

City of Columbia, Missouri  
 FY 2018 Classification and Pay Plan

printed 6/9/2018

Effective May 21, 2018

| Pay Grade | Job Title                                 | Job Group | Overtime   | EEO | Type of Pay Rate | Minimum       | Midpoint      | Maximum       |
|-----------|---|-----------|------------|-----|------------------|---------------|---------------|---------------|
| <b>A1</b> |   |           |            |     | <b>Annual</b>    | <b>19,021</b> | <b>22,350</b> | <b>25,679</b> |
|           |   |           |            |     | 2080 Hourly      | 9.145         | 10.745        | 12.346        |
| <b>A2</b> |   |           |            |     | <b>Annual</b>    | <b>19,972</b> | <b>23,468</b> | <b>26,963</b> |
|           |   |           |            |     | 2080 Hourly      | 9.602         | 11.283        | 12.963        |
| <b>A3</b> |   |           |            |     | <b>Annual</b>    | <b>20,971</b> | <b>24,641</b> | <b>28,311</b> |
|           |   |           |            |     | 2080 Hourly      | 10.082        | 11.847        | 13.611        |
| <b>A4</b> |   |           |            |     | <b>Annual</b>    | <b>22,544</b> | <b>26,489</b> | <b>30,434</b> |
|           |   |           |            |     | 2080 Hourly      | 10.838        | 12.735        | 14.632        |
|           | 2001 Custodian                            | Operator  | Non-Exempt | 8   |                  |               |               |               |
|           | 2003 Custodian - 773                      | Operator  | Non-Exempt | 8   |                  |               |               |               |
|           | 2220 Traffic Control Operator - 773       | Operator  | Non-Exempt | 8   |                  |               |               |               |
| <b>A5</b> |   |           |            |     | <b>Annual</b>    | <b>24,235</b> | <b>28,476</b> | <b>32,717</b> |
|           |   |           |            |     | 2080 Hourly      | 11.651        | 13.690        | 15.729        |
|           | 2210 Material Handler - 773               | Operator  | Non-Exempt | 8   |                  |               |               |               |
|           | 6101 Storeroom Assistant - W&L            | Operator  | Non-Exempt | 6   |                  |               |               |               |
|           | 6104 Storeroom Assistant - 773            | Operator  | Non-Exempt | 6   |                  |               |               |               |
| <b>A6</b> |   |           |            |     | <b>Annual</b>    | <b>26,052</b> | <b>30,611</b> | <b>35,170</b> |
|           |   |           |            |     | 2080 Hourly      | 12.525        | 14.717        | 16.909        |
|           | 7810 Document Support Services Clerk      | Operator  | Non-Exempt | 8   |                  |               |               |               |
|           | 2299 Equipment Operator I - 773           | Operator  | Non-Exempt | 7   |                  |               |               |               |
|           | 2301 Equipment Operator I - W&L           | Operator  | Non-Exempt | 7   |                  |               |               |               |
|           | 2397 Maintenance Assistant - 773          | Operator  | Non-Exempt | 8   |                  |               |               |               |
|           | 2870 Meter Reader - W&L                   | Operator  | Non-Exempt | 8   |                  |               |               |               |
|           | 3018 Parking Meter Repair Assistant - 773 | Operator  | Non-Exempt | 8   |                  |               |               |               |
|           | 2212 Refuse Collector I - 773             | Operator  | Non-Exempt | 8   |                  |               |               |               |
| <b>A7</b> |   |           |            |     | <b>Annual</b>    | <b>28,657</b> | <b>33,672</b> | <b>38,687</b> |
|           |   |           |            |     | 2080 Hourly      | 13.777        | 16.188        | 18.600        |
|           | 2502 Bus Driver-773                       | Operator  | Non-Exempt | 8   |                  |               |               |               |
|           | 2780 Consulting Utility Forester - W&L    | Operator  | Non-Exempt | 7   |                  |               |               |               |

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| <b>A7</b> |   |            |            |     | <b>Annual</b>    | <b>28,657</b> | <b>33,672</b> | <b>38,687</b> |
|           |   |            |            |     | 2080 Hourly      | 13.777        | 16.188        | 18.600        |
|           | 2300 Equipment Operator II - 773                  | Operator   | Non-Exempt | 7   |                  |               |               |               |
|           | 2302 Equipment Operator II - W&L                  | Operator   | Non-Exempt | 7   |                  |               |               |               |
|           | 2395 Maintenance Associate - 773                  | Technician | Non-Exempt | 8   |                  |               |               |               |
|           | 3032 Parking Meter Repair Technician - 773        | Technician | Non-Exempt | 7   |                  |               |               |               |
|           | 2213 Refuse Collector II - 773                    | Operator   | Non-Exempt | 8   |                  |               |               |               |
|           | 2880 Utility Service Worker - W&L                 | Operator   | Non-Exempt | 7   |                  |               |               |               |
|           | 2102 Vehicle Service Worker - 773                 | Operator   | Non-Exempt | 7   |                  |               |               |               |
| <b>A8</b> |   |            |            |     | <b>Annual</b>    | <b>31,523</b> | <b>37,040</b> | <b>42,556</b> |
|           |   |            |            |     | 2080 Hourly      | 15.155        | 17.808        | 20.460        |
|           | 7101 Animal Control Officer                       | Technician | Non-Exempt | 8   |                  |               |               |               |
|           | 2631 Associate Power Plant Operator - W&L         | Operator   | Non-Exempt | 7   |                  |               |               |               |
|           | 2390 Building Maintenance Mechanic - 773          | Technician | Non-Exempt | 7   |                  |               |               |               |
|           | 2380 Construction Mechanic - 773                  | Operator   | Non-Exempt | 7   |                  |               |               |               |
|           | 2375 Equipment Mechanic - 773                     | Technician | Non-Exempt | 7   |                  |               |               |               |
|           | 2503 Lead Bus Driver - 773                        | Operator   | Non-Exempt | 8   |                  |               |               |               |
|           | 2883 Lead Utility Service Worker - W&L            | Operator   | Non-Exempt | 7   |                  |               |               |               |
|           | 3021 Parking Enforcement Agent                    | Operator   | Non-Exempt | 8   |                  |               |               |               |
|           | 2412 Parks & Grounds Technician - 773             | Technician | Non-Exempt | 8   |                  |               |               |               |
|           | 2874 Senior Meter Reader - W&L                    | Technician | Non-Exempt | 8   |                  |               |               |               |
|           | 2431 Utility Locator - W&L                        | Operator   | Non-Exempt | 7   |                  |               |               |               |
|           | 2296 Water Distribution Operator – W&L            | Technician | Non-Exempt | 7   |                  |               |               |               |
|           | 2641 Water Treatment Plant Operator I - W&L       | Technician | Non-Exempt | 7   |                  |               |               |               |
|           | 2601 WWTP Operator - 773                          | Technician | Non-Exempt | 7   |                  |               |               |               |
| <b>A9</b> |   |            |            |     | <b>Annual</b>    | <b>33,260</b> | <b>40,744</b> | <b>48,227</b> |
|           |   |            |            |     | 2080 Hourly      | 15.990        | 19.588        | 23.186        |
|           | 5000 Associate Engineering Technician             | Technician | Non-Exempt | 3   |                  |               |               |               |
|           | 2419 Associate Utility Maintenance Mechanic - 773 | Operator   | Non-Exempt | 7   |                  |               |               |               |

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|------------|---|------------|------------|-----|------------------|---------------|---------------|---------------|
| <b>A9</b>  |   |            |            |     | <b>Annual</b>    | <b>33,260</b> | <b>40,744</b> | <b>48,227</b> |
|            |   |            |            |     | 2080 Hourly      | 15.990        | 19.588        | 23.186        |
|            | 2422 Associate Utility Maintenance Mechanic - W&L | Operator   | Non-Exempt | 7   |                  |               |               |               |
|            | 9933 Audio Visual Technician                      | Technician | Non-Exempt | 3   |                  |               |               |               |
|            | 2379 Construction Technician - 773                | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 2222 Container Maintenance Technician - 773       | Technician | Non-Exempt | 8   |                  |               |               |               |
|            | 4995 Data Technician                              | Technician | Non-Exempt | 5   |                  |               |               |               |
|            | 2860 Electronic Data Specialist - W&L             | Technician | Non-Exempt | 6   |                  |               |               |               |
|            | 2298 Equipment Operator III - W&L                 | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 2303 Equipment Operator III - 773                 | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 5040 Laboratory Technician - 773                  | Technician | Non-Exempt | 3   |                  |               |               |               |
|            | 5041 Laboratory Technician - W&L                  | Technician | Non-Exempt | 3   |                  |               |               |               |
|            | 3022 Lead Parking Enforcement Agent               | Operator   | Non-Exempt | 8   |                  |               |               |               |
|            | 2404 Maintenance Mechanic -773                    | Operator   | Non-Exempt | 7   |                  |               |               |               |
|            | 2396 Maintenance Technician - 773                 | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 2626 Railroad Operator                            | Technician | Non-Exempt | 8   |                  |               |               |               |
|            | 2214 Senior Refuse Collector - 773                | Operator   | Non-Exempt | 8   |                  |               |               |               |
|            | 3034 Sign Technician - 773                        | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 2297 Water Distribution Lead Operator - W&L       | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 2312 Water Distribution Technician - W&L          | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 2642 Water Treatment Plant Operator II - W&L      | Technician | Non-Exempt | 7   |                  |               |               |               |
| <b>A10</b> |   |            |            |     | <b>Annual</b>    | <b>36,586</b> | <b>44,818</b> | <b>53,050</b> |
|            |   |            |            |     | 2080 Hourly      | 17.589        | 21.547        | 25.505        |
|            | 1215 Billing Auditor                              | Technician | Non-Exempt | 6   |                  |               |               |               |
|            | 7920 Computer Support Technician                  | Technician | Non-Exempt | 3   |                  |               |               |               |
|            | 2405 Construction Specialist - 773                | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 4997 Design Drafter                               | Technician | Non-Exempt | 3   |                  |               |               |               |
|            | 2801 Electric Meter Repair Worker - W&L           | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 2411 Electrician - 773                            | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 4521 Energy Technician                            | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 5003 Engineering Technician                       | Technician | Non-Exempt | 3   |                  |               |               |               |
|            | 1402 Human Resources Technician                   | Technician | Non-Exempt | 5   |                  |               |               |               |

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Effective May 21, 2018

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|------------|---|------------|------------|-----|---------------|---------------|---------------|---------------|
|            |   |            |            |     | Pay Rate      | Minimum       | Midpoint      | Maximum       |
| <b>A10</b> |   |            |            |     | <b>Annual</b> | <b>36,586</b> | <b>44,818</b> | <b>53,050</b> |
|            |   |            |            |     | 2080 Hourly   | 17.589        | 21.547        | 25.505        |
|            | 2884 Jet Lead Operator - 773                  | Technician | Non-Exempt | 7   |               |               |               |               |
|            | 2781 Lead Consulting Utility Forester - W&L   | Operator   | Non-Exempt | 7   |               |               |               |               |
|            | 2877 Lead Meter Reader - W&L                  | Technician | Non-Exempt | 8   |               |               |               |               |
|            | 2403 Maintenance Specialist - 773             | Technician | Non-Exempt | 7   |               |               |               |               |
|            | 2370 Parks & Grounds Specialist - 773         | Technician | Non-Exempt | 7   |               |               |               |               |
|            | 4102 Plan Reviewer                            | Technician | Non-Exempt | 3   |               |               |               |               |
|            | 2694 Power Plant Operator - W&L               | Operator   | Non-Exempt | 7   |               |               |               |               |
|            | 4998 Project Compliance Inspector             | Technician | Non-Exempt | 1   |               |               |               |               |
|            | 2410 Railroad Maintenance Specialist          | Technician | Non-Exempt | 7   |               |               |               |               |
|            | 2590 Sewer Utility Lead Operator - 773        | Technician | Non-Exempt | 7   |               |               |               |               |
|            | 3033 Traffic Signal Technician                | Technician | Non-Exempt | 7   |               |               |               |               |
|            | 2432 Utility Locator Foreman - W&L            | Technician | Non-Exempt | 7   |               |               |               |               |
|            | 2425 Utility Maintenance Mechanic - W&L       | Technician | Non-Exempt | 7   |               |               |               |               |
|            | 2429 Utility Maintenance Mechanic - 773       | Technician | Non-Exempt | 7   |               |               |               |               |
|            | 2107 Vehicle Mechanic - 773                   | Technician | Non-Exempt | 7   |               |               |               |               |
|            | 2314 Water Distribution Foreman - W&L         | Technician | Non-Exempt | 7   |               |               |               |               |
|            | 2643 Water Treatment Plant Operator III - W&L | Technician | Non-Exempt | 7   |               |               |               |               |
|            | 2885 Wetlands Lead Operator - 773             | Technician | Non-Exempt | 7   |               |               |               |               |
| <b>A11</b> |   |            |            |     | <b>Annual</b> | <b>41,159</b> | <b>50,420</b> | <b>59,681</b> |
|            |   |            |            |     | 2080 Hourly   | 19.788        | 24.240        | 28.693        |
|            | 2160 Addressing Specialist                    | Technician | Non-Exempt | 3   |               |               |               |               |
|            | 2400 Airport Maintenance Foreman              | Technician | Non-Exempt | 7   |               |               |               |               |
|            | 5022 Assistant City Land Surveyor             | Technician | Non-Exempt | 2   |               |               |               |               |
|            | 3202 Building Inspector                       | Technician | Non-Exempt | 1   |               |               |               |               |
|            | 2320 CCTV Technician - 773                    | Technician | Non-Exempt | 7   |               |               |               |               |
|            | 4650 Code Enforcement Specialist              | Technician | Non-Exempt | 1   |               |               |               |               |
|            | 3960 Housing Specialist                       | Technician | Non-Exempt | 5   |               |               |               |               |
|            | 2324 Instrument Technician - 773              | Technician | Non-Exempt | 7   |               |               |               |               |
|            | 2325 Instrument Technician - W&L              | Technician | Non-Exempt | 7   |               |               |               |               |

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|------------|---|------------|------------|-----|---------------|---------------|---------------|---------------|
|            |   |            |            |     | Pay Rate      | Minimum       | Midpoint      | Maximum       |
| <b>A11</b> |   |            |            |     | <b>Annual</b> | <b>41,159</b> | <b>50,420</b> | <b>59,681</b> |
|            |   |            |            |     | 2080 Hourly   | 19.788        | 24.240        | 28.693        |
|            | 4999 Pretreatment Inspector                     | Technician | Non-Exempt | 3   |               |               |               |               |
|            | 2394 Senior Building Maintenance Mechanic - 773 | Technician | Non-Exempt | 7   |               |               |               |               |
|            | 5004 Senior Engineering Technician              | Technician | Non-Exempt | 3   |               |               |               |               |
|            | 2420 Senior Utility Maintenance Mechanic - 773  | Technician | Non-Exempt | 7   |               |               |               |               |
|            | 2421 Senior Utility Maintenance Mechanic - W&L  | Technician | Non-Exempt | 7   |               |               |               |               |
|            | 2438 Sewer Technician                           | Technician | Exempt     | 3   |               |               |               |               |
|            | 2582 Storm Water MS4 Technician                 | Technician | Exempt     | 3   |               |               |               |               |
|            | 9934 Video Engineering Specialist               | Technician | Non-Exempt | 3   |               |               |               |               |
|            | 5006 Water Inspection Foreman - W&L             | Technician | Non-Exempt | 3   |               |               |               |               |
| <b>A12</b> |   |            |            |     | <b>Annual</b> | <b>46,304</b> | <b>56,723</b> | <b>67,141</b> |
|            |   |            |            |     | 2080 Hourly   | 22.262        | 27.271        | 32.279        |
|            | 2630 Apprentice Balancing Authority Operator    | Technician | Non-Exempt | 8   |               |               |               |               |
|            | 2330 Apprentice Communication Technician - W&L  | Technician | Non-Exempt | 8   |               |               |               |               |
|            | 2701 Apprentice Lineworker - W&L                | Technician | Non-Exempt | 8   |               |               |               |               |
|            | 2333 Apprentice Substation Technician - W&L     | Technician | Non-Exempt | 8   |               |               |               |               |
|            | 7693 Biogas Plant Technician - W&L              | Technician | Non-Exempt | 7   |               |               |               |               |
|            | 7692 CEC Technician - W&L                       | Technician | Non-Exempt | 7   |               |               |               |               |
|            | 2851 Electric Distribution Coordinator          | Technician | Non-Exempt | 7   |               |               |               |               |
|            | 2803 Lead Electric Meter Repair Worker - W&L    | Technician | Non-Exempt | 7   |               |               |               |               |
|            | 2695 Lead Power Plant Operator - W&L            | Technician | Non-Exempt | 7   |               |               |               |               |
|            | 4996 Lead Project Compliance Inspector          | Technician | Non-Exempt | 1   |               |               |               |               |
|            | 5013 Right of Way Technician                    | Technician | Exempt     | 3   |               |               |               |               |
|            | 3203 Senior Building Inspector                  | Technician | Non-Exempt | 1   |               |               |               |               |
|            | 4652 Senior Code Enforcement Specialist         | Technician | Non-Exempt | 1   |               |               |               |               |

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|------------|--|------------|------------|-----|------------------|---------------|---------------|---------------|
| <b>A13</b> |  |            |            |     | <b>Annual</b>    | <b>52,092</b> | <b>63,813</b> | <b>75,534</b> |
|            |  |            |            |     | 2080 Hourly      | 25.044        | 30.679        | 36.314        |
|            | 2331 Journeyman Communication Technician - W&L   | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 2703 Journeyman Lineworker - W&L                 | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 2334 Journeyman Substation Technician - W&L      | 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>71,790</b> | <b>84,976</b> |
|            |  |            |            |     | 2080 Hourly      | 28.175        | 34.514        | 40.854        |
|            | 2332 Communication Technician Foreman - W&L      | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 2706 Line Foreman - W&L                          | Technician | Non-Exempt | 7   |                  |               |               |               |
|            | 2888 NERC Compliance Officer                     | Technician | Exempt     | 2   |                  |               |               |               |
|            | 2335 Substation Technician Foreman - W&L         | Technician | Non-Exempt | 7   |                  |               |               |               |

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|-----------|--|-----------|------------|-----|------------------|---------------|---------------|---------------|
| <b>B1</b> |  |           |            |     | <b>Annual</b>    | <b>18,937</b> | <b>22,725</b> | <b>26,512</b> |
|           | 1201 Cashier                                 | Clerical  | Non-Exempt | 6   | 2080 Hourly      | 9.104         | 10.925        | 12.746        |
| <b>B2</b> |  |           |            |     | <b>Annual</b>    | <b>20,358</b> | <b>24,429</b> | <b>28,501</b> |
|           |  |           |            |     | 2080 Hourly      | 9.788         | 11.745        | 13.702        |
| <b>B3</b> |  |           |            |     | <b>Annual</b>    | <b>21,884</b> | <b>26,261</b> | <b>30,638</b> |
|           | 1200 Lead Cashier                            | Clerical  | Non-Exempt | 5   | 2080 Hourly      | 10.521        | 12.625        | 14.730        |
| <b>B4</b> |  |           |            |     | <b>Annual</b>    | <b>23,526</b> | <b>28,231</b> | <b>32,936</b> |
|           | 8510 Recreation Leader                       | Clerical  | Non-Exempt | 5   | 2080 Hourly      | 11.311        | 13.573        | 15.835        |
| <b>B5</b> |  |           |            |     | <b>Annual</b>    | <b>25,878</b> | <b>31,054</b> | <b>36,230</b> |
|           |  |           |            |     | 2080 Hourly      | 12.441        | 14.930        | 17.418        |
|           | 1005 Administrative Support Assistant        | Clerical  | Non-Exempt | 6   |                  |               |               |               |
|           | 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 - W&L                      | Clerical  | Non-Exempt | 6   |                  |               |               |               |
|           | 7451 WIC Office Specialist                   | Clerical  | Non-Exempt | 6   |                  |               |               |               |
| <b>B6</b> |  |           |            |     | <b>Annual</b>    | <b>28,466</b> | <b>34,159</b> | <b>39,853</b> |
|           |  |           |            |     | 2080 Hourly      | 13.686        | 16.423        | 19.160        |
|           | 1213 Customer Service Rep II                 | Clerical  | Non-Exempt | 6   |                  |               |               |               |
|           | 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>31,313</b> | <b>37,575</b> | <b>43,838</b> |
|           |  |           |            |     | 2080 Hourly      | 15.054        | 18.065        | 21.076        |
|           | 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>49,318</b> |
|            |                                |           |            |     | 2080 Hourly      | 16.936        | 20.323        | 23.711        |
|            | 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>47,556</b> | <b>55,482</b> |
|            |                                |           |            |     | 2080 Hourly      | 19.053        | 22.863        | 26.674        |
| <b>B10</b> |                                |           |            |     | <b>Annual</b>    | <b>44,584</b> | <b>53,501</b> | <b>62,418</b> |
|            |                                |           |            |     | 2080 Hourly      | 21.435        | 25.722        | 30.009        |



City of Columbia, Missouri  
 FY 2018 Classification and Pay Plan

printed 6/9/2018

Effective May 21, 2018

| Pay Grade | Job Title                                  | Job Group    | Overtime   | EEO | Type of Pay Rate | Minimum       | Midpoint      | Maximum       |
|-----------|--|--------------|------------|-----|------------------|---------------|---------------|---------------|
| <b>C1</b> |  |              |            |     | <b>Annual</b>    | <b>26,047</b> | <b>31,256</b> | <b>36,466</b> |
|           |  |              |            |     | 2080 Hourly      | 12.523        | 15.027        | 17.532        |
| <b>C2</b> |  |              |            |     | <b>Annual</b>    | <b>28,652</b> | <b>34,382</b> | <b>40,112</b> |
|           |  |              |            |     | 2080 Hourly      | 13.775        | 16.530        | 19.285        |
| <b>C3</b> |  |              |            |     | <b>Annual</b>    | <b>32,233</b> | <b>38,680</b> | <b>45,127</b> |
|           |  |              |            |     | 2080 Hourly      | 15.497        | 18.596        | 21.696        |
|           | 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>43,515</b> | <b>51,507</b> |
|           |  |              |            |     | 2080 Hourly      | 17.078        | 20.921        | 24.763        |
|           | 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 Videographer                          | Specialist   | Non-Exempt | 2   |                  |               |               |               |
|           | 4615 Volunteer Program Specialist          | Specialist   | Non-Exempt | 2   |                  |               |               |               |
|           | 4533 Waste Minimization Coordinator        | Specialist   | Non-Exempt | 2   |                  |               |               |               |
|           | 4580 Wellness Educator                     | Specialist   | Exempt     | 2   |                  |               |               |               |
| <b>C5</b> |  |              |            |     | <b>Annual</b>    | <b>39,963</b> | <b>48,954</b> | <b>57,946</b> |
|           |  |              |            |     | 2080 Hourly      | 19.213        | 23.536        | 27.859        |
|           | 6207 Accountant II                         | Professional | Exempt     | 2   |                  |               |               |               |
|           | 7309 Communicable Disease Specialist       | Professional | Non-Exempt | 2   |                  |               |               |               |

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City of Columbia, Missouri  
 FY 2018 Classification and Pay Plan

printed 6/9/2018

Effective May 21, 2018

| Pay Grade | Job Title                              | Job Group    | Overtime   | EEO | Type of Pay Rate | Minimum       | Midpoint      | Maximum       |
|-----------|--|--------------|------------|-----|------------------|---------------|---------------|---------------|
| <b>C5</b> |  |              |            |     | <b>Annual</b>    | <b>39,963</b> | <b>48,954</b> | <b>57,946</b> |
|           |  |              |            |     | 2080 Hourly      | 19.213        | 23.536        | 27.859        |
| 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>44,958</b> | <b>55,074</b> | <b>65,189</b> |
|           |  |              |            |     | 2080 Hourly      | 21.614        | 26.478        | 31.341        |
| 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   |                  |               |               |               |
| 7928      | Junior System Administrator            | Specialist   | Non-Exempt | 5   |                  |               |               |               |

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City of Columbia, Missouri  
 FY 2018 Classification and Pay Plan

printed 6/9/2018

Effective May 21, 2018

| Pay Grade | Job Title                               | Job Group    | Overtime   | EEO | Type of Pay Rate | Pay Range     |               |               |               |
|-----------|---|--------------|------------|-----|------------------|---------------|---------------|---------------|---------------|
|           |   |              |            |     |                  | Minimum       | Midpoint      | Maximum       |               |
| <b>C6</b> |   |              |            |     |                  | <b>Annual</b> | <b>44,958</b> | <b>55,074</b> | <b>65,189</b> |
|           |   |              |            |     |                  | 2080 Hourly   | 21.614        | 26.478        | 31.341        |
| 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   |                  |               |               |               |               |
| 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>61,958</b> | <b>74,349</b> |
|           |   |              |            |     |                  | 2080 Hourly   | 23.830        | 29.788        | 35.745        |
| 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   |                  |               |               |               |               |

City of Columbia, Missouri  
 FY 2018 Classification and Pay Plan

printed 6/9/2018

Effective May 21, 2018

| Pay Grade  | Job Title                 | Job Group    | Overtime | EEO | Type of Pay Rate | Minimum       | Midpoint      | Maximum        |
|------------|---------------------------|--------------|----------|-----|------------------|---------------|---------------|----------------|
| <b>C8</b>  |                           |              |          |     | <b>Annual</b>    | <b>55,762</b> | <b>69,702</b> | <b>83,643</b>  |
|            |                           |              |          |     | 2080 Hourly      | 26.809        | 33.511        | 40.213         |
| 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>62,732</b> | <b>78,415</b> | <b>94,098</b>  |
|            |                           |              |          |     | 2080 Hourly      | 30.160        | 37.700        | 45.239         |
| 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>105,861</b> |
|            |                           |              |          |     | 2080 Hourly      | 33.930        | 42.412        | 50.895         |
| <b>C11</b> |                           |              |          |     | <b>Annual</b>    | <b>79,395</b> | <b>99,244</b> | <b>119,093</b> |
|            |                           |              |          |     | 2080 Hourly      | 38.171        | 47.713        | 57.256         |

\* Denotes Unclassified Employee

City of Columbia, Missouri  
 FY 2018 Classification and Pay Plan

printed 6/9/2018

Effective May 21, 2018

| Pay Grade | Job Title                                | Job Group  | Overtime   | EEO | Type of Pay Rate | Minimum       | Midpoint      | Maximum       |
|-----------|--|------------|------------|-----|------------------|---------------|---------------|---------------|
| <b>D1</b> |  |            |            |     | <b>Annual</b>    | <b>26,073</b> | <b>31,287</b> | <b>36,502</b> |
|           |  |            |            |     | 2080 Hourly      | 12.535        | 15.042        | 17.549        |
| <b>D2</b> |  |            |            |     | <b>Annual</b>    | <b>28,680</b> | <b>34,416</b> | <b>40,152</b> |
|           |  |            |            |     | 2080 Hourly      | 13.788        | 16.546        | 19.304        |
| <b>D3</b> |  |            |            |     | <b>Annual</b>    | <b>31,548</b> | <b>37,858</b> | <b>44,167</b> |
|           |  |            |            |     | 2080 Hourly      | 15.167        | 18.201        | 21.234        |
| <b>D4</b> |  |            |            |     | <b>Annual</b>    | <b>34,703</b> | <b>41,643</b> | <b>48,584</b> |
|           |  |            |            |     | 2080 Hourly      | 16.684        | 20.021        | 23.358        |
|           | 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>54,221</b> |
|           |  |            |            |     | 2080 Hourly      | 17.978        | 22.023        | 26.068        |
|           | 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   |                  |               |               |               |
|           | 6103 Stores Supervisor                   | Supervisor | Exempt     | 6   |                  |               |               |               |
| <b>D6</b> |  |            |            |     | <b>Annual</b>    | <b>41,133</b> | <b>50,388</b> | <b>59,643</b> |
|           |  |            |            |     | 2080 Hourly      | 19.775        | 24.225        | 28.675        |
|           | 3295 Assistant to City Counselor         | Supervisor | Non-Exempt | 2   |                  |               |               |               |
|           | 8660 C.A.R.E. Program Supervisor         | Supervisor | Exempt     | 2   |                  |               |               |               |

**City of Columbia, Missouri**  
**FY 2018 Classification and Pay Plan**

printed 6/9/2018

**Effective May 21, 2018**

| Pay Grade | Job Title                                    | Job Group  | Overtime   | EEO | Type of       | Pay Range     |               |               |
|-----------|--|------------|------------|-----|---------------|---------------|---------------|---------------|
|           |  |            |            |     | Pay Rate      | Minimum       | Midpoint      | Maximum       |
| <b>D6</b> |  |            |            |     | <b>Annual</b> | <b>41,133</b> | <b>50,388</b> | <b>59,643</b> |
|           |  |            |            |     | 2080 Hourly   | 19.775        | 24.225        | 28.675        |
| 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>45,247</b> | <b>55,427</b> | <b>65,608</b> |
|           |  |            |            |     | 2080 Hourly   | 21.753        | 26.648        | 31.542        |
| 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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City of Columbia, Missouri  
 FY 2018 Classification and Pay Plan

printed 6/9/2018

Effective May 21, 2018

| Pay Grade | Job Title                              | Job Group  | Overtime   | EEO | Type of       | Pay Range     |               |               |
|-----------|--|------------|------------|-----|---------------|---------------|---------------|---------------|
|           |  |            |            |     | Pay Rate      | Minimum       | Midpoint      | Maximum       |
| <b>D7</b> |  |            |            |     | <b>Annual</b> | <b>45,247</b> | <b>55,427</b> | <b>65,608</b> |
|           |  |            |            |     | 2080 Hourly   | 21.753        | 26.648        | 31.542        |
| 7375      | Public Health Promotion Supervisor     | Supervisor | Exempt     | 2   |               |               |               |               |
| 2307      | Public Works Supervisor III            | Supervisor | Exempt     | 7   |               |               |               |               |
| 8530      | Recreation Supervisor                  | Supervisor | Exempt     | 2   |               |               |               |               |
| 6307      | Senior Procurement Officer             | 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>60,970</b> | <b>73,164</b> |
|           |  |            |            |     | 2080 Hourly   | 23.450        | 29.313        | 35.175        |
| 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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City of Columbia, Missouri  
 FY 2018 Classification and Pay Plan

printed 6/9/2018

Effective May 21, 2018

| Pay Grade  | Job Title                                      | Job Group  | Overtime   | EEO | Type of Pay Rate | Minimum       | Midpoint      | Maximum       |
|------------|--|------------|------------|-----|------------------|---------------|---------------|---------------|
| <b>D9</b>  |  |            |            |     | <b>Annual</b>    | <b>53,654</b> | <b>67,067</b> | <b>80,480</b> |
|            |  |            |            |     | 2080 Hourly      | 25.795        | 32.244        | 38.692        |
| 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>59,019</b> | <b>73,774</b> | <b>88,528</b> |
|            |  |            |            |     | 2080 Hourly      | 28.375        | 35.468        | 42.562        |
| 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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**City of Columbia, Missouri  
FY 2018 Classification and Pay Plan**

printed 6/9/2018

**Effective May 21, 2018**

| <b>Pay Grade</b> | <b>Job Title</b>                                    | <b>Job Group</b> | <b>Overtime</b> | <b>EEO</b> | <b>Type of Pay Rate</b> | <b>Pay Range</b> |                 |                |
|------------------|---|------------------|-----------------|------------|-------------------------|------------------|-----------------|----------------|
|                  |   |                  |                 |            |                         | <b>Minimum</b>   | <b>Midpoint</b> | <b>Maximum</b> |
| <b>D10</b>       |   |                  |                 |            | <b>Annual</b>           | <b>59,019</b>    | <b>73,774</b>   | <b>88,528</b>  |
|                  |   |                  |                 |            | 2080 Hourly             | 28.375           | 35.468          | 42.562         |
|                  | 2450 Construction Project Superintendent            | 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>98,654</b>  |
|                  |   |                  |                 |            | 2080 Hourly             | 30.600           | 39.015          | 47.430         |
|                  | 5109 Engineering Supervisor                         | Supervisor       | Exempt          | 2          |                         |                  |                 |                |
|                  | 2607 WWTP Superintendent                            | Supervisor       | Exempt          | 1          |                         |                  |                 |                |
| <b>D12</b>       |   |                  |                 |            | <b>Annual</b>           | <b>70,013</b>    | <b>89,266</b>   | <b>108,520</b> |
|                  |   |                  |                 |            | 2080 Hourly             | 33.660           | 42.916          | 52.173         |

City of Columbia, Missouri  
 FY 2018 Classification and Pay Plan

printed 6/9/2018

Effective May 21, 2018

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|-----------|---|-----------|------------|-----|------------------|---------------|---------------|---------------|
| <b>E1</b> |   |           |            |     | <b>Annual</b>    | <b>36,407</b> | <b>45,509</b> | <b>54,610</b> |
|           |   |           |            |     | 2080 Hourly      | 17.503        | 21.879        | 26.255        |
| <b>E2</b> |   |           |            |     | <b>Annual</b>    | <b>40,048</b> | <b>50,060</b> | <b>60,072</b> |
|           |   |           |            |     | 2080 Hourly      | 19.254        | 24.067        | 28.881        |
|           | 8804 Deputy City Clerk*                 | Manager   | Non-Exempt | 6   |                  |               |               |               |
| <b>E3</b> |   |           |            |     | <b>Annual</b>    | <b>45,054</b> | <b>56,317</b> | <b>67,580</b> |
|           |   |           |            |     | 2080 Hourly      | 21.661        | 27.075        | 32.490        |
| <b>E4</b> |   |           |            |     | <b>Annual</b>    | <b>50,685</b> | <b>63,357</b> | <b>76,028</b> |
|           |   |           |            |     | 2080 Hourly      | 24.368        | 30.460        | 36.552        |
|           | 1020 Administrative Services 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>55,903</b> | <b>71,276</b> | <b>86,650</b> |
|           |   |           |            |     | 2080 Hourly      | 26.876        | 34.267        | 41.659        |
|           | 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   |                  |               |               |               |
|           | 6700 Treasurer*                         | Manager   | Exempt     | 1   |                  |               |               |               |

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City of Columbia, Missouri  
 FY 2018 Classification and Pay Plan

printed 6/9/2018

Effective May 21, 2018

| Pay Grade | Job Title                                      | Job Group | Overtime | EEO | Type of Pay Rate | Minimum       | Midpoint       | Maximum        |
|-----------|--|-----------|----------|-----|------------------|---------------|----------------|----------------|
| <b>E6</b> |  |           |          |     | <b>Annual</b>    | <b>62,891</b> | <b>80,186</b>  | <b>97,481</b>  |
|           |  |           |          |     | 2080 Hourly      | 30.236        | 38.551         | 46.866         |
|           | 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>92,214</b>  | <b>112,103</b> |
|           |  |           |          |     | 2080 Hourly      | 34.771        | 44.334         | 53.896         |
|           | 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>106,046</b> | <b>132,057</b> |
|           |  |           |          |     | 2080 Hourly      | 38.478        | 50.984         | 63.489         |
|           | 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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**City of Columbia, Missouri**  
**FY 2018 Classification and Pay Plan**

printed 6/9/2018

**Effective May 21, 2018**

| Pay Grade | Job Title  | Job Group | Overtime | EEO | Type of       | Pay Range     |                |                |
|-----------|--|-----------|----------|-----|---------------|---------------|----------------|----------------|
|           |  |           |          |     | Pay Rate      | Minimum       | Midpoint       | Maximum        |
| <b>E8</b> |  |           |          |     | <b>Annual</b> | <b>80,034</b> | <b>106,046</b> | <b>132,057</b> |
|           |  |           |          |     | 2080 Hourly   | 38.478        | 50.984         | 63.489         |
|           | 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>121,953</b> | <b>151,865</b> |
|           |  |           |          |     | 2080 Hourly   | 44.250        | 58.631         | 73.012         |
|           | 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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**City of Columbia, Missouri  
FY 2018 Classification and Pay Plan**

printed 6/9/2018

**Effective May 21, 2018**

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|------------------|---------------------------|------------------|-----------------|------------|-------------------------|------------------|-----------------|----------------|
|                  |                           |                  |                 |            |                         | <b>Minimum</b>   | <b>Midpoint</b> | <b>Maximum</b> |
| <b>E9</b>        |                           |                  |                 |            | <b>Annual</b>           | <b>92,040</b>    | <b>121,953</b>  | <b>151,865</b> |
|                  |                           |                  |                 |            | 2080 Hourly             | 44.250           | 58.631          | 73.012         |
|                  | 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>105,846</b>   | <b>140,245</b>  | <b>174,645</b> |
|                  |                           |                  |                 |            | 2080 Hourly             | 50.888           | 67.425          | 83.964         |
|                  | 9905 Deputy City Manager* | Manager          | Exempt          | 1          |                         |                  |                 |                |
| <b>E11</b>       |                           |                  |                 |            | <b>Annual</b>           | <b>121,722</b>   | <b>161,282</b>  | <b>200,842</b> |
|                  |                           |                  |                 |            | 2080 Hourly             | 58.520           | 77.539          | 96.559         |
|                  | 9998 City Manager*        | Charter          | Exempt          | 1          |                         |                  |                 |                |

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City of Columbia, Missouri  
 FY 2018 Classification and Pay Plan

printed 6/9/2018

Effective May 21, 2018

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|-----------|---------------------------------|---------------|------------|-----|---------------|---------------|---------------|---------------|
|           |                                 |               |            |     | Pay Rate      | Minimum       | Midpoint      | Maximum       |
| F1        |                                 |               |            |     | <b>Annual</b> | <b>30,137</b> | <b>36,165</b> | <b>42,192</b> |
|           |                                 |               |            |     | 2080 Hourly   | 14.489        | 17.387        | 20.285        |
| F2        |                                 |               |            |     | <b>Annual</b> | <b>32,397</b> | <b>38,877</b> | <b>45,356</b> |
|           |                                 |               |            |     | 2080 Hourly   | 15.575        | 18.691        | 21.806        |
|           | 3011 Community Service Aide     | Public Safety | Non-Exempt | 4   |               |               |               |               |
| F3        |                                 |               |            |     | <b>Annual</b> | <b>34,827</b> | <b>41,793</b> | <b>48,758</b> |
|           |                                 |               |            |     | 2080 Hourly   | 16.744        | 20.093        | 23.441        |
| F4        |                                 |               |            |     | <b>Annual</b> | <b>38,310</b> | <b>45,972</b> | <b>53,634</b> |
|           |                                 |               |            |     | 2080 Hourly   | 18.418        | 22.102        | 25.786        |
|           | 2550 Airport Safety Officer     | Public Safety | Non-Exempt | 4   | 2912 Hourly   | 13.156        | 15.787        | 18.418        |
|           | 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   |               |               |               |               |
| F5        |                                 |               |            |     | <b>Annual</b> | <b>42,141</b> | <b>50,569</b> | <b>58,997</b> |
|           |                                 |               |            |     | 2080 Hourly   | 20.260        | 24.312        | 28.364        |
|           | 3102 Firefighter II - 1055**    | Public Safety | Non-Exempt | 4   | 2912 Hourly   | 14.471        | 17.366        | 20.260        |
|           | 3001 Police Officer - CPOA      | Public Safety | Non-Exempt | 4   |               |               |               |               |
| F6        |                                 |               |            |     | <b>Annual</b> | <b>46,355</b> | <b>55,626</b> | <b>64,897</b> |
|           |                                 |               |            |     | 2080 Hourly   | 22.286        | 26.743        | 31.200        |
|           | 3103 Fire Engineer - 1055**     | Public Safety | Non-Exempt | 4   | 2912 Hourly   | 15.919        | 19.102        | 22.286        |
|           | 8689 Park Ranger Supervisor     | Public Safety | Non-Exempt | 3   |               |               |               |               |

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

City of Columbia, Missouri  
 FY 2018 Classification and Pay Plan

printed 6/9/2018

Effective May 21, 2018

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|------------|--|---------------|------------|-----|------------------|---------------|---------------|----------------|
| <b>F7</b>  |  |               |            |     | <b>Annual</b>    | <b>48,951</b> | <b>61,189</b> | <b>73,426</b>  |
|            |  |               |            |     | 2080 Hourly      | 23.534        | 29.418        | 35.301         |
|            |  |               |            |     | 2912 Hourly      | 16.810        | 21.013        | 25.215         |
|            | 2555 Airport Operations Supervisor     | Public Safety | Exempt     | 3   |                  |               |               |                |
|            | 3104 Fire Lieutenant - 1055**          | Public Safety | Non-Exempt | 2   |                  |               |               |                |
| <b>F8</b>  |  |               |            |     | <b>Annual</b>    | <b>53,846</b> | <b>67,307</b> | <b>80,769</b>  |
|            |  |               |            |     | 2080 Hourly      | 25.888        | 32.359        | 38.831         |
|            |  |               |            |     | 2912 Hourly      | 18.491        | 23.114        | 27.737         |
|            | 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>59,231</b> | <b>74,038</b> | <b>88,846</b>  |
|            |  |               |            |     | 2080 Hourly      | 28.476        | 35.595        | 42.714         |
|            |  |               |            |     | 2912 Hourly      | 20.340        | 25.425        | 30.510         |
|            | 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>97,730</b>  |
|            |  |               |            |     | 2080 Hourly      | 31.324        | 39.155        | 46.986         |
|            |  |               |            |     | 2912 Hourly      | 22.374        | 27.968        | 33.561         |
|            | 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>71,669</b> | <b>89,586</b> | <b>107,503</b> |
|            |  |               |            |     | 2080 Hourly      | 34.456        | 43.070        | 51.684         |
| <b>F12</b> |  |               |            |     | <b>Annual</b>    | <b>78,836</b> | <b>98,545</b> | <b>118,254</b> |
|            |  |               |            |     | 2080 Hourly      | 37.902        | 47.377        | 56.853         |

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