

Introduced by _____

First Reading _____

Second Reading _____

Ordinance No. _____

Council Bill No. B 160-13

AN ORDINANCE

amending the FY 2013 Annual Budget to add, change and delete positions in the Law Department and the Public Health and Human Services Department; amending the FY 2013 Pay Plan to close a position in the Public Health and Human Services Department; transferring funds; 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 2013 Annual Budget adopted by Ordinance No. 021423 is amended by adding the following position to the Law Department – Counselor’s Division authorized personnel:

(1.00) Assistant City Counselor II

SECTION 2. The authorized personnel provisions of the FY 2013 budget in the Law Department – Counselor’s Division are amended to change the 0.50 Administrative Support Assistant III position to a 0.75 Administrative Support Assistant III position.

SECTION 3. The FY 2013 Annual Budget is further amended by deleting the following position from the Public Health and Human Services Department – Human and Social Services Division authorized personnel:

(0.75) Human Rights Specialist

SECTION 4. The FY 2013 Pay Plan adopted by Ordinance No. 021453 is amended by closing the following position in the Public Health and Human Services Department – Human and Social Services Division:

7250 Human Rights Specialist Grade 15 OT Exempt

SECTION 5. At the request of the City Manager, the City Council hereby transfers funds to the Law Department – Counselor’s Division in the amounts and to the accounts as shown on “Attachment A,” which is attached and made a part of this ordinance.

SECTION 6. 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:

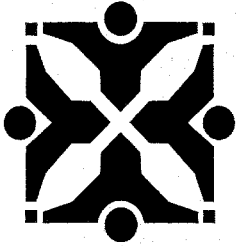
City Counselor

Attachment A**Transfer From:**

266-4130-532.49-90	G47269	Miscellaneous Contractual	\$12,980.00
110-4430-542.01-01		Permanent Positions	\$12,719.00
110-4430-542.01-35		Deferred Compensation	\$574.00
110-4430-542.01-38		Cell Phone Allowance	\$110.00
110-4430-542.02-10		Social Security	\$1,006.00
110-4430-542.02-20		LAGERS Retirement	\$2,277.00
110-4430-542.02-30		Long-Term Disability Insurance	\$50.00
110-4430-542.02-34		Health Insurance	\$1,742.00
110-4430-542.02-36		Life Insurance	\$21.00
110-4430-542.12-10		Office Supplies	\$332.00
110-4430-542.12-30		Postage	\$429.00
110-4430-542.13-92		Food	\$400.00
110-4430-542.13-95		Miscellaneous Supplies	\$1,925.00
110-4430-542.20-10		Travel	\$1,253.00
110-4430-542.20-30		Education and Training Materials	\$200.00
110-4430-542.20-40		Registration and Tuition	\$400.00
110-4430-542.35-33		Telephone	\$239.00
110-4430-542.43-10		Publishing and Advertising	\$2,975.00
110-4430-542.48-40		Monthly Auto Reimbursement	\$960.00
110-4430-542.49-90		Miscellaneous Contractual	\$5,061.00
			<u><u>\$45,653.00</u></u>

Transfer To:

110-1510-504.01-01	EFHACT	Permanent Positions	\$22,362.00
110-1510-504.01-35	EFHACT	Deferred Compensation	\$444.00
110-1510-504.02-10	EFHACT	Social Security	\$1,716.00
110-1510-504.02-20	EFHACT	LAGERS Retirement	\$4,753.00
110-1510-504.02-30	EFHACT	Long Term Disability Insurance	\$78.00
110-1510-504.02-34	EFHACT	Health Insurance	\$2,099.00
110-1510-504.02-36	EFHACT	Life Insurance	\$27.00
110-1510-504.12-10	EFHACT	Office Supplies	\$332.00
110-1510-504.12-30	EFHACT	Postage	\$429.00
110-1510-504.13-92	EFHACT	Food	\$400.00
110-1510-504.13-95	EFHACT	Miscellaneous Supplies	\$1,925.00
110-1510-504.20-10	EFHACT	Travel	\$1,253.00
110-1510-504.20-30	EFHACT	Education and Training Materials	\$200.00
110-1510-504.20-40	EFHACT	Registration and Tuition	\$400.00
110-1510-504.35-33	EFHACT	Telephone	\$239.00
110-1510-504.43-10	EFHACT	Publishing and Advertising	\$2,975.00
110-1510-504.48-40	EFHACT	Monthly Auto Reimbursement	\$960.00
110-1510-504.49-90	EFHACT	Miscellaneous Contractual	\$5,061.00
			<u><u>\$45,653.00</u></u>



Source: Law *nan*

Agenda Item No:

To: City Council

From: City Manager and Staff *MM*

Council Meeting Date: Jun 3, 2013

Re: Transfer of Human Rights Specialist and ADA Coordinator job functions to Law Department

EXECUTIVE SUMMARY:

Staff has prepared an ordinance that would transfer the functions of the Human Rights Specialist from the Health Department into the Law Department. In addition, the ADA Coordinator job functions currently handled by the City Manager's office would be transferred into the Law Department. The Diversity Celebration will be transferred to Cultural Affairs in FY 2014.

DISCUSSION:

The Human Rights Specialist position in the Health Department is currently vacant. The Human Rights Specialist conducts community education and outreach activities for the City designed to minimize or eliminate discriminatory practices made unlawful in Chapter 12 of the City Code. In addition, there will be a focus on fair housing related activities. Prohibited discriminatory practices are prohibited against the following protected categories: race, color, religion, sex, national origin, ancestry, marital status, disability, sexual orientation, or gender identity.

The ADA Coordinator is responsible for coordinating activities necessary to ensure compliance with the Americans with Disabilities Act of 1990 (ADA), Sections 503 and 504 of the Federal Rehabilitation Act of 1973, and other laws and regulations pertaining to persons with disabilities. The City is required to have a long-range plan to ensure City facilities are accessible to all persons.

As staff support to the Human Rights Commission and the Disabilities Commission, the position will investigate complaints; assist in the development, review and update of policies and procedures; conduct fact finding activities (including interviewing of complainants and witnesses); and will provide mediation services when appropriate. The position will also ensure that appropriate processes are in place to provide for the prompt and equitable resolution of complaints.

Staff has analyzed the skill set necessary to be effective in these activities and find them to be consistent with the training and skills of an Assistant City Counselor II. Overall, the City is anticipated to reap additional benefits with the development of a specialized expertise in the Law Department related to the elimination of discriminatory practices in a broad spectrum of areas, including inquiries from staff related to employment related matters.

The City Counselor Division in the Law Department currently has one full-time legal assistant and a part-time administrative assistant. In addition to the Assistant City Counselor II position, the part-time administrative assistant would be increased from 0.50 part-time status to 0.75 part-time status to handle the additional workload created by staffing the Human Rights Commission and the Disabilities Commission.

FISCAL IMPACT:

The action requires a transfer of funds from CDBG and Health and Human Services and will not require any additional funds to be appropriated in FY 2013. A portion of the funding (\$12,980.00) will come from CDBG funding for Fair Housing activities. The position will be budget neutral for FY 2014 as the transfer from CDBG will continue. There will be an additional transfer from Health in the amount of \$14,000.00 for administrative support in FY 2014. The Law Department will reduce their temporary help budget to make up the difference between the amount transferred from Health and CDBG and a full year's cost of the Assistant City Counselor II.

VISION IMPACT:

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

4.2 Goal: Columbia will be an inclusive community where people from all walks of life hear, appreciate, understand, respect, and trust each other, and where positive relationships are fostered and human rights are advanced.

6.2 Goal: Downtown Columbia will have a variety of safe housing options, including new and revitalized units, for all age groups and income levels with easy access to desirable amenities. Development and design guidelines will be instituted.

11.1 Goal: Columbia will support quality points of entry to access information for high quality and affordable social services to support children, youth, adults, seniors, persons with disabilities, and people with cultural barriers. All social services will be sufficiently funded to work toward the elimination of poverty

11.2 Goal: A diversity of housing choices will be dispersed throughout the community to achieve an adequate supply of affordable, energy efficient, and accessible housing.

SUGGESTED COUNCIL ACTIONS:

Passage of the ordinance.

FISCAL and VISION NOTES:					
City Fiscal Impact Enter all that apply		Program Impact		Mandates	
City's current net FY cost	\$45,653.00	New Program/ Agency?	No	Federal or State mandated?	Yes
Amount of funds already appropriated	\$45,653.00	Duplicates/Expands an existing program?	No	Vision Implementation impact	
Amount of budget amendment needed	\$0.00	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?	Yes
One Time	\$0.00	Requires add'l FTE Personnel?	Yes	Primary Vision, Strategy and/or Goal Item #	4.2, 6.2
Operating/ Ongoing	\$0.00	Requires add'l facilities?	No	Secondary Vision, Strategy and/or Goal Item #	11.1, 11.2
		Requires add'l capital equipment?	No	Fiscal year implementation Task #	

**Amendment to the
City of Columbia Position Classification Plan
FY 2013**

Classification Closed:

7250, Human Rights Specialist, Grade 15, Exempt

City of Columbia FY 2013 Pay Plan (\$.27 ATB with NC to Min Salary and No PP increases)

Grade	Annual Minimum	Annual Maximum	Overtime	Bi-Weekly Minimum	Bi-Weekly Maximum	40-Hour Minimum	40-Hour Maximum	56-Hour Minimum	56-Hour Maximum
36	101,675	148,111		3,910.56	5,696.56	48.882	71.207		
28	68,981	100,764		2,653.12	3,875.52	33.164	48.444		
JC1	6750	Assistant Director of Finance*	Exempt						
JC1	7960	Assistant Director of Information Tech*	Exempt						
JC1	8760	Assistant Parks & Rec Director*	Exempt						
JC1	5106	Assistant Public Works Director*	Exempt						
JC1	2980	Assistant Director of Water & Light*	Exempt						
JC1	7680	Asst Dir. Of Public Hlth & Human Svcs*	Exempt						
JC1	3408	Deputy City Counselor*	Exempt						
JC1	3110	Deputy Fire Chief*	Exempt						
JC1	3006	Deputy Police Chief*	Exempt						
26	62,623	91,551		2,408.56	3,521.20	30.107	44.015		
JC1	3303	Assistant City Counselor III	Exempt						
JC1	8901	Asst Director of Econ Dev*	Exempt						
JC1	6605	Budget Officer	Exempt						
JC1	6205	Controller	Exempt						
JC1	4107	Development Services Manager	Exempt						
JC1	6760	Financial Project Manager	Exempt						
JC1	5107	Operations Manager	Exempt						
JC2	3004	Police Captain LEMP*	Exempt						
25A	65,634	95,988		2,524.40	3,691.84	31.555	46.148		
JC1	5108	Engineering Mgr 10% Premium	Exempt						
25	59,667	87,262		2,294.88	3,356.24	28.686	41.953		
JC1	2855	Electric Distr. Manager	Exempt						
JC1	2690	Water Distribution Manager	Exempt						
JC1	2636	Power Prod Superintendent	Exempt						
JC1	6700	Treasurer	Exempt						
JC1	2661	Water Production Manager	Exempt						
24	56,846	83,188		2,186.40	3,199.52	27.330	39.994	19.521	28.567
JC1	3205	Building Reg Supervisor	Exempt						
JC1	2125	City-Wide Services Manager	Exempt						

***Denotes Unclassified Employee**

City of Columbia FY 2013 Pay Plan (\$.27 ATB with NC to Min Salary and No PP increases)

Grade	Annual Minimum	Annual Maximum	Overtime	Bi-Weekly Minimum	Bi-Weekly Maximum	40-Hour Minimum	40-Hour Maximum	56-Hour Minimum	56-Hour Maximum
24	56,846	83,188		2,186.40	3,199.52	27.330	39.994	19.521	28.567
JC1	7600	Community Health Manager	Exempt						
JC1	3106	Fire Division Chief ***	Exempt						
JC1	2106	Fleet Operations Manager	Exempt						
JC2	4605	Human Resources Manager	Exempt						
JC1	4616	Human Services Manager	Exempt						
JC1	7926	Information Tech Supv	Exempt						
JC1	4702	Multi-Modal Manager	Exempt						
JC1	4622	Neighborhood Svcs Manager	Exempt						
JC1	8750	Parks & Rec Manager	Exempt						
JC1	6401	Purchasing Agent	Exempt						
JC1	2205	Solid Waste Manager	Exempt						
JC1	2311	Street Maintenance Administrator	Exempt						
JC1	4514	Utility Services Manager	Exempt						
23A	59,584	87,235		2,291.68	3,355.20	28.646	41.940		
JC2	5109A	Engineering Supv 10% Premium	Exempt						
23	54,167	79,304		2,083.36	3,050.16	26.042	38.127		
JC2	5109	Engineering Supervisor	Exempt						
JC1	4503	Manager Rates/Fiscal Planning	Exempt						
JC2	3003	Police Lieutenant****	Exempt						
JC1	2620	Railroad Operations Manager	Exempt						
22	51,617	75,598		1,985.28	2,907.60	24.816	36.345	17.726	25.961
JC1	2557	Airport Administrator	Exempt						
JC2	2635	Asst Power Prod Supt	Exempt						
JC1	9955	Civic Relations Manager*	Exempt						
JC2	2206	Collection Superintendent	Exempt						
JC2	3975	Community Development Coord	Exempt						
JC2	7924	Database Administrator	Exempt						
JC2	2770	Electric Services Superintendent	Exempt						

***Police Lieutenants receive 4% above Grade 23 for LEMP participation.

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

*Denotes Unclassified Employee

City of Columbia FY 2013 Pay Plan (\$.27 ATB with NC to Min Salary and No PP increases)

Grade	Annual Minimum	Annual Maximum	Overtime	Bi-Weekly Minimum	Bi-Weekly Maximum	40-Hour Minimum	40-Hour Maximum	56-Hour Minimum	56-Hour Maximum
22	51,617	75,598		1,985.28	2,907.60	24.816	36.345	17.726	25.961
JC2	4518	Energy Services Superintendent	Exempt						
JC2	3107	Fire Battalion Chief ***	Exempt						
JC2	2100	Fleet Operations Supt	Exempt						
JC2	4610	Internal Auditor*	Exempt						
JC2	2207	Landfill Superintendent	Exempt						
JC2	2730	Line Superintendent	Exempt						
JC1	4625	Manager of Cultural Affairs*	Exempt						
JC2	7506	Nurse Practitioner	Exempt						
JC2	8710	Park Development Supt	Exempt						
JC2	9925	Public Communications Manager	Exempt						
JC2	2430	Sewer Maint Superintendent	Exempt						
JC2	2337	Substation Repair Supt	Exempt						
JC2	8610	Supt of Rec & Comm Programs	Exempt						
JC2	2505	Transportation Administrator	Exempt						
JC2	2771	Water Distr. Srvc Supt	Exempt						
JC2	2655	Water Distr. Superintendent	Exempt						
JC2	2606	WWTP Superintendent	Exempt						
21A	54,090	79,285		2,080.40	3,049.44	26.005	38.118		
JC2	5100	Engineer II	Exempt						
21	49,173	72,078		1,891.28	2,772.24	23.641	34.653		
JC2	6201	Accounting Supervisor	Exempt						
JC2	3302	Assistant City Counselor II	Exempt						
JC1	7930	Business Analyst	Exempt						
JC2	5099	Engineer I	Exempt						
JC2	5110	Engineering Specialist II	Exempt						
JC2	2150	GIS Enterprise Systems Adminstr	Exempt						
JC2	2175	GIS Support Coordinator	Exempt						

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

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City of Columbia FY 2013 Pay Plan (\$.27 ATB with NC to Min Salary and No PP increases)

Grade	Annual Minimum	Annual Maximum	Overtime	Bi-Weekly Minimum	Bi-Weekly Maximum	40-Hour Minimum	40-Hour Maximum	56-Hour Minimum	56-Hour Maximum
21	49,173	72,078		1,891.28	2,772.24	23.641	34.653		
JC2	6600	Risk Manager	Exempt						
JC2	4103	Sr Planner	Exempt						
JC2	7922	Systems Analyst	Exempt						
JC3	7921	Systems Programmer	Exempt						
JC1	1220	Utility Accts & Billing Manager	Exempt						
20	46,858	68,719		1,802.24	2,643.04	22.528	33.038	16.091	23.599
JC2	7308	Epidemiology Supervisor	Exempt						
JC1	7207	Environmental Public Health Supervisor	Exempt						
JC2	3105	Fire Captain ***							
JC2	7515	Nursing Supervisor	Exempt						
JC3	3002	Police Sergeant ***							
JC1	9915	Sustainability Manager*	Exempt						
19	44,656	65,526		1,717.52	2,520.24	21.469	31.503	15.335	22.502
JC2	5800	Asst to the Public Works Director	Exempt						
JC2	6505	Bus Svcs & Pension Manager	Exempt						
JC1	3204	Chief Building Inspector	Exempt						
JC2	2408	Construction Project Manager	Exempt						
JC2	6204	Financial Analyst	Exempt						
JC2	3104	Fire Lieutenant ***							
JC7	2710	Line Supervisor II - IBEW							
JC2	6203	Sr Accountant	Exempt						
18	42,553	62,487		1,636.64	2,403.36	20.458	30.042		
JC2	9911	Assistant to City Manager*	Exempt						
JC2	5114	Bioreactor Specialist	Exempt						
JC2	5007	City Arborist	Exempt						

***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.

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

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City of Columbia FY 2013 Pay Plan (\$.27 ATB with NC to Min Salary and No PP increases)

Grade	Annual Minimum	Annual Maximum	Overtime	Bi-Weekly Minimum	Bi-Weekly Maximum	40-Hour Minimum	40-Hour Maximum	56-Hour Minimum	56-Hour Maximum
18	42,553	62,487		1,636.64	2,403.36	20.458	30.042		
JC2	5023	City Land Surveyor	Exempt						
JC7	2332	Communication Tech Supv - IBEW							
JC2	5111	Engineering Specialist I	Exempt						
JC2	7375	Health Promotion Supervisor	Exempt						
JC7	2705	Line Supervisor I - IBEW							
JC7	2640	NERC Cert Balanc Auth Op - 773							
JC2	2888	NERC Compliance Officer - 773	Exempt						
JC2	7405	Nutrition Supervisor	Exempt						
JC2	5015	Property Acquisition Coordinator	Exempt						
JC2	7302	Social Services Supervisor	Exempt						
JC3	5133	Sr Laboratory Analyst							
JC2	8700	Sr Parks Planner	Exempt						
JC7	2335	Substation Technician Supv - IBEW							
17	40,552	59,584		1,559.68	2,291.68	19.496	28.646		
JC4	2555	Airport Safety Supervisor							
JC7	2407	Building and Grounds Supervisor							
JC7	2409	Building Construction Coordinator							
JC7	2331	Communication Technician - IBEW							
JC2	6308	Compliance Officer	Exempt						
JC7	2406	Construction Supervisor	Exempt						
JC2	4513	Energy Services Supervisor	Exempt						
JC2	5135	Environmental Supervisor	Exempt						
JC2	4601	Human Resources Analyst	Exempt						
JC2	5134	Laboratory Supervisor	Exempt						
JC7	2703	Lineworker - IBEW							
JC7	7694	Ops & Maint Tech Supervisor							
JC7	3024	Parking Supervisor							
JC7	2415	Parks Supervisor	Exempt						
JC2	5090	Pavement Specialist	Exempt						
JC2	4102	Plan Reviewer							
JC7	2637	Power Plant Tech Supv							

***Denotes Unclassified Employee**

City of Columbia FY 2013 Pay Plan (\$.27 ATB with NC to Min Salary and No PP increases)

Grade	Annual Minimum	Annual Maximum	Overtime	Bi-Weekly Minimum	Bi-Weekly Maximum	40-Hour Minimum	40-Hour Maximum	56-Hour Minimum	56-Hour Maximum
17	40,552	59,584		1,559.68	2,291.68	19.496	28.646		
JC3	7015	PSJC Manager	Exempt						
JC2	7503	Public Health Nurse	Exempt						
JC2	7306	Public Health & Human Svcs Planner	Exempt						
JC7	2307	Public Works Supervisor III	Exempt						
JC2	8530	Recreation Supervisor	Exempt						
JC7	2428	Sewer Maintenance Supervisor							
JC1	2208	Solid Waste Dist Manager	Exempt						
JC2	4502	Sr Rate Analyst	Exempt						
JC7	6103	Stores Supervisor	Exempt						
JC7	2334	Substation Technician - IBEW							
JC2	4570	Training Coordinator	Exempt						
JC7	2426	Utility Maint Supervisor							
JC2	4533	Waste Minimization Supervisor	Exempt						
JC7	2614	Wastewater Operations Supv	Exempt						
JC7	2317	Water Distribution Supv III	Exempt						
JC7	2645	WTP Chief Operator							
JC7	2604	WWTP Chief Operator							
16	38,644	56,830		1,486.32	2,185.76	18.579	27.322	13.271	19.516
JC2	6207	Accountant	Exempt						
JC2	4800	Communications & Marketing Supervisor	Exempt						
JC3	2851	Electric Distribution Coordinator-IBEW							
JC3	5004	Engineering Aide IV							
JC4	3103	Fire Engineer ***							
JC7	2324	Instrument Technician - 773							
JC7	2325	Instrument Technician - IBEW							
JC7	2400	Maintenance Supervisor							
JC2	4203	Management Support Spec	Exempt						
JC2	7403	Nutritionist	Exempt						
JC7	7693	Ops & Maint Technician							
JC2	4101	Planner	Exempt						
JC4	3001	Police Officer ***							

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

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

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Grade	Annual Minimum	Annual Maximum	Overtime	Bi-Weekly Minimum	Bi-Weekly Maximum	40-Hour Minimum	40-Hour Maximum	56-Hour Minimum	56-Hour Maximum
16	38,644	56,830		1,486.32	2,185.76	18.579	27.322	13.271	19.516
JC7	2695	Power Plant Operator IV - 773							
JC3	7007	PSJC Supervisor							
JC2	7203	Sr Environmental Public Health Spec							
JC3	7911	Systems Support Analyst							
JC7	2105	Vehicle Maint Supervisor II							
JC3	9934	Video Engineering Spec							
15	36,833	54,196		1,416.64	2,084.48	17.708	26.056	12.649	18.611
JC7	2420	Building Maintenance Mechanic III - 773							
JC7	2320	CCTV Technician							
JC7	2803	Electric Meter Repair Supv - IBEW							
JC7	4509	Energy Educator	Exempt						
JC2	4512	Energy Mgmt Specialist II							
JC2	7201	Environmental Public Health Spec							
JC2	4201	Financial Mgmt Specialist	Exempt						
JC4	3102	Firefighter II ***							
JC2	7303	Health Educator	Exempt						
JC2	4600	Human Resources Specialist	Exempt						
JC3	5132	Laboratory Analyst							
JC2	4810	Marketing Specialist	Exempt						
JC7	2877	Meter Reading Supervisor - IBEW							
JC2	4802	Public Information Specialist	Exempt						
JC7	2306	Public Works Supervisor II							
JC 7	2628	Railroad Operations Supervisor							
JC2	4501	Rate Analyst	Exempt						
JC7	2204	Refuse Collection Supv II							
JC2	6595	Risk Management Specialist	Exempt						
JC2	7301	Social Services Specialist							
JC1	3203	Sr Building Inspector							
JC1	4652	Sr Code Enforcement Specialist							
JC2	6307	Sr Procurement Officer	Exempt						
JC2	4300	Tourism Services Specialist	Exempt						
JC7	2616	Transload Operations Supervisor							

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City of Columbia FY 2013 Pay Plan (\$.27 ATB with NC to Min Salary and No PP increases)

Grade	Annual Minimum	Annual Maximum	Overtime	Bi-Weekly Minimum	Bi-Weekly Maximum	40-Hour Minimum	40-Hour Maximum	56-Hour Minimum	56-Hour Maximum
15	36,833	54,196		1,416.64	2,084.48	17.708	26.056	12.649	18.611
JC7	2404	Maintenance Mechanic-773							
JC7	2104	Vehicle Maint Supervisor I							
JC7	2101	Vehicle Maint Supervisor I - IBEW							
JC7	2316	Water Distribution Supv II							
14	35,100	51,690		1,350.00	1,988.08	16.875	24.851		
JC8	2630	Apprentice Balanc Auth Op - 773							
JC8	2330	Apprentice Comm Tech - IBEW							
JC8	2701	Apprentice Lineworker - IBEW							
JC8	2333	Apprentice Substation Tech - IBEW							
JC1	3202	Building Inspector							
JC1	4650	Code Enforcement Specialist							
JC5	4624	Cultural Affairs Specialist	Exempt						
JC3	5003	Engineering Aide III							
JC7	5205	Forester							
JC7	2416	Golf Course Specialist							
JC7	5203	Horticulturist							
JC5	3960	Housing Specialist							
JC2	8520	Recreation Specialist	Exempt						
JC3	3033	Traffic Signal Technician							
JC5	4619	Trust Specialist	Exempt						
13	33,446	49,304		1,286.40	1,896.32	16.080	23.704	11.486	16.931
JC5	1004	Admin Support Supervisor	Exempt						
JC4	2550	Airport Safety Officer							
JC4	7105	Animal Control Supervisor							
JC3	2504	Bus Dispatcher							
JC7	2405	Construction Specialist - 773							
JC4	3101	Firefighter I ***							
JC7	2410	Maintenance Specialist							
JC7	2403	Maintenance Specialist-773							
JC2	4104	Neighborhood Coordinator							

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*Denotes Unclassified Employee

City of Columbia FY 2013 Pay Plan (\$.27 ATB with NC to Min Salary and No PP increases)

Grade	Annual Minimum	Annual Maximum	Overtime	Bi-Weekly Minimum	Bi-Weekly Maximum	40-Hour Minimum	40-Hour Maximum	56-Hour Minimum	56-Hour Maximum
13	33,446	49,304		1,286.40	1,896.32	16.080	23.704	11.486	16.931
JC4	8690	Park Ranger							
JC7	2633	Power Plant Operator III - 773							
JC7	2305	Public Works Supervisor I							
JC7	2203	Refuse Collection Supervisor I							
JC7	2590	Sewer Utility Lead Operator - 773							
JC5	1210	Treasury Support Supervisor	Exempt						
JC5	1215	Utility Accts & Billing Supv	Exempt						
JC7	2432	Utility Locator Supervisor - IBEW							
JC7	2425	Utility Maint Mechanic III - IBEW							
JC7	2429	Utility Maint Mechanic III-773							
JC3	9932	Videographer							
JC7	2315	Water Distribution Supv I - IBEW							
JC7	2643	Water Treatment Plt Op III - IBEW							
12	31,899	47,045		1,226.88	1,809.44	15.336	22.618		
JC3	2850	Asst Electric Dist Coord - IBEW							
JC2	9950	City Management Fellowship*	Exempt						
JC7	2801	Elect Meter Repair Worker - IBEW							
JC7	2860	Electronic Data Specialist - IBEW							
JC3	7005	EMG Telecommunicator II							
JC5	4511	Energy Mgmt Specialist I							
JC3	5002	Engineering Aide II							
JC3	2190	GIS Technician							
JC3	4803	Graphic Artist							
JC5	1402	Human Resources Technician							
JC5	3290	Legal Assistant							
JC3	4100	Planning Aide							
JC5	6305	Procurement Officer	Exempt						
JC7	2626	Railroad Operator							
JC7	2107	Vehicle Mechanic-773							
11	30,418	44,895		1,169.92	1,726.72	14.624	21.584		
JC7	2390	Building Maintenance Mechanic - 773							
JC6	7910	Computer Operator - 773							

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City of Columbia FY 2013 Pay Plan (\$.27 ATB with NC to Min Salary and No PP increases)

Grade	Annual Minimum	Annual Maximum	Overtime	Bi-Weekly Minimum	Bi-Weekly Maximum	40-Hour Minimum	40-Hour Maximum	56-Hour Minimum	56-Hour Maximum
11	30,418	44,895		1,169.92	1,726.72	14.624	21.584		
JC5	3014	Evidence Custodian							
JC3	5040	Laboratory Technician - 773							
JC3	5041	Laboratory Technician - IBEW							
JC7	2404	Maintenance Mechanic-773							
JC7	2632	Power Plant Operator II - 773							
JC7	2421	Utility Maint Mech II-773							
JC7	2883	Utility Service Worker III - IBEW							
JC7	2642	WTP Opeator II - IBEW							
JC7	2602	WWTP Operator II - 773							
10	29,014	42,867		1,115.92	1,648.72	13.949	20.609		
JC6	1101	Administrative Assistant							
JC5	1400	Administrative Technician							
JC7	2875	Asst Meter Reading Supv - IBEW							
JC3	7003	EMG Telecommunicator I							
JC7	2298	Equipment Operator III - IBEW							
JC7	2303	Equipment Operator III-773							
JC8	2414	Groundskeeper II - 773							
JC7	7809	Printer II							
JC5	3412	Probation Officer							
JC5	4615	Program Assistant							
JC8	2214	Refuse Collector III - 773							
JC7	6102	Stores Clerk - IBEW							
JC7	6100	Stores Clerk-773							
JC7	2312	Water Distr. Technician - IBEW							
09	27,718	40,936		1,066.08	1,574.48	13.326	19.681		
JC6	1203	Accounting Assistant							
JC6	1003	Admin Support Assistant III							
JC5	4521	Energy Technician							
JC3	5001	Engineering Aide I							
JC7	3032	Meter Repair Technician - 773							

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City of Columbia FY 2013 Pay Plan (\$0.27 ATB with NC to Min Salary and No PP increases)

Grade	Annual Minimum	Annual Maximum	Overtime	Bi-Weekly Minimum	Bi-Weekly Maximum	40-Hour Minimum	40-Hour Maximum	56-Hour Minimum	56-Hour Maximum
09	27,718	40,936		1,066.08	1,574.48	13.326	19.681		
JC7	2631	Power Plant Operator I - 773							
JC7	2431	Utility Locator - IBEW							
JC7	2882	Utility Service Worker II - IBEW							
JC7	2112	Vehicle Service Coordinator							
JC7	2641	WTP Operator I - IBEW							
JC7	2601	WWTP Operator I - 773							
08	26,528	39,096		1,020.32	1,503.68	12.754	18.796		
JC4	7101	Animal Control Officer							
JC5	3011	Community Service Aide							
JC6	1213	Customer Service Rep II							
JC7	2302	Equipment Operator II - IBEW							
JC7	2300	Equipment Operator II-773							
JC8	2413	Groundskeeper I - 773							
JC7	2871	Mobile Meter Reader - IBEW							
JC8	2213	Refuse Collector II - 773							
07	25,393	37,342		976.64	1,436.24	12.208	17.953		
JC8	2422	Utility Maint Mech I-773							
JC8	2881	Utility Service Worker I - IBEW							
06	24,313	35,676		935.12	1,372.16	11.689	17.152		
JC6	1002	Admin Support Assistant II							
JC8	2502	Bus Driver - 773							
JC6	1211	Customer Service Rep I							
JC8	2301	Equipment Operator I - IBEW							
JC8	2299	Equipment Operator I-773							
JC5	7451	Health Professional Asst							
JC6	1200	Lead Cashier							
JC8	2402	Maintenance Assistant II - 773							
JC8	2870	Meter Reader - IBEW							
JC5	3021	Parking Enforcement Agent							
JC8	7810	Printer I							
JC8	2212	Refuse Collector I - 773							
JC8	2102	Vehicle Service Worker - 773							

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Grade	Annual Minimum	Annual Maximum	Overtime	Bi-Weekly Minimum	Bi-Weekly Maximum	40-Hour Minimum	40-Hour Maximum	56-Hour Minimum	56-Hour Maximum
05	23,288	34,112		895.68	1,312.00	11.196	16.400		
JC6	1201	Cashier							
JC8	3018	Parking Meter Repair Asst - 773							
JC8	6101	Storeroom Assistant - IBEW							
JC8	6104	Storeroom Assistant-773							
04	22,304	32,606		857.84	1,254.08	10.723	15.676		
JC6	1001	Admin Support Assistant I							
JC8	2401	Maintenance Assistant I - 773							
JC8	2399	Maintenance Assistant I - IBEW							
JC5	8510	Recreation Leader							
03	21,370	31,210		821.92	1,200.40	10.274	15.005		
JC8	2001	Custodian							
JC8	2003	Custodian 773							

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