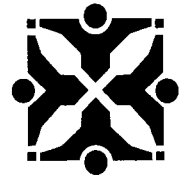


City of Columbia

701 East Broadway, Columbia, Missouri 65201



Agenda Item Number: B 98-15

Department Source: Water & Light

To: City Council

From: City Manager & Staff

Council Meeting Date: 4/20/2015

Re: Amendments to the Water and Light FY 2015 Personnel Budget

Documents Included With This Agenda Item

Council memo, Resolution/Ordinance

Supporting documentation includes: FY 2015 Amended Pay Plan effective May 4, Amendments to the City of Columbia Classification and Pay Plan FY2015

Executive Summary

Water and Light is requesting the creation of a Cyber Security Analyst position and an Assistant NERC Compliance Officer position. These changes are to facilitate compliance with new federal regulations involving New North American Electric Reliability Corporation (NERC) cyber security standards that are scheduled to take effect in April 2016. Water and Light is also requesting the reassignment of the Lead Consulting Utility Forester in FY2015 to help with recruitment issues.

Discussion

Creation of Cyber Security Analyst and Assistant NERC Compliance Officer

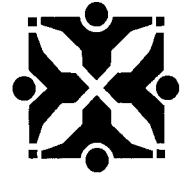
In winter 2011, Water & Light requested the IT Department's help with creating redundant control centers to meet NERC EOP standards. The IT Department dedicated significant resources to the project, with the final product being complete in summer 2012. The subsequent NERC audit of the EOP compliance resulted in 0 violations and 0 suggestions: a resounding and unprecedented success. Thus began a partnership between IT and Water & Light that endures today.

In the spring 2013, Water & Light approached the IT Department with a request to begin mainstream support of their various control networks and control room computers. Previously Water & Light relied on their staff for all design, implementation, and support functions. However, as the technology becomes more complicated and as control networks migrate away from closed, self-contained systems to OSI inspired open stacks, migrating support to IT professionals was a logical choice. Water and Light funded 3 new positions in the IT Department, one in each division, to help with the new workload. A task force was convened to evaluate the technology needs of the control networks and address the highest risk and impact items. Over the course of the following year, numerous systems were replaced or substantially reconfigured. The result is a control system that is more stable and maintainable that has now been moved to mainstream support.

By April 2016, Columbia Water and Light must comply with new NERC Critical Infrastructure Protection (CIP) standards. The regulation requires that Water & Light increase its secure

City of Columbia

701 East Broadway, Columbia, Missouri 65201



environments for their electrical production, transmission, and distribution systems. Compliance will be achieved by implementing secure architectures, such as network and host intrusion detection systems (IDS), and practices such as regular vulnerability auditing, responding to all IDS alerts, and testing and applying security updates and detection signatures. Compliance is measured by documentation of secure architectures and logs of security activities. The design, implementation and ongoing maintenance of the architecture itself is a full-time job. Currently the IT Department lacks the skills and discipline to carry out the activities with the required regularity and precision. The skills are certainly in the domain of IT security, but they have not been previously demanded services of the department.

In addition to the technical requirements, Water and Light must also comply with training and documentation requirements of the CIP standards as well as upcoming Personnel (PER) standards which are currently proposed to take effect in April of 2017. Currently Water and Light uses its NERC Compliance Officer to perform the required annual training of its Balancing Authority Operators, Engineers, Substation Technician and Administration staff. The new CIP standards will increase the frequency of these training events to as well as expand the staff required to attend to include some IT, some HR and all Lineworkers.

Water and Light will have to develop and document over 40 new policies or procedures as part of the new CIP standards. These new policies and procedures will have aggressive review cycles that may be weekly, monthly, annual or event driven.

The IT Department approaches NERC CIP like other regulations that City departments must follow. Water and Light will responsible for compliance activities until delegated directly to IT. The IT Department will perform regulation-required network changes or modify operations to suit Water and Light's needs and regulations. When regulation-required activities are delegated to IT, Water and Light will define the deliverables and constraints and the IT department will deliver.

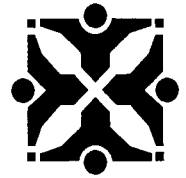
The IT Department proposes that it extend its existing partnership with Water & Light to assist with NERC CIP compliance as follows:

- One additional FTE Cyber Security Analyst will be added to the IT Infrastructure Division and funded through Water and Light
- The Cyber Security Analyst positions will be re-written in order to address the following needs
 - Design and implementation of secure architectures that meet regulation
 - Intrusion prevention, detection, and incident response
 - Supervision of other analysts during implementation and maintenance of security measures

In addition to the new Cyber Security Analyst an additional FTE Assistant NERC Compliance Officer position is also being requested. This position will remain in Water and Light and will complement the NERC Compliance Officer by assuming the training responsibilities. This will allow the NERC Compliance Office to maintain focus on the ever increasing documentation requirements of the NERC standards.

City of Columbia

701 East Broadway, Columbia, Missouri 65201



Reassignment of Lead Consulting Utility Forester

As part of the positions that are reviewed annually by the City's Classification and Compensation Consultant, CBIZ, Water and Light requested that the Lead Consulting Utility Forester be reviewed as part of this year's program. CBIZ's recommendation for this position was to reclassify this position from 2781, Lead Consulting Utility Forester, grade A9, Non-Exempt to 2781, Lead Consulting Utility Forester, grade A10, Non-Exempt. Water and Light has had previous recruitment issues for this position and is requesting that this reassignment be made in FY2015 in order to be able to fill this vacant position.

Fiscal Impact

Short-Term Impact: Creation of an additional Cyber Security Analyst an additional Assistant NERC Compliance Officer will require a FY2015 budget amendment of \$100,106. Since the position has been vacant since the beginning of the fiscal year, the reassignment of the Lead Consulting Utility Forester will not require any additional funding.

Long-Term Impact: Addition of two additional FTE's

Vision, Strategic & Comprehensive Plan Impact

Vision Impact: Not Applicable

Strategic Plan Impact: Not Applicable

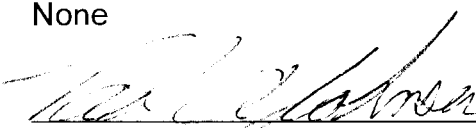
Comprehensive Plan Impact: Not Applicable

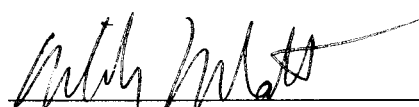
Suggested Council Action

Adopt Council Bill.

Legislative History

None


Department Approved


City Manager Approved

SECTION 4. The sum of \$100,106.00 is hereby appropriated from Account No. 551-0000-351.01-00 in the following amounts to the following accounts:

| | |
|-------------|--------------------------------|
| \$60,598.00 | Account No. 551-7050-800.81-74 |
| \$36,309.00 | Account No. 551-7120-611.01-01 |
| \$524.00 | Account No. 551-7120-611.17-10 |
| \$2,480.00 | Account No. 551-7120-611.18-20 |
| \$195.00 | Account No. 551-7120-611.35-33 |

SECTION 5. The sum of \$60,598.00 is hereby appropriated from Account No. 551-7050-800.81-74 to Account No. 674-0000-490.05-51.

SECTION 6. The sum of \$60,598.00 is hereby appropriated from Account No. 674-0000-490.05-51 in the following amounts to the following accounts:

| | |
|-------------|--------------------------------|
| \$42,123.00 | Account No. 674-1850-601.01-01 |
| \$2,480.00 | Account No. 674-1850-601.18-20 |
| \$15,800.00 | Account No. 674-1850-601.20-10 |
| \$195.00 | Account No. 674-1850-601.35-33 |

SECTION 7. This ordinance shall be in full force and effect from and after its passage.

PASSED this _____ day of _____, 2015.

ATTEST:

City Clerk

Mayor and Presiding Officer

APPROVED AS TO FORM:

City Counselor

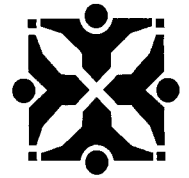
CERTIFICATION: I certify there are sufficient funds available in the following accounts to cover the above appropriation:

Account No. 551-0000-351.01-00
Account No. 551-7050-800.81-74
Account No. 674-0000-490.05-51

Director of Finance

City of Columbia

701 East Broadway, Columbia, Missouri 65201



SUPPORTING DOCUMENTS INCLUDED WITH THIS AGENDA ITEM ARE AS FOLLOWS:

FY 2015 Amended Pay Plan effective May 4, Amendments to the City of Columbia Classification and Pay Plan FY2015

City of Columbia, Missouri
FY 2015 Classification and Pay Plan

Printed 4/9/2015

Revised May 4, 2015

| Pay Grade | Job Title | Job Group | Overtime | EEO | Type of Pay Rate | Pay Range | | |
|-----------|---|-----------|------------|-----|------------------|-----------|----------|---------|
| | | | | | | 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
FY 2015 Classification and Pay Plan

Printed 4/9/2015

Revised May 4, 2015

| Pay Grade | Job Title | Job Group | Overtime | EEO | Type of Pay Rate | Pay Range | | |
|-----------|--|------------|------------|-----|------------------|---------------|---------------|---------------|
| | | | | | | Minimum | Midpoint | 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 | | | | |
| 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

Printed 4/9/2015

Revised May 4, 2015

| Pay Grade | Job Title | Job Group | Overtime | EEO | Type of Pay Rate | Pay Range | | |
|-----------|--|------------|------------|-----|------------------|-----------|----------|---------|
| | | | | | | 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 | | | | |
| | 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 | | | | |
| | 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 | | | | |
| | 2781 Lead Consulting Utility Forester | Operator | Non-Exempt | 7 | | | | |
| | 2877 Lead Meter Reader | Technician | Non-Exempt | 8 | | | | |
| | 2403 Maintenance Specialist-773 | Technician | Non-Exempt | 7 | | | | |

City of Columbia, Missouri
FY 2015 Classification and Pay Plan

Printed 4/9/2015

Revised May 4, 2015

| Pay Grade | Job Title | Job Group | Overtime | EEO | Type of Pay Rate | Pay Range | | |
|------------|---------------------------------------|------------|------------|-----|------------------|---------------|---------------|---------------|
| | | | | | | Minimum | Midpoint | Maximum |
| 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 | | | | |
| 2889 | Assistant NERC Compliance Officer-773 | Technician | Exempt | 2 | | | | |
| 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 | | | | |

City of Columbia, Missouri
FY 2015 Classification and Pay Plan

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Revised May 4, 2015

| Pay Grade | Job Title | Job Group | Overtime | EEO | Type of Pay Rate | Pay Range | | |
|------------|--|------------|------------|-----|------------------|---------------|---------------|---------------|
| | | | | | | Minimum | Midpoint | Maximum |
| 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 | | | | |

City of Columbia, Missouri
FY 2015 Classification and Pay Plan

Printed 4/9/2015

Revised May 4, 2015

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

City of Columbia, Missouri
FY 2015 Classification and Pay Plan

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Revised May 4, 2015

| 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 |

City of Columbia, Missouri
FY 2015 Classification and Pay Plan

Printed 4/9/2015

Revised May 4, 2015

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

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| Pay Grade | Job Title | Job Group | Overtime | EEO | Type of Pay Rate | Pay Range | | |
|-----------|--|--------------|------------|-----|------------------|-----------|----------|---------|
| | | | | | | 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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|-----------|----------------------------------|--------------|----------|-----|------------------|---------------|---------------|---------------|
| 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 | | | | |
| 7919 | Cyber Security Analyst | 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 | Pay Range | | |
|-----------|---------------------------------|--------------|----------|-----|------------------|-----------|----------|---------|
| | | | | | | 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 | Midpoint | 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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|-----------|---|------------|------------|-----|------------------|-----------|----------|---------|
| | | | | | | 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 | | | | |
| | 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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|-----------|--|------------|------------|-----|------------------|---------------|---------------|---------------|
| | | | | | | Minimum | Midpoint | Maximum |
| 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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|------------|--|------------|----------|-----|------------------|---------------|---------------|----------------|
| | | | | | | Minimum | Midpoint | Maximum |
| 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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|-----------|---|-----------|------------|-----|------------------|-----------|----------|---------|
| | | | | | | Minimum | Midpoint | Maximum |
| 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 | | | | |
| | 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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|-----------|--|-----------|----------|-----|------------------|-----------|----------|---------|
| | | | | | | 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 | | | | |
| | 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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|-----------|---|-----------|----------|-----|------------------|---------------|----------------|----------------|
| | | | | | | Minimum | Midpoint | Maximum |
| 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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|------------|-------------------------------|-----------|----------|-----|------------------|----------------|----------------|----------------|
| | | | | | | 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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Printed 4/9/2015

Revised May 4, 2015

| Pay Grade | Job Title | Job Group | Overtime | EEO | Type of Pay Rate | Pay Range | | |
|-----------|------------------------------------|---------------|------------|-----|------------------|-----------|----------|---------|
| | | | | | | Minimum | Midpoint | Maximum |
| 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 | Public Safety | Exempt | 3 | | | | |
| | 3104 Fire Lieutenant** | 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 | Public Safety | Non-Exempt | 4 | | | | |
| | 3105 Fire Captain** | Public Safety | Non-Exempt | 2 | | | | |
| | 3002 Police Sergeant | 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** | Public Safety | Exempt | 1 | | | | |
| | 3003 Police Lieutenant | 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 |

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

**Amendments to the
City of Columbia Classification and Pay Plan
FY 2015**

Classifications Added:

2889 Assistant NERC Compliance Officer-773 Grade A11 Exempt
Water and Light (1)

7919 Cyber Security Analyst Grade C8 Exempt
Information Technologies (1)

Classification Reassignment:

2781, Lead Consulting Utility Forester, grade A9, Non-Exempt to
2781, Lead Consulting Utility Forester, grade A10, Non-Exempt to
Water and Light (1)