

City of Columbia, Missouri  
 FY 2017 Classification and Pay Plan

printed 1/6/2017

Effective February 6, 2017

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				
<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				
	3032 Parking Meter Repair Technician - 773	Technician	Non-Exempt	7				
	3412 Probation & Collections Officer	Technician	Non-Exempt	5				
	2211 Refuse Collector - 773	Operator	Non-Exempt	8				
	2880 Utility Service Worker - 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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					Pay Rate	Minimum	Midpoint	Maximum
<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				
	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 - 773	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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					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				
	2319 Meter Shop Foreman - W&L	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				
	2394 Sr. Building Maintenance Mechanic - 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				

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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
	3202 Building Inspector	Technician	Non-Exempt	1				
	2320 CCTV Technician	Technician	Non-Exempt	7				
	4650 Code Enforcement Specialist	Technician	Non-Exempt	1				
	3960 Housing Specialist	Technician	Non-Exempt	5				
	2324 Instrument Technician - 773	Technician	Non-Exempt	7				
	2325 Instrument Technician - W&L	Technician	Non-Exempt	7				
	4999 Pretreatment Inspector	Technician	Non-Exempt	3				
	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				
	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 Coord	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				
	3203 Senior Building Inspector	Technician	Non-Exempt	1				
	4652 Senior Code Enforcement Specialist	Technician	Non-Exempt	1				

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						<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<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>
	1005 Administrative Support Assistant	Clerical	Non-Exempt	6	2080 Hourly	12.441	14.930	17.418
	1211 Customer Service Rep I	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>
	1213 Customer Service Rep II	Clerical	Non-Exempt	6	2080 Hourly	13.686	16.423	19.160
	1030 Medical Billing Clerk	Clerical	Non-Exempt	6				
	3013 Property and Evidence Technician	Clerical	Non-Exempt	6				
	1010 Records Specialist	Clerical	Non-Exempt	6				
	1006 Senior Administrative Support Assistant	Clerical	Non-Exempt	6				
<b>B7</b>					<b>Annual</b>	<b>31,313</b>	<b>37,575</b>	<b>43,838</b>
	1203 Accounting Assistant	Clerical	Non-Exempt	6	2080 Hourly	15.054	18.065	21.076

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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				
<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



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<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				
<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	Non-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	Non-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	Non-Exempt	2				
	7309 Communicable Disease Specialist	Professional	Non-Exempt	2				

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<b>C5</b>					<b>Annual</b>	<b>39,963</b>	<b>48,954</b>	<b>57,946</b>
					2080 Hourly	19.213	23.536	27.859
	6308 Contract Compliance Officer	Specialist	Non-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	Non-Exempt	2				
	4603 Human Resources Coordinator	Professional	Non-Exempt	2				
	5132 Lab Analyst	Professional	Non-Exempt	2				
	1403 Lead Human Resources Technician	Specialist	Non-Exempt	2				
	7403 Nutritionist	Professional	Non-Exempt	2				
	6305 Procurement Officer	Specialist	Non-Exempt	5				
	5135 Water Quality Compliance Officer	Professional	Non-Exempt	2				
<b>C6</b>					<b>Annual</b>	<b>47,476</b>	<b>55,074</b>	<b>65,189</b>
					2080 Hourly	22.825	26.478	31.341
	5114 Bioreactor Specialist	Professional	Exempt	2				
	5007 City Arborist	Professional	Exempt	2				
	3015 Crime Analyst	Professional	Non-Exempt	2				
	9917 Community Conservationist	Specialist	Exempt	2				
	4509 Energy Educator	Specialist	Exempt	2				
	8903 Entrepreneurship Program Coordinator	Professional	Exempt	2				
	6204 Financial Analyst	Professional	Exempt	2				
	2174 GIS Planning 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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<b>C6</b>						<b>Annual</b>	<b>47,476</b>	<b>55,074</b>	<b>65,189</b>
					2080 Hourly	22.825	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					
9916	Sustainability Educator	Specialist	Exempt	2					
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					

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<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

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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	Non-Exempt	8				
	1009 Records Unit Supervisor	Supervisor	Non-Exempt	6				
	2112 Vehicle Service Coordinator	Supervisor	Non-Exempt	7				
<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	Non-Exempt	2				
	7105 Animal Control Supervisor	Supervisor	Non-Exempt	8				
	2002 Custodian Supervisor	Supervisor	Non-Exempt	8				
	3014 Evidence Custodian	Supervisor	Non-Exempt	2				
	2417 Parks & Facilities Specialist	Supervisor	Non-Exempt	8				
	8520 Recreation Specialist	Supervisor	Non-Exempt	2				
	2216 Solid Waste Supervisor I	Supervisor	Non-Exempt	7				
	6103 Stores Supervisor	Supervisor	Non-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	Non-Exempt	2				

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<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
	5205 Forester	Supervisor	Non-Exempt	2				
	2416 Golf Course Specialist	Supervisor	Non-Exempt	2				
	5203 Horticulturist	Supervisor	Non-Exempt	2				
	3024 Parking Supervisor	Supervisor	Non-Exempt	8				
	2306 Public Works Supervisor II	Supervisor	Non-Exempt	7				
	1008 Senior Administrative Supervisor	Supervisor	Non-Exempt	2				
	2591 Sewer Supervisor	Supervisor	Non-Exempt	7				
	7302 Social Services Supervisor	Supervisor	Non-Exempt	2				
	2208 Solid Waste District Administrator	Supervisor	Non-Exempt	2				
	2217 Solid Waste Supervisor II	Supervisor	Non-Exempt	7				
	2418 Sports Turf Specialist	Supervisor	Non-Exempt	7				
	2585 Storm Water Supervisor	Supervisor	Non-Exempt	7				
	4320 Tourism Administrative Supervisor	Supervisor	Non-Exempt	2				
	2616 Transload Operations Supervisor	Supervisor	Non-Exempt	7				
<b>D7</b>					<b>Annual</b>	<b>47,476</b>	<b>55,427</b>	<b>65,608</b>
					2080 Hourly	22.825	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 Contact Center Supervisor	Supervisor	Exempt	2				
	7207 Environmental Public Health Supervisor	Supervisor	Exempt	2				
	3975 Housing Programs Supervisor	Supervisor	Exempt	2				
	4600 Human Resources Specialist	Supervisor	Exempt	2				
	7405 Nutrition Supervisor	Supervisor	Exempt	2				
	2415 Parks Supervisor	Supervisor	Exempt	2				

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<b>D7</b>					<b>Annual</b>	<b>47,476</b>	<b>55,427</b>	<b>65,608</b>
					2080 Hourly	22.825	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 Maint Supervisor	Supervisor	Exempt	7				
	2218 Solid Waste Supervisor III	Supervisor	Exempt	7				
	6105 Stores Superintendent	Supervisor	Exempt	1				
	4302 Tourism Services Supervisor	Supervisor	Exempt	2				
	2505 Transportation Superintendent	Supervisor	Exempt	1				
	1210 Treasury Support Supervisor	Supervisor	Exempt	2				
	1214 Utility Customer Service 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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					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 Supv	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				
	2430 Sewer Maint Superintendent	Supervisor	Exempt	1				
	2206 Solid Waste Collection Superintendent	Supervisor	Exempt	1				
	2655 Water Distribution Superintendent	Supervisor	Exempt	1				
	2645 Water Production Superintendent	Supervisor	Exempt	1				
<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
	2635 Assistant Power Production Superintendent	Supervisor	Exempt	2				
	6606 Budget Supervisor*	Supervisor	Exempt	2				
	3205 Building Regulations Supervisor	Supervisor	Exempt	1				

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<b>D10</b>					<b>Annual</b>	<b>59,019</b>	<b>73,774</b>	<b>88,528</b>
					2080 Hourly	28.375	35.468	42.562
	2450 Construction Project Superintendent	Supervisor	Exempt	2				
	2150 GIS Enterprise Systems Administrator	Supervisor	Exempt	2				
	2730 Line Superintendent	Supervisor	Exempt	1				
	2311 Street Maintenance Superintendent	Supervisor	Exempt	1				
	2337 Substation Repair Superintendent	Supervisor	Exempt	1				
	2606 WWTP Superintendent	Supervisor	Exempt	1				
<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				
<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

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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
	6505 Business Services Manager	Manager	Exempt	1				
	4799 Communications & Marketing Manager	Manager	Exempt	1				
	1380 Contact Center Manager	Manager	Exempt	1				
	2620 Railroad Operations Manager	Manager	Exempt	1				
	9915 Sustainability Manager*	Manager	Exempt	1				
	1220 Utility Customer Service 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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<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				
	2125 City-Wide Geospatial Services Manager	Manager	Exempt	1				
	6205 Controller*	Manager	Exempt	1				
	4107 Development Services Manager	Manager	Exempt	1				
	2855 Electric Distribution Manager	Manager	Exempt	1				
	7926 Information 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				
	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
	8901 Assistant Director, Economic Development*	Manager	Exempt	1				
	6750 Assistant Director, Finance*	Manager	Exempt	1				

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					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
	2980 Assistant Director, City Utilities*	Manager	Exempt	1				
	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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<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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<b>F1</b>					<b>Annual</b>	<b>30,137</b>	<b>36,165</b>	<b>42,192</b>
					2080 Hourly	14.489	17.387	20.285
	3009 Station Master - CPOA	Public Safety	Non-Exempt	5				
<b>F2</b>					<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 - CPOA	Public Safety	Non-Exempt	4				
<b>F3</b>					<b>Annual</b>	<b>34,827</b>	<b>41,793</b>	<b>48,758</b>
					2080 Hourly	16.744	20.093	23.441
<b>F4</b>					<b>Annual</b>	<b>38,310</b>	<b>45,972</b>	<b>53,634</b>
					2080 Hourly	18.418	22.102	25.786
					2912 Hourly	13.156	15.787	18.418
	2550 Airport Safety Officer	Public Safety	Non-Exempt	4				
	3101 Firefighter I **	Public Safety	Non-Exempt	4				
	8690 Park Ranger	Public Safety	Non-Exempt	4				
	3000 Police Officer in Training - CPOA	Public Safety	Non-Exempt	4				
<b>F5</b>					<b>Annual</b>	<b>42,141</b>	<b>50,569</b>	<b>58,997</b>
					2080 Hourly	20.260	24.312	28.364
					2912 Hourly	14.471	17.366	20.260
	3102 Firefighter II**	Public Safety	Non-Exempt	4				
	3001 Police Officer - CPOA	Public Safety	Non-Exempt	4				
<b>F6</b>					<b>Annual</b>	<b>46,355</b>	<b>55,626</b>	<b>64,897</b>
					2080 Hourly	22.286	26.743	31.200
					2912 Hourly	15.919	19.102	22.286
	3103 Fire Engineer**	Public Safety	Non-Exempt	4				
	8689 Park Ranger Supervisor	Public Safety	Non-Exempt	3				

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

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<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**	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	Public Safety	Non-Exempt	4				
	3105 Fire Captain**	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 - CPLA*	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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