



















City of Columbia, Missouri  
 Revised - FY 2019 Classification and Pay Plan

printed 9/25/2018

Effective September 23, 2018.

The City's established permanent position minimum starting wage is \$15/hr (\$10.714/hr for 56 hour positions) beginning 9-23-18.

| Pay Grade  | Job Title  | Job Group  | Overtime   | EEO | Type of Pay Rate | Minimum       | Midpoint      | Maximum       |
|------------|--|------------|------------|-----|------------------|---------------|---------------|---------------|
| <b>A13</b> |  |            |            |     | <b>Annual</b>    | <b>52,092</b> | <b>63,812</b> | <b>80,481</b> |
|            |  |            |            |     | 2080 Hourly      | 25.044        | 30.679        | 38.693        |
|            | 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 | Technician | Non-Exempt | 7   |                  |               |               |               |
| <b>A14</b> |  |            |            |     | <b>Annual</b>    | <b>58,604</b> | <b>71,789</b> | <b>90,542</b> |
|            |  |            |            |     | 2080 Hourly      | 28.175        | 34.514        | 43.530        |
|            | 2332 Communication Technician Foreman            | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 2706 Line Foreman                                | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 2888 NERC Compliance Officer                     | Technician | Exempt     | 2   |                  |               |               |               |
|            | 2335 Substation Technician Foreman               | Technician | Non-Exempt | 7   |                  |               |               |               |

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|-----------|--|-----------|------------|-----|------------------|---------------|---------------|---------------|
| <b>B1</b> |  |           |            |     | <b>Annual</b>    | <b>18,936</b> | <b>22,724</b> | <b>32,136</b> |
|           | 1201 Cashier                                 | Clerical  | Non-Exempt | 6   | 2080 Hourly      | 9.104         | 10.925        | 15.450        |
| <b>B2</b> |  |           |            |     | <b>Annual</b>    | <b>20,359</b> | <b>24,430</b> | <b>32,136</b> |
|           |  |           |            |     | 2080 Hourly      | 9.788         | 11.745        | 15.450        |
| <b>B3</b> |  |           |            |     | <b>Annual</b>    | <b>21,884</b> | <b>26,260</b> | <b>32,598</b> |
|           | 1200 Lead Cashier                            | Clerical  | Non-Exempt | 5   | 2080 Hourly      | 10.521        | 12.625        | 15.672        |
| <b>B4</b> |  |           |            |     | <b>Annual</b>    | <b>23,527</b> | <b>28,232</b> | <b>35,044</b> |
|           | 8510 Recreation Leader                       | Clerical  | Non-Exempt | 5   | 2080 Hourly      | 11.311        | 13.573        | 16.848        |
| <b>B5</b> |  |           |            |     | <b>Annual</b>    | <b>25,877</b> | <b>31,054</b> | <b>38,549</b> |
|           | 1005 Administrative Support Assistant        | Clerical  | Non-Exempt | 6   | 2080 Hourly      | 12.441        | 14.930        | 18.533        |
|           | 1211 Customer Service Rep I                  | Clerical  | Non-Exempt | 6   |                  |               |               |               |
|           | 2114 Equipment Technician                    | Clerical  | Non-Exempt | 6   |                  |               |               |               |
|           | 6100 Stores Clerk - 773                      | Clerical  | Non-Exempt | 6   |                  |               |               |               |
|           | 6102 Stores Clerk                            | Clerical  | Non-Exempt | 6   |                  |               |               |               |
|           | 6106 Stores Clerk                            | Clerical  | Non-Exempt | 6   |                  |               |               |               |
|           | 7451 WIC Office Specialist                   | Clerical  | Non-Exempt | 6   |                  |               |               |               |
| <b>B6</b> |  |           |            |     | <b>Annual</b>    | <b>28,467</b> | <b>34,160</b> | <b>42,403</b> |
|           | 1213 Customer Service Rep II                 | Clerical  | Non-Exempt | 6   | 2080 Hourly      | 13.686        | 16.423        | 20.386        |
|           | 1010 Information Specialist                  | Clerical  | Non-Exempt | 6   |                  |               |               |               |
|           | 1030 Medical Billing Clerk                   | Clerical  | Non-Exempt | 6   |                  |               |               |               |
|           | 3013 Property and Evidence Technician        | Clerical  | Non-Exempt | 6   |                  |               |               |               |
|           | 1006 Senior Administrative Support Assistant | Clerical  | Non-Exempt | 6   |                  |               |               |               |
| <b>B7</b> |  |           |            |     | <b>Annual</b>    | <b>31,312</b> | <b>37,575</b> | <b>46,644</b> |

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| Pay Grade | Job Title                    | Job Group | Overtime   | EEO | Type of Pay Rate | Minimum | Midpoint | Maximum |
|-----------|------------------------------|-----------|------------|-----|------------------|---------|----------|---------|
|           |                              |           |            |     | 2080 Hourly      | 15.054  | 18.065   | 22.425  |
| 1203      | Accounting Assistant         | Clerical  | Non-Exempt | 6   |                  |         |          |         |
| 6507      | Business Services Technician | Clerical  | Non-Exempt | 5   |                  |         |          |         |

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|------------|--------------------------------|-----------|------------|-----|------------------|---------------|---------------|---------------|
| <b>B8</b>  |                                |           |            |     | <b>Annual</b>    | <b>35,227</b> | <b>42,272</b> | <b>52,474</b> |
|            |                                |           |            |     | 2080 Hourly      | 16.936        | 20.323        | 25.228        |
|            | 1400 Administrative Technician | Clerical  | Non-Exempt | 6   |                  |               |               |               |
|            | 3012 Investigative Technician  | Clerical  | Non-Exempt | 5   |                  |               |               |               |
|            | 1205 Payroll Specialist        | Clerical  | Non-Exempt | 6   |                  |               |               |               |
|            | 1015 Records Custodian         | Clerical  | Non-Exempt | 6   |                  |               |               |               |
|            | 2879 Services Coordinator      | Clerical  | Non-Exempt | 5   |                  |               |               |               |
| <b>B9</b>  |                                |           |            |     | <b>Annual</b>    | <b>39,630</b> | <b>47,555</b> | <b>59,032</b> |
|            |                                |           |            |     | 2080 Hourly      | 19.053        | 22.863        | 28.381        |
| <b>B10</b> |                                |           |            |     | <b>Annual</b>    | <b>44,585</b> | <b>53,502</b> | <b>66,412</b> |
|            |                                |           |            |     | 2080 Hourly      | 21.435        | 25.722        | 31.929        |

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|-----------|--|--------------|------------|-----|------------------|---------------|---------------|---------------|
| <b>C1</b> |  |              |            |     | <b>Annual</b>    | <b>26,048</b> | <b>31,256</b> | <b>38,725</b> |
|           |  |              |            |     | 2080 Hourly      | 12.523        | 15.027        | 18.618        |
| <b>C2</b> |  |              |            |     | <b>Annual</b>    | <b>28,652</b> | <b>34,382</b> | <b>42,598</b> |
|           |  |              |            |     | 2080 Hourly      | 13.775        | 16.530        | 20.480        |
| <b>C3</b> |  |              |            |     | <b>Annual</b>    | <b>32,234</b> | <b>38,680</b> | <b>47,925</b> |
|           |  |              |            |     | 2080 Hourly      | 15.497        | 18.596        | 23.041        |
|           | 9950 City Management Fellowship*           | Specialist   | Non-Exempt | 2   |                  |               |               |               |
|           | 4575 Training Assistant                    | Specialist   | Non-Exempt | 6   |                  |               |               |               |
| <b>C4</b> |  |              |            |     | <b>Annual</b>    | <b>35,522</b> | <b>43,516</b> | <b>54,702</b> |
|           |  |              |            |     | 2080 Hourly      | 17.078        | 20.921        | 26.299        |
|           | 6208 Accountant I                          | Professional | Exempt     | 2   |                  |               |               |               |
|           | 4801 Community Relations Specialist        | Specialist   | Non-Exempt | 2   |                  |               |               |               |
|           | 4200 Financial Specialist                  | Specialist   | Non-Exempt | 2   |                  |               |               |               |
|           | 2190 GIS Technician                        | Specialist   | Non-Exempt | 3   |                  |               |               |               |
|           | 4310 Industry Relations Specialist         | Specialist   | Non-Exempt | 2   |                  |               |               |               |
|           | 4810 Marketing Specialist                  | Specialist   | Non-Exempt | 2   |                  |               |               |               |
|           | 4627 Program Specialist                    | Specialist   | Non-Exempt | 2   |                  |               |               |               |
|           | 7301 Social Services Clinic Specialist     | Professional | Non-Exempt | 2   |                  |               |               |               |
|           | 7299 Social Services Home Visit Specialist | Professional | Non-Exempt | 2   |                  |               |               |               |
|           | 4300 Tourism Services Specialist           | Professional | Non-Exempt | 2   |                  |               |               |               |
|           | 9932 Video Producer                        | Specialist   | Non-Exempt | 2   |                  |               |               |               |
|           | 4615 Volunteer Program Specialist          | Specialist   | Non-Exempt | 2   |                  |               |               |               |
|           | 4533 Waste Minimization Coordinator        | Specialist   | Non-Exempt | 2   |                  |               |               |               |
|           | 9940 Web Content Editor                    | Specialist   | Non-Exempt | 2   |                  |               |               |               |
|           | 4580 Wellness Educator                     | Specialist   | Exempt     | 2   |                  |               |               |               |
| <b>C5</b> |  |              |            |     | <b>Annual</b>    | <b>39,963</b> | <b>48,955</b> | <b>61,539</b> |
|           |  |              |            |     | 2080 Hourly      | 19.213        | 23.536        | 29.586        |
|           | 6207 Accountant II                         | Professional | Exempt     | 2   |                  |               |               |               |

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|------------------|---------------------------------|------------------|-----------------|------------|-------------------------|------------------|-----------------|----------------|
|                  |                                 |                  |                 |            |                         | <b>Minimum</b>   | <b>Midpoint</b> | <b>Maximum</b> |
| 2560             | Assistant to Airport Manager    | Professional     | Exempt          | 2          |                         |                  |                 |                |
| 7309             | Communicable Disease Specialist | Professional     | Non-Exempt      | 2          |                         |                  |                 |                |

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|-----------|---|--------------|------------|-----|------------------|---------------|---------------|---------------|
| <b>C5</b> |   |              |            |     | <b>Annual</b>    | <b>39,963</b> | <b>48,955</b> | <b>61,539</b> |
|           |   |              |            |     | 2080 Hourly      | 19.213        | 23.536        | 29.586        |
|           | 6308 Contract Compliance Officer            | Specialist   | Exempt     | 2   |                  |               |               |               |
|           | 3404 Court Services Analyst                 | Specialist   | Exempt     | 2   |                  |               |               |               |
|           | 3017 Crime Scene Investigator               | Specialist   | Non-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   |                  |               |               |               |
|           | 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   |                  |               |               |               |
|           | 1403 Lead Human Resources Technician        | Specialist   | Exempt     | 2   |                  |               |               |               |
|           | 7403 Nutritionist                           | Professional | Exempt     | 2   |                  |               |               |               |
|           | 6305 Procurement Officer                    | Specialist   | Non-Exempt | 5   |                  |               |               |               |
|           | 5135 Water Quality Compliance Officer       | Professional | Exempt     | 2   |                  |               |               |               |
| <b>C6</b> |   |              |            |     | <b>Annual</b>    | <b>44,957</b> | <b>55,074</b> | <b>69,231</b> |
|           |   |              |            |     | 2080 Hourly      | 21.614        | 26.478        | 33.284        |
|           | 5114 Bioreactor Specialist                  | Professional | Exempt     | 2   |                  |               |               |               |
|           | 5007 City Arborist                          | Professional | Exempt     | 2   |                  |               |               |               |
|           | 9917 Community Conservationist              | Specialist   | Exempt     | 2   |                  |               |               |               |
|           | 3015 Crime Analyst                          | Professional | Non-Exempt | 2   |                  |               |               |               |
|           | 4509 Energy Educator                        | Specialist   | Exempt     | 2   |                  |               |               |               |
|           | 8903 Entrepreneurship Program Coordinator   | Professional | Exempt     | 2   |                  |               |               |               |
|           | 6204 Financial Analyst                      | Professional | Exempt     | 2   |                  |               |               |               |
|           | 2173 GIS Data Analyst                       | Professional | Non-Exempt | 2   |                  |               |               |               |
|           | 4601 Human Resources Analyst                | Professional | Exempt     | 2   |                  |               |               |               |
|           | 4610 Internal Auditor*                      | Professional | Exempt     | 2   |                  |               |               |               |

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|-----------|-----------------------------|------------|------------|-----|------------------|---------|----------|---------|
| 7928      | Junior System Administrator | Specialist | Non-Exempt | 5   |                  |         |          |         |

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|-----------|---|--------------|------------|-----|------------------|---------------|---------------|---------------|---------------|
| <b>C6</b> |   |              |            |     |                  | <b>Annual</b> | <b>44,957</b> | <b>55,074</b> | <b>69,231</b> |
|           |   |              |            |     | 2080 Hourly      | 21.614        | 26.478        | 33.284        |               |
| 4104      | Neighborhood Communications Coordinator | Specialist   | Non-Exempt | 2   |                  |               |               |               |               |
| 3290      | Paralegal                               | Professional | Non-Exempt | 5   |                  |               |               |               |               |
| 4101      | Planner                                 | Specialist   | Exempt     | 2   |                  |               |               |               |               |
| 3008      | Police Trainer                          | Professional | Exempt     | 2   |                  |               |               |               |               |
| 7503      | Public Health Nurse                     | Professional | Exempt     | 2   |                  |               |               |               |               |
| 4501      | Rate Analyst                            | Professional | Exempt     | 2   |                  |               |               |               |               |
| 6595      | Risk Management Specialist              | Professional | Exempt     | 2   |                  |               |               |               |               |
| 4108      | Senior Plan Reviewer                    | Professional | Exempt     | 3   |                  |               |               |               |               |
| 6307      | Senior Procurement Officer              | Specialist   | Exempt     | 2   |                  |               |               |               |               |
| 2584      | Storm Water Educator                    | Specialist   | Exempt     | 5   |                  |               |               |               |               |
| 7931      | Technical Trainer                       | Specialist   | Exempt     | 2   |                  |               |               |               |               |
| 4309      | Tourism Operations Analyst              | Professional | Exempt     | 2   |                  |               |               |               |               |
| 4570      | Training Coordinator                    | Professional | Exempt     | 2   |                  |               |               |               |               |
| <b>C7</b> |   |              |            |     |                  | <b>Annual</b> | <b>49,566</b> | <b>61,959</b> | <b>78,959</b> |
|           |   |              |            |     | 2080 Hourly      | 23.830        | 29.788        | 37.961        |               |
| 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   |                  |               |               |               |               |

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| <b>C8</b>  |                                |              |          |     | <b>Annual</b>    | <b>55,763</b> | <b>69,703</b> | <b>88,828</b>  |
|            |                                |              |          |     | 2080 Hourly      | 26.809        | 33.511        | 42.706         |
|            | 9955 Civic Relations Officer*  | Professional | Exempt   | 2   |                  |               |               |                |
|            | 7919 Cyber Security Analyst    | Professional | Exempt   | 2   |                  |               |               |                |
|            | 7924 Database Administrator    | Professional | Exempt   | 2   |                  |               |               |                |
|            | 4500 Energy Market Analyst     | Professional | Exempt   | 2   |                  |               |               |                |
|            | 5113 Engineer                  | Professional | Exempt   | 2   |                  |               |               |                |
|            | 7918 Network Engineer          | Professional | Exempt   | 2   |                  |               |               |                |
|            | 7942 Project Leader            | Professional | Exempt   | 2   |                  |               |               |                |
|            | 6603 Senior Budget Analyst     | Professional | Exempt   | 2   |                  |               |               |                |
|            | 7927 Systems Administrator     | Professional | Exempt   | 2   |                  |               |               |                |
|            | 7922 Systems Analyst           | Professional | Exempt   | 2   |                  |               |               |                |
|            | 4619 Trust Administrator*      | Professional | Exempt   | 1   |                  |               |               |                |
| <b>C9</b>  |                                |              |          |     | <b>Annual</b>    | <b>62,733</b> | <b>78,416</b> | <b>99,932</b>  |
|            |                                |              |          |     | 2080 Hourly      | 30.160        | 37.700        | 48.044         |
|            | 3301 Assistant City Counselor* | Professional | Exempt   | 2   |                  |               |               |                |
|            | 7506 Nurse Practitioner        | Professional | Exempt   | 2   |                  |               |               |                |
|            | 6500 Pension Administrator     | Professional | Exempt   | 2   |                  |               |               |                |
| <b>C10</b> |                                |              |          |     | <b>Annual</b>    | <b>70,574</b> | <b>88,217</b> | <b>112,424</b> |
|            |                                |              |          |     | 2080 Hourly      | 33.930        | 42.412        | 54.050         |
| <b>C11</b> |                                |              |          |     | <b>Annual</b>    | <b>79,396</b> | <b>99,243</b> | <b>126,476</b> |
|            |                                |              |          |     | 2080 Hourly      | 38.171        | 47.713        | 60.806         |

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|-----------|--|------------|------------|-----|------------------|---------------|---------------|---------------|
| <b>D1</b> |  |            |            |     | <b>Annual</b>    | <b>26,073</b> | <b>31,287</b> | <b>38,692</b> |
|           |  |            |            |     | 2080 Hourly      | 12.535        | 15.042        | 18.602        |
| <b>D2</b> |  |            |            |     | <b>Annual</b>    | <b>28,679</b> | <b>34,416</b> | <b>42,561</b> |
|           |  |            |            |     | 2080 Hourly      | 13.788        | 16.546        | 20.462        |
| <b>D3</b> |  |            |            |     | <b>Annual</b>    | <b>31,547</b> | <b>37,858</b> | <b>46,819</b> |
|           |  |            |            |     | 2080 Hourly      | 15.167        | 18.201        | 22.509        |
| <b>D4</b> |  |            |            |     | <b>Annual</b>    | <b>34,703</b> | <b>41,644</b> | <b>51,499</b> |
|           |  |            |            |     | 2080 Hourly      | 16.684        | 20.021        | 24.759        |
|           | 2504 Bus Supervisor                      | Supervisor | Exempt     | 8   |                  |               |               |               |
|           | 1009 Information Center Supervisor       | Supervisor | Exempt     | 6   |                  |               |               |               |
| <b>D5</b> |  |            |            |     | <b>Annual</b>    | <b>37,394</b> | <b>45,808</b> | <b>57,475</b> |
|           |  |            |            |     | 2080 Hourly      | 17.978        | 22.023        | 27.632        |
|           | 1007 Administrative Supervisor           | Supervisor | Exempt     | 2   |                  |               |               |               |
|           | 7105 Animal Control Supervisor           | Supervisor | Exempt     | 8   |                  |               |               |               |
|           | 2002 Custodian Supervisor                | Supervisor | Exempt     | 8   |                  |               |               |               |
|           | 2112 Equipment Supervisor                | Supervisor | Exempt     | 7   |                  |               |               |               |
|           | 2417 Parks & Facilities Specialist       | Supervisor | Exempt     | 8   |                  |               |               |               |
|           | 3016 Property & Evidence Unit Supervisor | Supervisor | Exempt     | 6   |                  |               |               |               |
|           | 8520 Recreation Specialist               | Supervisor | Exempt     | 2   |                  |               |               |               |
|           | 2216 Solid Waste Supervisor I            | Supervisor | Exempt     | 7   |                  |               |               |               |
|           | 6103 Stores Supervisor                   | Supervisor | Exempt     | 6   |                  |               |               |               |
| <b>D6</b> |  |            |            |     | <b>Annual</b>    | <b>41,132</b> | <b>50,388</b> | <b>63,222</b> |
|           |  |            |            |     | 2080 Hourly      | 19.775        | 24.225        | 30.395        |
|           | 3295 Assistant to City Counselor         | Supervisor | Non-Exempt | 2   |                  |               |               |               |
|           | 8660 C.A.R.E. Program Supervisor         | Supervisor | Exempt     | 2   |                  |               |               |               |

City of Columbia, Missouri  
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| Pay Grade | Job Title   | Job Group  | Overtime   | EEO | Type of Pay Rate | Minimum       | Midpoint      | Maximum       |
|-----------|---|------------|------------|-----|------------------|---------------|---------------|---------------|
| <b>D6</b> |   |            |            |     | <b>Annual</b>    | <b>41,132</b> | <b>50,388</b> | <b>63,222</b> |
|           |   |            |            |     | 2080 Hourly      | 19.775        | 24.225        | 30.395        |
|           | 3403 Deputy Court Administrator*                  | Supervisor | Exempt     | 2   |                  |               |               |               |
|           | 5205 Forester                                     | Supervisor | Exempt     | 2   |                  |               |               |               |
|           | 2416 Golf Course Specialist                       | Supervisor | Non-Exempt | 2   |                  |               |               |               |
|           | 5203 Horticulturist                               | Supervisor | Exempt     | 2   |                  |               |               |               |
|           | 3024 Parking Supervisor                           | Supervisor | Exempt     | 8   |                  |               |               |               |
|           | 2306 Public Works Supervisor II                   | Supervisor | Exempt     | 7   |                  |               |               |               |
|           | 1008 Senior Administrative Supervisor             | Supervisor | Exempt     | 2   |                  |               |               |               |
|           | 2591 Sewer Supervisor                             | Supervisor | Exempt     | 7   |                  |               |               |               |
|           | 7302 Social Services Supervisor                   | Supervisor | Exempt     | 2   |                  |               |               |               |
|           | 2208 Solid Waste District Administrator*          | Supervisor | Exempt     | 2   |                  |               |               |               |
|           | 2217 Solid Waste Supervisor II                    | Supervisor | Exempt     | 7   |                  |               |               |               |
|           | 2418 Sports Turf Specialist                       | Supervisor | Non-Exempt | 7   |                  |               |               |               |
|           | 4320 Tourism Administrative Supervisor            | Supervisor | Exempt     | 2   |                  |               |               |               |
|           | 2616 Transload Operations Supervisor              | Supervisor | Non-Exempt | 7   |                  |               |               |               |
| <b>D7</b> |   |            |            |     | <b>Annual</b>    | <b>45,246</b> | <b>55,428</b> | <b>69,545</b> |
|           |   |            |            |     | 2080 Hourly      | 21.753        | 26.648        | 33.435        |
|           | 8762 Assistant to the Parks & Recreation Director | Supervisor | Exempt     | 2   |                  |               |               |               |
|           | 2407 Building & Grounds Supervisor                | Supervisor | Exempt     | 7   |                  |               |               |               |
|           | 2406 Construction Supervisor                      | Supervisor | Exempt     | 7   |                  |               |               |               |
|           | 1385 Customer Service Supervisor                  | Supervisor | Exempt     | 2   |                  |               |               |               |
|           | 7207 Environmental Public Health Supervisor       | Supervisor | Exempt     | 2   |                  |               |               |               |
|           | 4600 Human Resources Specialist                   | Supervisor | Exempt     | 2   |                  |               |               |               |
|           | 7405 Nutrition Supervisor                         | Supervisor | Exempt     | 2   |                  |               |               |               |
|           | 2415 Parks Supervisor                             | Supervisor | Exempt     | 2   |                  |               |               |               |

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|-----------|---|------------|------------|-----|------------------|---------------|---------------|---------------|
| <b>D7</b> |   |            |            |     | <b>Annual</b>    | <b>45,246</b> | <b>55,428</b> | <b>69,545</b> |
|           |   |            |            |     | 2080 Hourly      | 21.753        | 26.648        | 33.435        |
|           | 7375 Public Health Promotion Supervisor     | Supervisor | Exempt     | 2   |                  |               |               |               |
|           | 2307 Public Works Supervisor III            | Supervisor | Exempt     | 7   |                  |               |               |               |
|           | 8530 Recreation Supervisor                  | Supervisor | Exempt     | 2   |                  |               |               |               |
|           | 2428 Sewer Maintenance Supervisor           | Supervisor | Exempt     | 7   |                  |               |               |               |
|           | 2218 Solid Waste Supervisor III             | Supervisor | Exempt     | 7   |                  |               |               |               |
|           | 6105 Stores Superintendent                  | Supervisor | Exempt     | 1   |                  |               |               |               |
|           | 2585 Storm Water Supervisor                 | Supervisor | Exempt     | 7   |                  |               |               |               |
|           | 4302 Tourism Services Supervisor            | Supervisor | Exempt     | 2   |                  |               |               |               |
|           | 2505 Transportation Superintendent          | Supervisor | Exempt     | 1   |                  |               |               |               |
|           | 1210 Treasury Support Supervisor            | Supervisor | Exempt     | 2   |                  |               |               |               |
|           | 2434 Utility Locator Supervisor             | Supervisor | Exempt     | 7   |                  |               |               |               |
|           | 2426 Utility Maintenance Supervisor         | Supervisor | Exempt     | 7   |                  |               |               |               |
|           | 2104 Vehicle Maintenance Supervisor         | Supervisor | Exempt     | 7   |                  |               |               |               |
|           | 2614 Wastewater Operations Supervisor       | Supervisor | Exempt     | 7   |                  |               |               |               |
| <b>D8</b> |   |            |            |     | <b>Annual</b>    | <b>48,776</b> | <b>60,971</b> | <b>77,555</b> |
|           |   |            |            |     | 2080 Hourly      | 23.450        | 29.313        | 37.286        |
|           | 9911 Assistant to City Manager*             | Supervisor | Exempt     | 2   |                  |               |               |               |
|           | 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   |                  |               |               |               |
|           | 2317 Water Distribution Supervisor          | Supervisor | Exempt     | 7   |                  |               |               |               |

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|------------|--|------------|------------|-----|------------------|---------------|---------------|---------------|
| <b>D9</b>  |  |            |            |     | <b>Annual</b>    | <b>53,654</b> | <b>67,068</b> | <b>85,309</b> |
|            |  |            |            |     | 2080 Hourly      | 25.795        | 32.244        | 41.014        |
| 6201       | Accounting Supervisor*                         | Supervisor | Exempt     | 2   |                  |               |               |               |
| 7695       | CEC Supervisor                                 | Supervisor | Non-Exempt | 7   |                  |               |               |               |
| 2408       | Construction Project Supervisor                | Supervisor | Exempt     | 2   |                  |               |               |               |
| 2770       | Electric Services Superintendent               | Supervisor | Exempt     | 1   |                  |               |               |               |
| 2185       | GIS Supervisor                                 | Supervisor | Exempt     | 2   |                  |               |               |               |
| 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 Supervisor                    | Supervisor | Exempt     | 7   |                  |               |               |               |
| 7308       | Public Health Planning Supervisor              | Supervisor | Exempt     | 2   |                  |               |               |               |
| 2209       | Recovery Superintendent                        | Supervisor | Exempt     | 1   |                  |               |               |               |
| 8610       | Recreation & Community Programs 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   |                  |               |               |               |
| <b>D10</b> |  |            |            |     | <b>Annual</b>    | <b>59,020</b> | <b>73,773</b> | <b>93,841</b> |
|            |  |            |            |     | 2080 Hourly      | 28.375        | 35.468        | 45.116        |
| 6206       | Assistant Controller*                          | Supervisor | Exempt     | 2   |                  |               |               |               |
| 2635       | Assistant Power Production Superintendent      | Supervisor | Exempt     | 2   |                  |               |               |               |
| 2606       | Assistant WWTP Superintendent                  | Supervisor | Exempt     | 1   |                  |               |               |               |
| 6606       | Budget Supervisor*                             | Supervisor | Exempt     | 2   |                  |               |               |               |
| 3205       | Building Regulations Supervisor                | Supervisor | Exempt     | 1   |                  |               |               |               |

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|------------|---|------------|----------|-----|------------------|---------------|---------------|---------------|----------------|
| <b>D10</b> |   |            |          |     |                  | <b>Annual</b> | <b>59,020</b> | <b>73,773</b> | <b>93,841</b>  |
|            |   |            |          |     | 2080 Hourly      | 28.375        | 35.468        | 45.116        |                |
|            | 2450 Construction Project Superintendent            | Supervisor | Exempt   | 2   |                  |               |               |               |                |
|            | 7929 Infrastructure Supervisor                      | Supervisor | Exempt   | 2   |                  |               |               |               |                |
|            | 2730 Line Superintendent                            | Supervisor | Exempt   | 1   |                  |               |               |               |                |
|            | 2430 Sewer & Storm Water Maintenance Superintendent | Supervisor | Exempt   | 1   |                  |               |               |               |                |
|            | 2311 Street Maintenance Superintendent              | Supervisor | Exempt   | 1   |                  |               |               |               |                |
|            | 2337 Substation Repair Superintendent               | Supervisor | Exempt   | 1   |                  |               |               |               |                |
| <b>D11</b> |   |            |          |     |                  | <b>Annual</b> | <b>63,648</b> | <b>81,151</b> | <b>101,200</b> |
|            |   |            |          |     | 2080 Hourly      | 30.600        | 39.015        | 48.654        |                |
|            | 5109 Engineering Supervisor                         | Supervisor | Exempt   | 2   |                  |               |               |               |                |
|            | 2607 WWTP Superintendent                            | Supervisor | Exempt   | 1   |                  |               |               |               |                |
| <b>D12</b> |   |            |          |     |                  | <b>Annual</b> | <b>70,013</b> | <b>89,265</b> | <b>111,320</b> |
|            |   |            |          |     | 2080 Hourly      | 33.660        | 42.916        | 53.519        |                |

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|-----------|---|-----------|------------|-----|------------------|---------------|---------------|---------------|
| <b>E1</b> |   |           |            |     | <b>Annual</b>    | <b>36,406</b> | <b>45,508</b> | <b>57,832</b> |
|           |   |           |            |     | 2080 Hourly      | 17.503        | 21.879        | 27.804        |
| <b>E2</b> |   |           |            |     | <b>Annual</b>    | <b>40,048</b> | <b>50,059</b> | <b>63,617</b> |
|           |   |           |            |     | 2080 Hourly      | 19.254        | 24.067        | 30.585        |
|           | 8804 Deputy City Clerk*                 | Manager   | Non-Exempt | 6   |                  |               |               |               |
| <b>E3</b> |   |           |            |     | <b>Annual</b>    | <b>45,055</b> | <b>56,316</b> | <b>71,569</b> |
|           |   |           |            |     | 2080 Hourly      | 21.661        | 27.075        | 34.408        |
| <b>E4</b> |   |           |            |     | <b>Annual</b>    | <b>50,685</b> | <b>63,357</b> | <b>80,515</b> |
|           |   |           |            |     | 2080 Hourly      | 24.368        | 30.460        | 38.709        |
|           | 1020 Administrative Services Manager*   | Manager   | Exempt     | 1   |                  |               |               |               |
|           | 2385 Building Facilities Manager        | Manager   | Exempt     | 1   |                  |               |               |               |
|           | 6505 Business Services Manager          | Manager   | Exempt     | 1   |                  |               |               |               |
|           | 4799 Communications & Marketing Manager | Manager   | Exempt     | 1   |                  |               |               |               |
|           | 4629 Cultural Affairs Manager*          | Manager   | Exempt     | 1   |                  |               |               |               |
|           | 3975 Housing Programs Manager           | Manager   | Exempt     | 1   |                  |               |               |               |
|           | 2620 Railroad Operations Manager        | Manager   | Exempt     | 1   |                  |               |               |               |
|           | 9915 Sustainability Manager*            | Manager   | Exempt     | 1   |                  |               |               |               |
| <b>E5</b> |   |           |            |     | <b>Annual</b>    | <b>55,902</b> | <b>71,275</b> | <b>91,761</b> |
|           |   |           |            |     | 2080 Hourly      | 26.876        | 34.267        | 44.116        |
|           | 2556 Airport Manager                    | Manager   | Exempt     | 1   |                  |               |               |               |
|           | 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   |                  |               |               |               |
|           | 4622 Neighborhood Services Manager      | Manager   | Exempt     | 1   |                  |               |               |               |
|           | 6401 Purchasing Agent*                  | Manager   | Exempt     | 1   |                  |               |               |               |
|           | 6600 Risk Manager*                      | Manager   | Exempt     | 1   |                  |               |               |               |
|           | 4702 Transit & Parking Manager          | Manager   | Exempt     | 1   |                  |               |               |               |



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|-----------|------------|-----------|----------|-----|------------------|---------|----------|---------|
| 6700      | Treasurer* | Manager   | Exempt   | 1   |                  |         |          |         |

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|-----------|---|-----------|----------|-----|------------------|---------------|----------------|----------------|
| <b>E6</b> |   |           |          |     | <b>Annual</b>    | <b>62,891</b> | <b>80,186</b>  | <b>103,232</b> |
|           |   |           |          |     | 2080 Hourly      | 30.236        | 38.551         | 49.631         |
| 6605      | Budget Officer*                           | Manager   | Exempt   | 1   |                  |               |                |                |
| 6205      | Controller*                               | Manager   | Exempt   | 1   |                  |               |                |                |
| 4107      | Development Services Manager              | Manager   | Exempt   | 1   |                  |               |                |                |
| 2855      | Electric Distribution Manager             | Manager   | Exempt   | 1   |                  |               |                |                |
| 2125      | Geospatial Services Manager*              | Manager   | Exempt   | 1   |                  |               |                |                |
| 7926      | Information Technology 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   |                  |               |                |                |
| <b>E7</b> |   |           |          |     | <b>Annual</b>    | <b>72,324</b> | <b>92,215</b>  | <b>118,718</b> |
|           |   |           |          |     | 2080 Hourly      | 34.771        | 44.334         | 57.076         |
| 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   |                  |               |                |                |
| 5107      | Engineering & Operations Manager*         | Manager   | Exempt   | 1   |                  |               |                |                |
| 5108      | Engineering Manager                       | Manager   | Exempt   | 1   |                  |               |                |                |
| 7940      | PMO Manager*                              | Manager   | Exempt   | 1   |                  |               |                |                |
| 4514      | Utility Services Manager                  | Manager   | Exempt   | 1   |                  |               |                |                |
| <b>E8</b> |   |           |          |     | <b>Annual</b>    | <b>80,034</b> | <b>106,047</b> | <b>139,849</b> |
|           |   |           |          |     | 2080 Hourly      | 38.478        | 50.984         | 67.235         |
| 2980      | Assistant Director, City Utilities*       | Manager   | Exempt   | 1   |                  |               |                |                |
| 9928      | Assistant Director, Community Relations*  | Manager   | Exempt   | 1   |                  |               |                |                |
| 8901      | Assistant Director, Economic Development* | Manager   | Exempt   | 1   |                  |               |                |                |
| 6750      | Assistant Director, Finance*              | Manager   | Exempt   | 1   |                  |               |                |                |

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|--------------|------------------|--|------------------|-----------------|------------|-----------------|------------------|-----------------|----------------|
| <b>Grade</b> | <b>Job Title</b> |  | <b>Job Group</b> | <b>Overtime</b> | <b>EEO</b> | <b>Pay Rate</b> | <b>Minimum</b>   | <b>Midpoint</b> | <b>Maximum</b> |

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|-----------|--|-----------|----------|-----|------------------|---------------|----------------|----------------|
| <b>E8</b> |  |           |          |     | <b>Annual</b>    | <b>80,034</b> | <b>106,047</b> | <b>139,849</b> |
|           |  |           |          |     | 2080 Hourly      | 38.478        | 50.984         | 67.235         |
|           | 4606 Assistant Director, Human Resources*                | Manager   | Exempt   | 1   |                  |               |                |                |
|           | 7960 Assistant Director, Information Technology*         | Manager   | Exempt   | 1   |                  |               |                |                |
|           | 7680 Assistant Director, Public Health & Human Services* | Manager   | Exempt   | 1   |                  |               |                |                |
|           | 3408 Deputy City Counselor*                              | Manager   | Exempt   | 1   |                  |               |                |                |
|           | 3110 Deputy Fire Chief*                                  | Manager   | Exempt   | 1   |                  |               |                |                |
|           | 3006 Deputy Police Chief*                                | Manager   | Exempt   | 1   |                  |               |                |                |
| <b>E9</b> |  |           |          |     | <b>Annual</b>    | <b>92,040</b> | <b>121,952</b> | <b>160,826</b> |
|           |  |           |          |     | 2080 Hourly      | 44.250        | 58.631         | 77.320         |
|           | 9901 Assistant City Manager*                             | Manager   | Exempt   | 1   |                  |               |                |                |
|           | 8803 City Clerk*   | Charter   | Exempt   | 1   |                  |               |                |                |
|           | 3410 City Counselor*                                     | Director  | Exempt   | 1   |                  |               |                |                |
|           | 2990 Director, City Utilities*                           | Director  | Exempt   | 1   |                  |               |                |                |
|           | 4105 Director, Community Development*                    | Director  | Exempt   | 1   |                  |               |                |                |
|           | 9926 Director, Community Relations*                      | 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 Technology*                   | Director  | Exempt   | 1   |                  |               |                |                |
|           | 8970 Director, Parks & Recreation*                       | Director  | Exempt   | 1   |                  |               |                |                |
|           | 7700 Director, Public Health & Human Services*           | Director  | Exempt   | 1   |                  |               |                |                |
|           | 5901 Director, Public Works*                             | Director  | Exempt   | 1   |                  |               |                |                |

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|------------|---------------------------|-----------|----------|-----|------------------|----------------|----------------|----------------|
| <b>E9</b>  |                           |           |          |     | <b>Annual</b>    | <b>92,040</b>  | <b>121,952</b> | <b>160,826</b> |
|            |                           |           |          |     | 2080 Hourly      | 44.250         | 58.631         | 77.320         |
|            | 3108 Fire Chief*          | Director  | Exempt   | 1   |                  |                |                |                |
|            | 3401 Municipal Judge*     | Charter   | Exempt   | 1   |                  |                |                |                |
|            | 3007 Police Chief*        | Director  | Exempt   | 1   |                  |                |                |                |
| <b>E10</b> |                           |           |          |     | <b>Annual</b>    | <b>105,847</b> | <b>140,244</b> | <b>184,949</b> |
|            |                           |           |          |     | 2080 Hourly      | 50.888         | 67.425         | 88.918         |
|            | 9905 Deputy City Manager* | Manager   | Exempt   | 1   |                  |                |                |                |
| <b>E11</b> |                           |           |          |     | <b>Annual</b>    | <b>121,722</b> | <b>161,281</b> | <b>212,690</b> |
|            |                           |           |          |     | 2080 Hourly      | 58.520         | 77.539         | 102.255        |
|            | 9998 City Manager*        | Charter   | Exempt   | 1   |                  |                |                |                |

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| Pay Grade | Job Title                       | Job Group     | Overtime   | EEO | Type of Pay Rate | Minimum       | Midpoint      | Maximum       |
|-----------|---------------------------------|---------------|------------|-----|------------------|---------------|---------------|---------------|
| <b>F1</b> |                                 |               |            |     | <b>Annual</b>    | <b>30,137</b> | <b>36,165</b> | <b>44,809</b> |
|           |                                 |               |            |     | 2080 Hourly      | 14.489        | 17.387        | 21.543        |
| <b>F2</b> |                                 |               |            |     | <b>Annual</b>    | <b>32,396</b> | <b>38,877</b> | <b>48,169</b> |
|           |                                 |               |            |     | 2080 Hourly      | 15.575        | 18.691        | 23.158        |
|           | 3011 Community Service Aide     | Public Safety | Non-Exempt | 4   |                  |               |               |               |
| <b>F3</b> |                                 |               |            |     | <b>Annual</b>    | <b>34,828</b> | <b>41,793</b> | <b>51,782</b> |
|           |                                 |               |            |     | 2080 Hourly      | 16.744        | 20.093        | 24.895        |
| <b>F4</b> |                                 |               |            |     | <b>Annual</b>    | <b>38,309</b> | <b>45,972</b> | <b>56,959</b> |
|           |                                 |               |            |     | 2080 Hourly      | 18.418        | 22.102        | 27.384        |
|           |                                 |               |            |     | 2912 Hourly      | 13.156        | 15.787        | 19.560        |
|           | 2550 Airport Safety Officer     | Public Safety | Non-Exempt | 4   |                  |               |               |               |
|           | 3101 Firefighter I - 1055**     | Public Safety | Non-Exempt | 4   |                  |               |               |               |
|           | 8690 Park Ranger                | Public Safety | Non-Exempt | 4   |                  |               |               |               |
|           | 3000 Police Officer in Training | Public Safety | Non-Exempt | 4   |                  |               |               |               |
| <b>F5</b> |                                 |               |            |     | <b>Annual</b>    | <b>42,141</b> | <b>50,569</b> | <b>62,656</b> |
|           |                                 |               |            |     | 2080 Hourly      | 20.260        | 24.312        | 30.123        |
|           |                                 |               |            |     | 2912 Hourly      | 14.471        | 17.366        | 21.516        |
|           | 3102 Firefighter II - 1055**    | Public Safety | Non-Exempt | 4   |                  |               |               |               |
|           | 3001 Police Officer - CPOA      | Public Safety | Non-Exempt | 4   |                  |               |               |               |
| <b>F6</b> |                                 |               |            |     | <b>Annual</b>    | <b>46,355</b> | <b>55,625</b> | <b>68,921</b> |
|           |                                 |               |            |     | 2080 Hourly      | 22.286        | 26.743        | 33.135        |
|           |                                 |               |            |     | 2912 Hourly      | 15.919        | 19.102        | 23.668        |
|           | 3103 Fire Engineer - 1055**     | Public Safety | Non-Exempt | 4   |                  |               |               |               |
|           | 8689 Park Ranger Supervisor     | Public Safety | Non-Exempt | 3   |                  |               |               |               |

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| Pay Grade  | Job Title                              | Job Group     | Overtime   | EEO | Type of Pay Rate | Minimum       | Midpoint      | Maximum        |
|------------|--|---------------|------------|-----|------------------|---------------|---------------|----------------|
| <b>F7</b>  |  |               |            |     | <b>Annual</b>    | <b>48,951</b> | <b>61,189</b> | <b>73,426</b>  |
|            |  |               |            |     | 2080 Hourly      | 23.534        | 29.418        | 37.490         |
|            |  |               |            |     | 2912 Hourly      | 16.810        | 21.013        | 26.779         |
|            | 2555 Airport Operations Supervisor     | Public Safety | Exempt     | 3   |                  |               |               |                |
|            | 3104 Fire Lieutenant - 1055**          | Public Safety | Non-Exempt | 2   |                  |               |               |                |
| <b>F8</b>  |  |               |            |     | <b>Annual</b>    | <b>53,847</b> | <b>67,307</b> | <b>85,775</b>  |
|            |  |               |            |     | 2080 Hourly      | 25.888        | 32.359        | 41.238         |
|            |  |               |            |     | 2912 Hourly      | 18.491        | 23.114        | 29.456         |
|            | 3114 Assistant Fire Marshal - 1055     | Public Safety | Non-Exempt | 4   |                  |               |               |                |
|            | 3105 Fire Captain - 1055**             | Public Safety | Non-Exempt | 2   |                  |               |               |                |
|            | 3002 Police Sergeant - CPOA            | Public Safety | Non-Exempt | 3   |                  |               |               |                |
| <b>F9</b>  |  |               |            |     | <b>Annual</b>    | <b>59,230</b> | <b>74,038</b> | <b>94,355</b>  |
|            |  |               |            |     | 2080 Hourly      | 28.476        | 35.595        | 45.363         |
|            |  |               |            |     | 2912 Hourly      | 20.340        | 25.425        | 32.402         |
|            | 3107 Fire Battalion Chief**            | Public Safety | Exempt     | 2   |                  |               |               |                |
|            | 3115 Chief Training Officer**          | Public Safety | Exempt     | 2   |                  |               |               |                |
| <b>F10</b> |  |               |            |     | <b>Annual</b>    | <b>65,154</b> | <b>81,442</b> | <b>103,790</b> |
|            |  |               |            |     | 2080 Hourly      | 31.324        | 39.155        | 49.899         |
|            |  |               |            |     | 2912 Hourly      | 22.374        | 27.968        | 35.642         |
|            | 3106 Fire Division Chief**             | Public Safety | Exempt     | 1   |                  |               |               |                |
|            | 3003 Police Lieutenant - CPLA          | Public Safety | Exempt     | 2   |                  |               |               |                |
|            | 3010 Police Lieutenant - Unclassified* | Public Safety | Exempt     | 2   |                  |               |               |                |
| <b>F11</b> |  |               |            |     | <b>Annual</b>    | <b>71,668</b> | <b>89,586</b> | <b>114,169</b> |
|            |  |               |            |     | 2080 Hourly      | 34.456        | 43.070        | 54.889         |
| <b>F12</b> |  |               |            |     | <b>Annual</b>    | <b>78,836</b> | <b>98,544</b> | <b>125,586</b> |
|            |  |               |            |     | 2080 Hourly      | 37.902        | 47.377        | 60.378         |

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

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