

Council Bill: B 371-13

MOTION TO AMEND:

MADE BY: _____

SECONDED BY: _____

MOTION: I move that Council Bill B 371-13 be amended as set forth on this amendment sheet.

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Material deleted from the original bill is shown in ~~strikeout~~;
material added to original bill shown in **bold underline**.

Section 1 is amended 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
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Police Department – Operations Division

1.00 FTE	3012	Investigative Technician	Grade B8	OT Eligible
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Public Works Department – Regional Airport Airfield Area

1.00 FTE	2400	Airport Maintenance Foreman	Grade A11	OT Eligible
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Public Works Department – Fleet Operations Fund

2.00 FTE	2104	Vehicle Maintenance Supervisor	Grade D7	OT Exempt
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Water and Light Department – Water Production

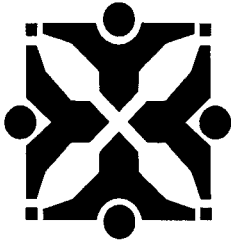
1.00 FTE	2425	Utility Maintenance Mechanic – IBEW	Grade A10	OT Eligible
1.00 FTE	2645	Water Production Superintendent	Grade D9	OT Exempt
1.00 FTE	5006	Water Inspection Foreman	Grade A11	OT Eligible

Water and Light Department – Electric Utility

1.00 FTE	2695	Lead Power Plant Operator – 773	Grade A12	OT Eligible
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Water and Light Department – Railroad Fund

1.00 FTE	2628	Railroad Operations Foreman	Grade A11	OT Eligible
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Source: Human Resources

Agenda Item No: **Supplemental
Information
B371-13**

To: City Council
From: City Manager and Staff

Council Meeting Date: Dec 16, 2013

Re: Supplemental Information (B371-13) - Amendments to the FY 2014 Classification and Pay Plan

EXECUTIVE SUMMARY:

Additional information on proposed classification elimination: Vehicle Maintenance Supervisor - IBEW.

DISCUSSION:

Due to fleet consolidation and the transfer of two Vehicle Maintenance Supervisor -IBEW positions to Public Works in the FY 2014 budget, the Vehicle Maintenance Supervisor - IBEW (OT Exempt, Pay Grade D7, Job Code 2101) classification is being closed. That classification was specific to the Water and Light Department and will no longer be used. The two employees transferred to Public Works/Fleet will be assigned to the classification of Vehicle Maintenance Supervisor (OT Exempt, Pay Grade D7, Job Code 2104). There is no change to budgeted FTE's and no impact on the previously adopted FY 2014 budget.

FISCAL IMPACT:

No impact.

VISION IMPACT:

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

None.

SUGGESTED COUNCIL ACTIONS:

Motion to adopt the changes set out in the amendment sheet and passage of the ordinance.

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 #	

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
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Police Department – Operations Division

1.00 FTE	3012	Investigative Technician	Grade B8	OT Eligible
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Public Works Department – Regional Airport Airfield Area

1.00 FTE	2400	Airport Maintenance Foreman	Grade A11	OT Eligible
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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
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Water and Light Department – Railroad Fund

1.00 FTE	2628	Railroad Operations Foreman	Grade A11	OT Eligible
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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.

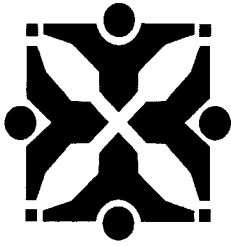
ATTEST:

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:

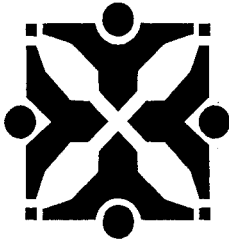
<http://www.gocolumbiamo.com/Council/Meetings/visionimpact.php>

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

JRP

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 inquiries 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.

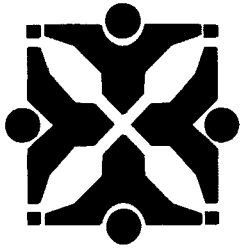
VISION IMPACT:

<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
			2080 Hourly	8.820	10.584	12.348
	1201 Cashier	Clerical				
B2			Annual	19,722	23,666	27,610
			2080 Hourly	9.482	11.378	13.274
B3			Annual	21,201	25,441	29,681
			2080 Hourly	10.193	12.231	14.270
	1200 Lead Cashier	Clerical				
B4			Annual	22,791	27,349	31,907
			2080 Hourly	10.957	13.148	15.340
	8510 Recreation Leader	Clerical				
B5			Annual	25,070	30,084	35,098
			2080 Hourly	12.053	14.463	16.874
	1005 Administrative Support Assistant	Clerical				
	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
			2080 Hourly	13.258	15.910	18.561
	1213 Customer Service Rep II	Clerical				
	1006 Senior Administrative Support Assistant	Clerical				
B7			Annual	30,334	36,401	42,468
			2080 Hourly	14.584	17.501	20.417
	1203 Accounting Assistant	Clerical				

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				

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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
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	Professional				
	6760 Financial Project Officer*	Professional				
	7506 Nurse Practitioner	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

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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
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
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
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
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
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
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
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

Effective December 16, 2013

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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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
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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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
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.

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
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.

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
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