 94,249 |
| | | | 2080 Hourly | 29.234 | 37.273 | 45.312 |
| | 6605 Budget Officer | Manager | | | | |
| | 2125 City-Wide Geospatial Services Manager | Manager | | | | |
| | 6205 Controller | Manager | | | | |
| | 4107 Development Services Manager | Manager | | | | |
| | 2855 Electric Distribution Manager | Manager | | | | |
| | 7926 Information Technologies Manager | Manager | | | | |
| | 5107 Operations Manager | Manager | | | | |
| | 8750 Parks & Recreation Manager | Manager | | | | |
| | 2636 Power Prod Superintendent | Manager | | | | |
| | 2205 Solid Waste Manager | Manager | | | | |
| | 2690 Water Distribution Manager | Manager | | | | |
| | 2661 Water Production Manager | Manager | | | | |
| E7 | | | Annual | 69,927 | 89,157 | 108,386 |
| | | | 2080 Hourly | 33.619 | 42.864 | 52.109 |
| | 3109 Assistant Fire Chief* | Manager | | | | |
| | 3004 Assistant Police Chief* | Manager | | | | |
| | 3300 City Prosecutor | Manager | | | | |
| | 7600 Community Health Manager | Manager | | | | |
| | 5108 Engineering Manager | Manager | | | | |
| | 4503 Utility Financial Manager | Manager | | | | |
| | 4514 Utility Services Manager | Manager | | | | |

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City of Columbia, Missouri
 FY 2014 Classification and Pay Plan

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| Pay Grade | Job Title | Job Group | Type of Pay Rate | Minimum | Pay Range Midpoint | Maximum |
|-----------|--|-----------|------------------|---------------|--------------------|----------------|
| E8 | | | Annual | 77,381 | 102,530 | 127,679 |
| | | | 2080 Hourly | 37.202 | 49.293 | 61.384 |
| | 8901 Assistant Director, Economic Development* | Manager | | | | |
| | 6750 Assistant Director, Finance* | Manager | | | | |
| | 7960 Assistant Director, Information Technologies* | Manager | | | | |
| | 8760 Assistant Director, Parks & Recreation* | Manager | | | | |
| | 7680 Assistant Director, Public Health & Human Services* | Manager | | | | |
| | 5106 Assistant Director, Public Works* | Manager | | | | |
| | 2980 Assistant Director, Water & Light* | Manager | | | | |
| | 3408 Deputy City Counselor* | Manager | | | | |
| | 3110 Deputy Fire Chief* | Manager | | | | |
| | 3006 Deputy Police Chief* | Manager | | | | |
| E9 | | | Annual | 88,988 | 117,910 | 146,831 |
| | | | 2080 Hourly | 42.783 | 56.687 | 70.592 |
| | 9901 Assistant City Manager* | Manager | | | | |
| | 8803 City Clerk* | Charter | | | | |
| | 3410 City Counselor* | Director | | | | |
| | 4105 Director, Community Development* | Director | | | | |
| | 8950 Director, Convention & Visitors Bureau* | Director | | | | |
| | 4625 Director, Cultural Affairs* | Director | | | | |
| | 8900 Director, Economic Development* | Director | | | | |
| | 6800 Director, Finance* | Director | | | | |
| | 4604 Director, Human Resources* | Director | | | | |
| | 7950 Director, Information Technologies* | Director | | | | |
| | 8970 Director, Parks & Recreation* | Director | | | | |
| | 7700 Director, Public Health & Human Services* | Director | | | | |

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| Pay Grade | Job Title | Job Group | Type of Pay Rate | Minimum | Pay Range Midpoint | Maximum |
|------------|-------------------------------|-----------|------------------|----------------|--------------------|----------------|
| E9 | | | Annual | 88,988 | 117,910 | 146,831 |
| | | | 2080 Hourly | 42.783 | 56.687 | 70.592 |
| | 5901 Director, Public Works* | Director | | | | |
| | 2990 Director, Water & Light* | Director | | | | |
| | 3108 Fire Chief* | Director | | | | |
| | 3401 Municipal Judge* | Charter | | | | |
| | 3007 Police Chief* | Director | | | | |
| E10 | | | Annual | 102,337 | 135,596 | 168,855 |
| | | | 2080 Hourly | 49.200 | 65.190 | 81.180 |
| | 9905 Deputy City Manager* | Manager | | | | |
| E11 | | | Annual | 117,687 | 155,935 | 194,184 |
| | | | 2080 Hourly | 56.580 | 74.969 | 93.358 |
| | 9998 City Manager* | Charter | | | | |

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| Pay Grade | Job Title | Job Group | Type of Pay Rate | Minimum | Pay Range Midpoint | Maximum |
|-----------|---------------------------------|---------------|------------------|---------|--------------------|---------|
| F1 | | | Annual | 29,167 | 35,000 | 40,833 |
| | | | 2080 Hourly | 14.022 | 16.827 | 19.631 |
| | 3009 Station Master | Public Safety | | | | |
| F2 | | | Annual | 31,354 | 37,625 | 43,896 |
| | | | 2080 Hourly | 15.074 | 18.089 | 21.104 |
| | 3011 Community Service Aide | Public Safety | | | | |
| F3 | | | Annual | 33,706 | 40,447 | 47,188 |
| | | | 2080 Hourly | 16.205 | 19.446 | 22.687 |
| F4 | | | Annual | 37,076 | 44,492 | 51,907 |
| | | | 2080 Hourly | 17.825 | 21.390 | 24.955 |
| | | | 2912 Hourly | 12.732 | 15.279 | 17.825 |
| | | | | | | |
| | 2550 Airport Safety Officer | Public Safety | | | | |
| | 3101 Firefighter I *** | Public Safety | | | | |
| | 8690 Park Ranger | Public Safety | | | | |
| | 3000 Police Officer in Training | Public Safety | | | | |
| F5 | | | Annual | 40,784 | 48,941 | 57,098 |
| | | | 2080 Hourly | 19.608 | 23.529 | 27.451 |
| | | | 2912 Hourly | 14.005 | 16.807 | 19.608 |
| | 3102 Firefighter II*** | Public Safety | | | | |
| | 3001 Police Officer*** | Public Safety | | | | |
| F6 | | | Annual | 44,862 | 53,835 | 62,807 |
| | | | 2080 Hourly | 21.568 | 25.882 | 30.196 |
| | | | 2912 Hourly | 15.406 | 18.487 | 21.568 |
| | 3103 Fire Engineer*** | Public Safety | | | | |

*** Police Officers are eligible for 5% to 15% additions to their base pay upon successful participation in the Police Department Career Development Program.

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

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| Pay Grade | Job Title | Job Group | Type of Pay Rate | Minimum | Pay Range Midpoint | Maximum |
|------------|------------------------------------|---------------|------------------|---------------|--------------------|---------------|
| F7 | | | Annual | 47,375 | 59,218 | 71,062 |
| | | | 2080 Hourly | 22.776 | 28.470 | 34.164 |
| | | | 2912 Hourly | 16.269 | 20.336 | 24.403 |
| | 2555 Airport Operations Supervisor | Public Safety | | | | |
| | 3104 Fire Lieutenant*** | Public Safety | | | | |
| F8 | | | Annual | 52,112 | 65,140 | 78,168 |
| | | | 2080 Hourly | 25.054 | 31.317 | 37.581 |
| | | | 2912 Hourly | 17.896 | 22.370 | 26.843 |
| | 3114 Assistant Fire Marshal | Public Safety | | | | |
| | 3105 Fire Captain*** | Public Safety | | | | |
| | 3002 Police Sergeant*** | Public Safety | | | | |
| F9 | | | Annual | 57,323 | 71,654 | 85,985 |
| | | | 2080 Hourly | 27.559 | 34.449 | 41.339 |
| | | | 2912 Hourly | 19.685 | 24.606 | 29.528 |
| | 3107 Fire Battalion Chief*** | Public Safety | | | | |
| F10 | | | Annual | 63,056 | 78,820 | 94,583 |
| | | | 2080 Hourly | 30.315 | 37.894 | 45.473 |
| | | | 2912 Hourly | 21.654 | 27.067 | 32.481 |
| | 3106 Fire Division Chief*** | Public Safety | | | | |
| | 3003 Police Lieutenant*** | Public Safety | | | | |

*** Police Sergeants are eligible for a 4% addition to their base pay upon successful participation in the Law Enforcement Management Program (LEMP) established by the Police Department.

*** Police Lieutenants receive 4% above base pay for LEMP certification.

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

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| Pay Grade | Job Title | Job Group | Type of Pay Rate | Minimum | Pay Range Midpoint | Maximum |
|-----------|-----------|-----------|------------------|---------|--------------------|---------|
| F11 | | | Annual | 69,361 | 86,701 | 104,042 |
| | | | 2080 Hourly | 33.347 | 41.683 | 50.020 |
| F12 | | | Annual | 76,297 | 95,372 | 114,446 |
| | | | 2080 Hourly | 36.681 | 45.852 | 55.022 |