

City of Columbia

701 East Broadway, Columbia, Missouri 65201



Agenda Item Number: B 359-14

Department Source: Human Resources

To: City Council

From: City Manager & Staff

Council Meeting Date: November 17, 2014

Re: Organizational Change in the Human Resources Department

Documents Included With This Agenda Item

Council memo, Resolution/Ordinance

Supporting documentation includes: Amendments to the City of Columbia Classification and Pay Plan FY 2015 12/1/14; City of Columbia, Missouri FY 2015 Classification and Pay Plan Revised 12/1/14.

Executive Summary

Staff has prepared an ordinance for council consideration that would make an organizational change in the Human Resources Department. The proposed change would reassign one Human Resources Manager to an Assistant Director, Human Resources.

Discussion

The proposed ordinance would reassign a Human Resources Manager position to an Assistant Director, Human Resources, position. The Assistant Director would serve as acting HR Director in the absence of the HR Director. The Assistant Director would take on additional supervision over the City University and Wellness functions.

Fiscal Impact

Short-Term Impact: The proposed ordinance will not exceed FY 2015 budgeted personnel costs in the HR Department or Employee Benefit Fund.

Long-Term Impact: None.

Vision, Strategic & Comprehensive Plan Impact

Vision Impact: Governance and Decision Making

Strategic Plan Impact: Not Applicable

Comprehensive Plan Impact: Not Applicable

Suggested Council Action

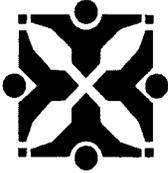
Passage of the ordinance.

Legislative History

None.

City of Columbia

701 East Broadway, Columbia, Missouri 65201



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Department Approved

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City Manager Approved

Introduced by _____

First Reading _____

Second Reading _____

Ordinance No. _____

Council Bill No. B 359-14

AN ORDINANCE

amending the FY 2015 Annual Budget to add and delete positions in the Human Resources Department and Employee Benefit Fund; amending the FY 2015 Classification and Pay Plan by adding and reassigning positions in the Human Resources Department and Employee Benefit Fund; 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 2015 Annual Budget adopted by Ordinance No. 022207 is amended by adding the following position to the Human Resources Department authorized personnel:

1.00 FTE 4606 Assistant Director, Human Resources Grade E8 OT Exempt

SECTION 2. The FY 2015 Annual Budget is further amended by deleting the following positions from the Human Resources Department and Employee Benefit Fund authorized personnel:

Human Resources Department

0.95 FTE 4605 Human Resources Manager Grade E5 OT Exempt

Employee Benefit Fund – City University

0.05 FTE 4605 Human Resources Manager Grade E5 OT Exempt

SECTION 3. The FY 2015 Classification and Pay Plan adopted by Ordinance No. 022233 is amended by adding and reassigning positions in the Human Resources Department and Employee Benefit Fund as follows:

New Classification:

1.00 FTE 4606 Assistant Director, Human Resources Grade E8 OT Exempt

Reassignment – Human Resources Department:

0.95 FTE 4605 Human Resources Manager Grade E5 OT Exempt
reassigned to:

0.95 FTE 4606 Assistant Director, Human Resources Grade E8 OT Exempt

Reassignment – Employee Benefit Fund – City University:

0.05 FTE 4605 Human Resources Manager Grade E5 OT Exempt
reassigned to:

0.05 FTE 4606 Assistant Director, Human Resources Grade E8 OT Exempt

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

PASSED this _____ day of _____, 2014.

ATTEST:

City Clerk

Mayor and Presiding Officer

APPROVED AS TO FORM:

City Counselor

City of Columbia

701 East Broadway, Columbia, Missouri 65201



SUPPORTING DOCUMENTS INCLUDED WITH THIS AGENDA ITEM ARE AS FOLLOWS:

Amendments to the City of Columbia Classification and Pay Plan FY 2015 12/1/14
City of Columbia, Missouri FY 2015 Classification and Pay Plan Revised 12/1/14

**Amendments to the
City of Columbia Classification and Pay Plan
FY 2015 – December 1, 2014**

Classification Added:

4606 Assistant Director, Human Resources Grade E8 Exempt

Classification Reassignment:

4605, Human Resources Manager, grade E5, Exempt to
4606, Assistant Director, Human Resources, grade E8, Exempt
Human Resources (1)

City of Columbia, Missouri
 FY 2015 Classification and Pay Plan

Printed 11/7/2014

Revised December 1 , 2014

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Minimum	Midpoint	Maximum
A1					Annual	18,657	21,923	25,188
					2080 Hourly	8.970	10.540	12.109
A2					Annual	19,590	23,019	26,447
					2080 Hourly	9.418	11.067	12.715
A3					Annual	20,570	24,170	27,769
					2080 Hourly	9.889	11.620	13.351
A4					Annual	22,113	25,982	29,852
					2080 Hourly	10.631	12.491	14.352
	2001 Custodian	Operator	Non-Exempt	8				
	2003 Custodian - 773	Operator	Non-Exempt	8				
A5					Annual	23,771	27,931	32,091
					2080 Hourly	11.428	13.428	15.428
	2210 Material Handler-773	Operator	Non-Exempt	8				
	6104 Storeroom Assistant-773	Operator	Non-Exempt	6				
	6101 Storeroom Assistant	Operator	Non-Exempt	6				
A6					Annual	25,554	30,026	34,498
					2080 Hourly	12.286	14.435	16.585
	7810 Document Support Services Clerk	Operator	Non-Exempt	8				
	2299 Equipment Operator I-773	Operator	Non-Exempt	7				
	2301 Equipment Operator I	Operator	Non-Exempt	7				
	2397 Maintenance Assistant-773	Operator	Non-Exempt	8				
	2870 Meter Reader	Operator	Non-Exempt	8				
	3018 Parking Meter Repair Assistant-773	Operator	Non-Exempt	8				
A7					Annual	28,109	33,028	37,948
					2080 Hourly	13.514	15.879	18.244
	2502 Bus Driver-773	Operator	Non-Exempt	8				
	2780 Consulting Utility Forester	Operator	Non-Exempt	7				
	2300 Equipment Operator II-773	Operator	Non-Exempt	7				

City of Columbia, Missouri
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Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
A7					Annual	28,109	33,028	37,948
					2080 Hourly	13.514	15.879	18.244
	2302 Equipment Operator II	Operator	Non-Exempt	7				
	3032 Parking Meter Repair Technician-773	Technician	Non-Exempt	7				
	3412 Probation & Collections Officer	Technician	Non-Exempt	5				
	2211 Refuse Collector-773	Operator	Non-Exempt	8				
	2880 Utility Service Worker	Operator	Non-Exempt	7				
	2102 Vehicle Service Worker-773	Operator	Non-Exempt	7				
A8					Annual	30,920	36,331	41,742
					2080 Hourly	14.865	17.467	20.068
	7101 Animal Control Officer	Technician	Non-Exempt	8				
	2631 Associate Power Plant Operator-773	Operator	Non-Exempt	7				
	2390 Building Maintenance Mechanic-773	Technician	Non-Exempt	7				
	2380 Construction Mechanic-773	Operator	Non-Exempt	7				
	7003 Emergency Telecommunicator I	Technician	Non-Exempt	3				
	2503 Lead Bus Driver-773	Operator	Non-Exempt	8				
	2883 Lead Utility Service Worker	Operator	Non-Exempt	7				
	3021 Parking Enforcement Agent	Operator	Non-Exempt	8				
	2412 Parks & Grounds Technician-773	Technician	Non-Exempt	8				
	2874 Senior Meter Reader	Technician	Non-Exempt	8				
	2431 Utility Locator	Operator	Non-Exempt	7				
	2641 Water Treatment Plant Operator I	Technician	Non-Exempt	7				
	2601 WWTP Operator-773	Technician	Non-Exempt	7				
A9					Annual	32,624	39,964	47,305
					2080 Hourly	15.685	19.214	22.743
	5000 Associate Engineering Technician	Technician	Non-Exempt	3				
	2419 Associate Utility Maintenance Mechanic-773	Operator	Non-Exempt	7				
	9933 Audio Visual Technician	Technician	Non-Exempt	3				

City of Columbia, Missouri
 FY 2015 Classification and Pay Plan

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Pay Grade	Job Title	Job Group	Overtime	EEO	Type of	Pay Range		
					Pay Rate	Minimum	Midpoint	Maximum
A9					Annual	32,624	39,964	47,305
					2080 Hourly	15.685	19.214	22.743
	2860 Electronic Data Specialist	Technician	Non-Exempt	6				
	7005 Emergency Telecommunicator II	Technician	Non-Exempt	3				
	2298 Equipment Operator III	Technician	Non-Exempt	7				
	2303 Equipment Operator III-773	Technician	Non-Exempt	7				
	1402 Human Resources Technician	Technician	Non-Exempt	5				
	5041 Laboratory Technician	Technician	Non-Exempt	3				
	5040 Laboratory Technician-773	Technician	Non-Exempt	3				
	2781 Lead Consulting Utility Forester	Operator	Non-Exempt	7				
	2404 Maintenance Mechanic -773	Operator	Non-Exempt	7				
	2396 Maintenance Technician-773	Technician	Non-Exempt	7				
	2626 Railroad Operator	Technician	Non-Exempt	8				
	2214 Senior Refuse Collector-773	Operator	Non-Exempt	8				
	2297 Water Distribution Lead Operator	Technician	Non-Exempt	7				
	2312 Water Distribution Technician	Technician	Non-Exempt	7				
	2642 Water Treatment Plant Operator II	Technician	Non-Exempt	7				
A10					Annual	35,886	43,961	52,035
					2080 Hourly	17.253	21.135	25.017
	1215 Billing Auditor	Technician	Non-Exempt	6				
	7920 Computer Support Technician-773	Technician	Non-Exempt	3				
	2405 Construction Specialist-773	Technician	Non-Exempt	7				
	2801 Electric Meter Repair Worker	Technician	Non-Exempt	7				
	2411 Electrician-773	Technician	Non-Exempt	7				
	4521 Energy Technician	Technician	Non-Exempt	7				
	5003 Engineering Technician	Technician	Non-Exempt	3				
	2884 Jet Lead Operator-773	Technician	Non-Exempt	7				
	2877 Lead Meter Reader	Technician	Non-Exempt	8				
	2403 Maintenance Specialist-773	Technician	Non-Exempt	7				

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A10					Annual	35,886	43,961	52,035
					2080 Hourly	17.253	21.135	25.017
	4102 Plan Reviewer	Technician	Non-Exempt	3				
	2694 Power Plant Operator-773	Operator	Non-Exempt	7				
	2410 Railroad Maintenance Specialist	Technician	Non-Exempt	7				
	2590 Sewer Utility Lead Operator-773	Technician	Non-Exempt	7				
	2394 Sr. Building Maintenance Mechanic-773	Technician	Non-Exempt	7				
	3033 Traffic Signal Technician	Technician	Non-Exempt	7				
	2432 Utility Locator Foreman	Technician	Non-Exempt	7				
	2429 Utility Maintenance Mechanic -773	Technician	Non-Exempt	7				
	2425 Utility Maintenance Mechanic	Technician	Non-Exempt	7				
	2107 Vehicle Mechanic - 773	Technician	Non-Exempt	7				
	2314 Water Distribution Foreman	Technician	Non-Exempt	7				
	2643 Water Treatment Plant Operator III	Technician	Non-Exempt	7				
	2885 Wetlands Lead Operator-773	Technician	Non-Exempt	7				
A11					Annual	40,372	49,456	58,540
					2080 Hourly	19.410	23.777	28.144
	2400 Airport Maintenance Foreman	Technician	Non-Exempt	7				
	7693 Biogas Plant Technician	Technician	Non-Exempt	7				
	3202 Building Inspector	Technician	Non-Exempt	1				
	2320 CCTV Technician	Technician	Non-Exempt	7				
	4650 Code Enforcement Specialist	Technician	Non-Exempt	1				
	3960 Housing Specialist	Technician	Non-Exempt	5				
	2325 Instrument Technician	Technician	Non-Exempt	7				
	2324 Instrument Technician-773	Technician	Non-Exempt	7				
	4999 Pretreatment Inspector	Technician	Non-Exempt	3				
	5004 Senior Engineering Technician	Technician	Non-Exempt	3				

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A11					Annual	40,372	49,456	58,540
					2080 Hourly	19.410	23.777	28.144
	2420 Senior Utility Maintenance Mechanic-773	Technician	Non-Exempt	7				
	9934 Video Engineering Specialist	Technician	Non-Exempt	3				
	5006 Water Inspection Foreman	Technician	Non-Exempt	3				
A12					Annual	45,419	55,638	65,857
					2080 Hourly	21.836	26.749	31.662
	2630 Apprentice Balancing Authority Operator - 773	Technician	Non-Exempt	8				
	2330 Apprentice Communication Technician	Technician	Non-Exempt	8				
	2701 Apprentice Lineworker	Technician	Non-Exempt	8				
	2333 Apprentice Substation Technician	Technician	Non-Exempt	8				
	7692 CEC Technician	Technician	Non-Exempt	7				
	2851 Electric Distribution Coord	Technician	Non-Exempt	7				
	2803 Lead Electric Meter Repair Worker	Technician	Non-Exempt	7				
	2695 Lead Power Plant Operator-773	Technician	Non-Exempt	7				
	3203 Senior Building Inspector	Technician	Non-Exempt	1				
	4652 Senior Code Enforcement Specialist	Technician	Non-Exempt	1				
A13					Annual	51,096	62,593	74,089
					2080 Hourly	24.565	30.093	35.620
	2331 Journeyman Communication Technician	Technician	Non-Exempt	7				
	2703 Journeyman Lineworker	Technician	Non-Exempt	7				
	2334 Journeyman Substation Technician	Technician	Non-Exempt	7				
	2640 NERC Certified Balancing Authority Operator-773	Technician	Non-Exempt	7				
A14					Annual	57,483	70,417	83,350
					2080 Hourly	27.636	33.854	40.072
	2332 Communication Technician Foreman	Technician	Non-Exempt	7				
	2706 Line Foreman	Technician	Non-Exempt	7				
	2888 NERC Compliance Officer-773	Technician	Exempt	2				
	2335 Substation Technician Foreman	Technician	Non-Exempt	7				

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Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
B1					Annual	18,621	22,345	26,069
	1201 Cashier	Clerical	Non-Exempt	6	2080 Hourly	8.952	10.743	12.533
B2					Annual	20,017	24,021	28,024
					2080 Hourly	9.624	11.548	13.473
B3					Annual	21,519	25,822	30,126
	1200 Lead Cashier	Clerical	Non-Exempt	5	2080 Hourly	10.346	12.415	14.484
B4					Annual	23,133	27,759	32,386
	8510 Recreation Leader	Clerical	Non-Exempt	5	2080 Hourly	11.121	13.346	15.570
B5					Annual	25,446	30,535	35,624
	1005 Administrative Support Assistant	Clerical	Non-Exempt	6	2080 Hourly	12.234	14.680	17.127
	1211 Customer Service Rep I	Clerical	Non-Exempt	6				
	6100 Stores Clerk - 773	Clerical	Non-Exempt	6				
	6102 Stores Clerk	Clerical	Non-Exempt	6				
	7451 WIC Office Specialist	Clerical	Non-Exempt	6				
B6					Annual	27,990	33,588	39,187
	1213 Customer Service Rep II	Clerical	Non-Exempt	6	2080 Hourly	13.457	16.148	18.840
	1030 Medical Billing Clerk	Clerical	Non-Exempt	6				
	3013 Property and Evidence Technician	Clerical	Non-Exempt	6				
	1010 Records Specialist	Clerical	Non-Exempt	6				
	1006 Senior Administrative Support Assistant	Clerical	Non-Exempt	6				

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Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range		
						Minimum	Midpoint	Maximum
B7					Annual	30,789	36,947	43,105
					2080 Hourly	14.803	17.763	20.724
	1203 Accounting Assistant	Clerical	Non-Exempt	6				
B8					Annual	34,638	41,566	48,493
					2080 Hourly	16.653	19.984	23.314
	1400 Administrative Technician	Clerical	Non-Exempt	6				
	1390 Contact Center Technician	Clerical	Non-Exempt	6				
	3012 Investigative Technician	Clerical	Non-Exempt	5				
B9					Annual	38,968	46,761	54,555
					2080 Hourly	18.735	22.481	26.228
B10					Annual	43,839	52,607	61,374
					2080 Hourly	21.076	25.292	29.507

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Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
C1					Annual	25,612	30,734	35,856
					2080 Hourly	12.313	14.776	17.239
C2					Annual	28,173	33,807	39,442
					2080 Hourly	13.545	16.254	18.962
C3					Annual	31,694	38,033	44,372
					2080 Hourly	15.238	18.285	21.333
	9950 City Management Fellowship*	Specialist	Non-Exempt	2				
	7911 Systems Support Analyst	Professional	Non-Exempt	2				
C4					Annual	34,929	42,787	50,646
					2080 Hourly	16.793	20.571	24.349
	2190 GIS Technician	Specialist	Non-Exempt	3				
	4810 Marketing Specialist	Specialist	Exempt	2				
	4801 Public Communications Specialist	Specialist	Exempt	2				
	4802 Public Information Specialist	Specialist	Exempt	2				
	8520 Recreation Specialist	Specialist	Exempt	2				
	7301 Social Services Specialist	Professional	Non-Exempt	2				
	4300 Tourism Services Specialist	Professional	Exempt	2				
	9932 Videographer	Specialist	Non-Exempt	2				
	4615 Volunteer Program Specialist	Specialist	Non-Exempt	2				
	4580 Wellness Educator	Specialist	Exempt	2				
C5					Annual	39,295	48,136	56,977
					2080 Hourly	18.892	23.142	27.393
	6207 Accountant	Specialist	Exempt	2				
	5007 City Arborist	Professional	Exempt	2				

* Denotes Unclassified Employee

City of Columbia, Missouri
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Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Minimum	Midpoint	Maximum
C5					Annual	39,295	48,136	56,977
					2080 Hourly	18.892	23.142	27.393
	6308 Contract Compliance Officer	Specialist	Exempt	2				
	4510 Energy Management Specialist	Specialist	Non-Exempt	2				
	7201 Environmental Public Health Specialist	Professional	Non-Exempt	2				
	9800 Event Services Specialist	Specialist	Non-Exempt	5				
	6204 Financial Analyst	Professional	Exempt	2				
	2180 GIS Specialist	Specialist	Non-Exempt	3				
	4803 Graphic Artist	Specialist	Non-Exempt	2				
	7303 Health Educator	Professional	Exempt	2				
	4603 Human Resources Coordinator	Professional	Exempt	2				
	5132 Lab Analyst	Professional	Non-Exempt	2				
	7403 Nutritionist	Professional	Exempt	2				
	6305 Procurement Officer	Specialist	Exempt	5				
	7931 Technical Trainer	Specialist	Non-Exempt	2				
	5135 Water Quality Compliance Officer	Professional	Exempt	2				
C6					Annual	44,206	54,153	64,099
					2080 Hourly	21.253	26.035	30.817
	5114 Bioreactor Specialist	Professional	Exempt	2				
	3015 Crime Analyst	Professional	Non-Exempt	2				
	4509 Energy Educator	Specialist	Exempt	2				
	4601 Human Resources Analyst	Professional	Exempt	2				
	4610 Internal Auditor*	Professional	Exempt	2				
	4104 Neighborhood Communications Coordinator	Specialist	Non-Exempt	2				
	6500 Pension Administrator	Professional	Exempt	2				
	4101 Planner	Specialist	Exempt	2				
	7503 Public Health Nurse	Professional	Exempt	2				

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Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
C6					Annual	44,206	54,153	64,099
					2080 Hourly	21.253	26.035	30.817
	4501 Rate Analyst	Professional	Exempt	2				
	6595 Risk Management Specialist	Professional	Exempt	2				
	4108 Senior Plan Reviewer	Professional	Exempt	3				
	9916 Sustainability Educator	Specialist	Exempt	2				
	4570 Training Coordinator	Professional	Exempt	2				
	4619 Trust Specialist*	Professional	Exempt	2				
C7					Annual	48,738	60,922	73,106
					2080 Hourly	23.432	29.289	35.147
	6604 Budget Analyst	Professional	Exempt	2				
	7930 Business Analyst	Professional	Exempt	2				
	5098 Engineering Specialist	Professional	Exempt	3				
	2175 GIS Analyst	Professional	Exempt	2				
	5015 Property Acquisition Coordinator	Professional	Exempt	2				
	6203 Senior Accountant	Professional	Exempt	2				
	4103 Senior Planner	Professional	Exempt	2				
	4502 Senior Rate Analyst	Professional	Exempt	2				
C8					Annual	54,830	68,537	82,245
					2080 Hourly	26.360	32.951	39.541
	9955 Civic Relations Officer*	Professional	Exempt	2				
	7924 Database Administrator	Professional	Exempt	2				
	5113 Engineer	Professional	Exempt	2				
	6603 Senior Budget Analyst	Professional	Exempt	2				
	7927 Systems Administrator	Professional	Exempt	2				
	7922 Systems Analyst	Professional	Exempt	2				

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Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Minimum	Midpoint	Maximum
C9								
					Annual	61,684	77,104	92,525
					2080 Hourly	29.656	37.069	44.483
	3301 Assistant City Counselor	Professional	Exempt	2				
	6760 Financial Project Officer*	Professional	Exempt	2				
	7506 Nurse Practitioner	Professional	Exempt	2				
C10								
					Annual	69,394	86,743	104,091
					2080 Hourly	33.363	41.703	50.044
C11								
					Annual	78,068	97,585	117,102
					2080 Hourly	37.533	46.916	56.299

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Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
D1					Annual	25,637	30,764	35,892
					2080 Hourly	12.325	14.791	17.256
D2					Annual	28,201	33,841	39,481
					2080 Hourly	13.558	16.270	18.981
	7809 Document Support Services Supervisor	Supervisor	Non-Exempt	8				
D3					Annual	31,021	37,225	43,429
					2080 Hourly	14.914	17.897	20.879
D4					Annual	34,123	40,947	47,772
					2080 Hourly	16.405	19.686	22.967
	2504 Bus Supervisor	Supervisor	Exempt	8				
	1009 Records Unit Supervisor	Supervisor	Exempt	6				
	2112 Vehicle Service Coordinator	Supervisor	Non-Exempt	7				
D5					Annual	36,769	45,042	53,315
					2080 Hourly	17.677	21.655	25.632
	1007 Administrative Supervisor	Supervisor	Exempt	2				
	7105 Animal Control Supervisor	Supervisor	Exempt	8				
	3014 Evidence Custodian	Supervisor	Exempt	2				
	4200 Financial Specialist	Supervisor	Non-Exempt	2				
	3290 Paralegal	Supervisor	Non-Exempt	5				
	3024 Parking Supervisor	Supervisor	Exempt	8				
	2417 Parks & Facilities Specialist	Supervisor	Exempt	8				
	2305 Public Works Supervisor I	Supervisor	Exempt	7				
	6103 Stores Supervisor	Supervisor	Exempt	6				
D6					Annual	40,446	49,546	58,646
					2080 Hourly	19.445	23.820	28.195
	9911 Assistant to City Manager*	Supervisor	Exempt	2				
	4800 Communications & Marketing Supervisor	Supervisor	Exempt	2				
	5205 Forester	Supervisor	Exempt	2				
	2416 Golf Course Specialist	Supervisor	Exempt	2				

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Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Minimum	Midpoint	Maximum
D6					Annual	40,446	49,546	58,646
					2080 Hourly	19.445	23.820	28.195
	5203 Horticulturist	Supervisor	Exempt	2				
	4600 Human Resources Specialist	Supervisor	Exempt	2				
	2306 Public Works Supervisor II	Supervisor	Exempt	7				
	1008 Senior Administrative Supervisor	Supervisor	Exempt	2				
	7302 Social Services Supervisor	Supervisor	Exempt	2				
	2208 Solid Waste District Administrator	Supervisor	Exempt	2				
	2418 Sports Turf Specialist	Supervisor	Exempt	7				
	2616 Transload Operations Supervisor	Supervisor	Non-Exempt	7				
	1214 Utility Accounts & Billing Supervisor	Supervisor	Exempt	2				
D7					Annual	44,490	54,501	64,511
					2080 Hourly	21.390	26.202	31.015
	8762 Assistant to the Parks & Recreation Director	Supervisor	Exempt	2				
	2407 Building & Grounds Supervisor	Supervisor	Exempt	7				
	2406 Construction Supervisor	Supervisor	Exempt	7				
	7207 Environmental Public Health Supervisor	Supervisor	Exempt	2				
	3975 Housing Programs Supervisor	Supervisor	Exempt	2				
	7405 Nutrition Supervisor	Supervisor	Exempt	2				
	2415 Parks Supervisor	Supervisor	Exempt	2				
	7007 PSJC Supervisor	Supervisor	Exempt	6				
	7375 Public Health Promotion Supervisor	Supervisor	Exempt	2				
	2307 Public Works Supervisor III	Supervisor	Exempt	7				
	8530 Recreation Supervisor	Supervisor	Exempt	2				
	6200 Senior Financial Analyst	Supervisor	Exempt	2				
	6307 Senior Procurement Officer	Supervisor	Exempt	2				
	2428 Sewer Maint Supervisor	Supervisor	Exempt	7				

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D7					Annual	44,490	54,501	64,511
					2080 Hourly	21.390	26.202	31.015
	6105 Stores Superintendent	Supervisor	Exempt	1				
	2505 Transportation Superintendent	Supervisor	Exempt	1				
	1210 Treasury Support Supervisor	Supervisor	Exempt	2				
	2426 Utility Maintenance Supervisor	Supervisor	Exempt	7				
	2104 Vehicle Maintenance Supervisor	Supervisor	Exempt	7				
	2614 Wastewater Operations Supervisor	Supervisor	Exempt	7				
D8					Annual	47,961	59,951	71,941
					2080 Hourly	23.058	28.823	34.587
	5800 Assistant to the Public Works Director	Supervisor	Exempt	2				
	7694 Biogas Plant Supervisor	Supervisor	Non-Exempt	7				
	5023 City Land Surveyor	Supervisor	Exempt	2				
	4513 Energy Services Supervisor	Supervisor	Exempt	2				
	2100 Fleet Operations Supt	Supervisor	Exempt	1				
	3402 Municipal Court Administrator	Supervisor	Exempt	2				
	7515 Nursing Supervisor	Supervisor	Exempt	2				
	4533 Waste Minimization Supervisor	Supervisor	Exempt	2				
	2317 Water Distribution Supervisor	Supervisor	Exempt	7				
D9					Annual	52,757	65,946	79,135
					2080 Hourly	25.364	31.705	38.046
	6201 Accounting Supervisor	Supervisor	Exempt	2				
	2557 Airport Superintendent	Supervisor	Exempt	1				
	7695 CEC Supervisor	Supervisor	Non-Exempt	7				
	2408 Construction Project Supervisor	Supervisor	Exempt	2				
	2770 Electric Services Superintendent	Supervisor	Exempt	1				
	4518 Energy Services Superintendent	Supervisor	Exempt	1				
	2185 GIS Supervisor	Supervisor	Exempt	2				

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D9					Annual	52,757	65,946	79,135
					2080 Hourly	25.364	31.705	38.046
	7913 Help Desk Supervisor	Supervisor	Exempt	3				
	5134 Laboratory Supervisor	Supervisor	Exempt	2				
	2207 Landfill Superintendent	Supervisor	Exempt	1				
	8710 Parks Development Superintendent	Supervisor	Exempt	1				
	2637 Power Plant Tech Supv	Supervisor	Exempt	7				
	7308 Public Health Planning Supervisor	Supervisor	Exempt	2				
	8610 Recreation & Community Programs Superintendent	Supervisor	Exempt	1				
	2430 Sewer Maint Superintendent	Supervisor	Exempt	1				
	2206 Solid Waste Collection Superintendent	Supervisor	Exempt	1				
	2655 Water Distribution Superintendent	Supervisor	Exempt	1				
	2645 Water Production Superintendent	Supervisor	Exempt	1				
D10					Annual	58,032	72,540	87,049
					2080 Hourly	27.900	34.875	41.850
	2635 Assistant Power Production Superintendent	Supervisor	Exempt	2				
	3205 Building Regulations Supervisor	Supervisor	Exempt	1				
	2150 GIS Enterprise Systems Administrator	Supervisor	Exempt	2				
	2730 Line Superintendent	Supervisor	Exempt	1				
	2311 Street Maintenance Superintendent	Supervisor	Exempt	1				
	2337 Substation Repair Superintendent	Supervisor	Exempt	1				
	2606 WWTP Superintendent	Supervisor	Exempt	1				
D11					Annual	62,584	79,795	97,005
					2080 Hourly	30.088	38.363	46.637
	5109 Engineering Supervisor	Supervisor	Exempt	2				
D12					Annual	68,842	87,774	106,706
					2080 Hourly	33.097	42.199	51.301

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E1					Annual	35,798	44,748	53,698
					2080 Hourly	17.211	21.513	25.816
E2					Annual	39,378	49,223	59,067
					2080 Hourly	18.932	23.665	28.398
	8804 Deputy City Clerk*	Manager	Non-Exempt	6				
E3					Annual	44,301	55,376	66,451
					2080 Hourly	21.298	26.623	31.947
E4					Annual	49,838	62,298	74,757
					2080 Hourly	23.961	29.951	35.941
	6505 Business Services Manager	Manager	Exempt	1				
	2620 Railroad Operations Manager	Manager	Exempt	1				
	9915 Sustainability Manager*	Manager	Exempt	1				
	1220 Utility Accounts and Billing Manager	Manager	Exempt	1				
E5					Annual	54,968	70,085	85,201
					2080 Hourly	26.427	33.695	40.962
	2106 Fleet Operations Manager	Manager	Exempt	1				
	4605 Human Resources Manager	Manager	Exempt	1				
	4616 Human Services Manager	Manager	Exempt	1				
	9924 Media and Event Services Manager	Manager	Exempt	1				
	4702 Multi-Modal Manager	Manager	Exempt	1				
	4622 Neighborhood Services Manager	Manager	Exempt	1				
	7015 PSJC Manager	Manager	Exempt	1				
	9925 Public Communications Manager	Manager	Exempt	1				
	6401 Purchasing Agent	Manager	Exempt	1				
	6600 Risk Manager	Manager	Exempt	1				
	6700 Treasurer	Manager	Exempt	1				

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					Pay Rate	Minimum	Midpoint	Maximum
E6					Annual	61,840	78,845	95,851
					2080 Hourly	29.731	37.906	46.082
	6605	Budget Officer	Manager	Exempt	1			
	2125	City-Wide Geospatial Services Manager	Manager	Exempt	1			
	6205	Controller	Manager	Exempt	1			
	4107	Development Services Manager	Manager	Exempt	1			
	2855	Electric Distribution Manager	Manager	Exempt	1			
	7926	Information Technologies Manager	Manager	Exempt	1			
	5107	Operations Manager	Manager	Exempt	1			
	8750	Parks & Recreation Manager	Manager	Exempt	1			
	2636	Power Prod Superintendent	Manager	Exempt	1			
	2205	Solid Waste Manager	Manager	Exempt	1			
2690	Water Distribution Manager	Manager	Exempt	1				
2661	Water Production Manager	Manager	Exempt	1				
E7					Annual	71,115	90,672	110,229
					2080 Hourly	34.190	43.592	52.995
	3109	Assistant Fire Chief*	Manager	Exempt	1			
	3004	Assistant Police Chief*	Manager	Exempt	1			
	3300	City Prosecutor	Manager	Exempt	1			
	7600	Community Health Manager	Manager	Exempt	1			
	5108	Engineering Manager	Manager	Exempt	1			
	4503	Utility Financial Manager	Manager	Exempt	1			
4514	Utility Services Manager	Manager	Exempt	1				

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E8						Annual	78,697	104,273	129,849
					2080 Hourly	37.835	50.131	62.428	
8901	Assistant Director, Economic Development*	Manager	Exempt	1					
6750	Assistant Director, Finance*	Manager	Exempt	1					
4606	Assistant Director, Human Resources*	Manager	Exempt	1					
7960	Assistant Director, Information Technologies*	Manager	Exempt	1					
7680	Assistant Director, Public Health & Human Services*	Manager	Exempt	1					
5106	Assistant Director, Public Works*	Manager	Exempt	1					
2980	Assistant Director, Water & Light*	Manager	Exempt	1					
3408	Deputy City Counselor*	Manager	Exempt	1					
3110	Deputy Fire Chief*	Manager	Exempt	1					
3006	Deputy Police Chief*	Manager	Exempt	1					
E9						Annual	90,501	119,914	149,327
					2080 Hourly	43.510	57.651	71.792	
9901	Assistant City Manager*	Manager	Exempt	1					
8803	City Clerk*	Charter	Exempt	1					
3410	City Counselor*	Director	Exempt	1					
4105	Director, Community Development*	Director	Exempt	1					
8950	Director, Convention & Visitors Bureau*	Director	Exempt	1					
4625	Director, Cultural Affairs*	Director	Exempt	1					
8900	Director, Economic Development*	Director	Exempt	1					
6800	Director, Finance*	Director	Exempt	1					
4604	Director, Human Resources*	Director	Exempt	1					
7950	Director, Information Technologies*	Director	Exempt	1					
8970	Director, Parks & Recreation*	Director	Exempt	1					
7700	Director, Public Health & Human Services*	Director	Exempt	1					

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Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Minimum	Midpoint	Maximum
E9					Annual	90,501	119,914	149,327
					2080 Hourly	43.510	57.651	71.792
	5901 Director, Public Works*	Director	Exempt	1				
	2990 Director, Water & Light*	Director	Exempt	1				
	3108 Fire Chief*	Director	Exempt	1				
	3401 Municipal Judge*	Charter	Exempt	1				
	3007 Police Chief*	Director	Exempt	1				
E10					Annual	104,076	137,901	171,726
					2080 Hourly	50.037	66.299	82.561
	9905 Deputy City Manager*	Manager	Exempt	1				
E11					Annual	119,688	158,586	197,485
					2080 Hourly	57.542	76.243	94.945
	9998 City Manager*	Charter	Exempt	1				

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F1					Annual	29,633	35,560	41,487
					2080 Hourly	14.247	17.096	19.946
	3009 Station Master	Public Safety	Non-Exempt	5				
F2					Annual	31,856	38,227	44,598
					2080 Hourly	15.315	18.378	21.441
	3011 Community Service Aide	Public Safety	Non-Exempt	4				
F3					Annual	34,245	41,094	47,943
					2080 Hourly	16.464	19.757	23.050
F4					Annual	37,670	45,203	52,737
					2080 Hourly	18.110	21.732	25.354
					2912 Hourly	12.936	15.523	18.110
	2550 Airport Safety Officer	Public Safety	Non-Exempt	4				
	3101 Firefighter I **	Public Safety	Non-Exempt	4				
	8690 Park Ranger	Public Safety	Non-Exempt	4				
	3000 Police Officer in Training	Public Safety	Non-Exempt	4				
F5					Annual	41,436	49,724	58,011
					2080 Hourly	19.921	23.906	27.890
					2912 Hourly	14.230	17.075	19.921
	3102 Firefighter II**	Public Safety	Non-Exempt	4				
	3001 Police Officer	Public Safety	Non-Exempt	4				
F6					Annual	45,580	54,696	63,812
					2080 Hourly	21.914	26.296	30.679
					2912 Hourly	15.653	18.783	21.914
	2558 Airport Safety Supervisor	Public Safety	Non-Exempt	3				
	3103 Fire Engineer**	Public Safety	Non-Exempt	4				
	8689 Park Ranger Supervisor	Public Safety	Non-Exempt	3				

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

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F7					Annual	48,133	60,166	72,199
					2080 Hourly	23.141	28.926	34.711
					2912 Hourly	16.529	20.661	24.794
	2555 Airport Operations Supervisor 3104 Fire Lieutenant**	Public Safety	Exempt	3				
		Public Safety	Non-Exempt	2				
F8					Annual	52,946	66,182	79,419
					2080 Hourly	25.455	31.818	38.182
					2912 Hourly	18.182	22.727	27.273
	3114 Assistant Fire Marshal 3105 Fire Captain** 3002 Police Sergeant	Public Safety	Non-Exempt	4				
		Public Safety	Non-Exempt	2				
		Public Safety	Non-Exempt	3				
F9					Annual	58,240	72,801	87,361
					2080 Hourly	28.000	35.000	42.000
					2912 Hourly	20.000	25.000	30.000
	3107 Fire Battalion Chief**	Public Safety	Exempt	2				
F10					Annual	64,065	80,081	96,097
					2080 Hourly	30.800	38.500	46.200
					2912 Hourly	22.000	27.500	33.000
	3106 Fire Division Chief** 3003 Police Lieutenant	Public Safety	Exempt	1				
		Public Safety	Exempt	2				
F11					Annual	70,471	88,089	105,706
					2080 Hourly	33.880	42.350	50.820
F12					Annual	77,518	96,898	116,277
					2080 Hourly	37.268	46.585	55.902

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