

Council Bill: B 212-18

MOTION TO AMEND:

MADE BY: _____

SECONDED BY: _____

MOTION: I move that Council Bill B 212-18 be amended as set forth on this amendment sheet.

=====

The ordinance attached to this amendment sheet is substituted for the original ordinance.

The "Exhibit A" attached to this amendment sheet is substituted for the "Exhibit A" attached to the original ordinance.

Introduced by _____

First Reading _____

Second Reading _____

Ordinance No. _____

Council Bill No. B 212-18 A

AN ORDINANCE

adopting the FY 2019 Classification and Pay Plan; providing for a salary increase for eligible employees; establishing an implementation date of September 23, 2018; and fixing the time when this ordinance shall become effective.

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF COLUMBIA, MISSOURI, AS FOLLOWS:

SECTION 1. The City Council adopts the FY 2019 Classification and Pay Plan, which is attached to this ordinance as "Exhibit A." Among other modifications to the existing pay plan, Exhibit A includes an adjustment to the pay grade maximums to reflect economic growth recommendations of the City's consultant since FY 2016.

SECTION 2. A \$2.00 per hour pay increase shall be given to current Refuse Collector I, Refuse Collector II and Senior Refuse Collector employees. Where necessary to ensure a supervisor is paid at a rate of pay that is higher than subordinate employees, the hourly rate of pay for Solid Waste Supervisor II and Solid Waste Supervisor III employees shall be increased to a rate of pay that is \$0.02 greater than the highest paid subordinate employee supervised by such employee. This pay increase shall be applied before any other adjustments to pay are made pursuant to the terms of this ordinance.

SECTION 3. There is hereby established a minimum wage of \$15.00 per hour for all permanent city employees and positions, with the exception of 56-hour employees who shall have a minimum wage of \$10.714. All permanent employees with an hourly rate of pay less than the new minimum wage for permanent city employees shall be moved to the new minimum wage.

SECTION 4. All current Equipment Operator II employees shall be reassigned to Equipment Operator III positions and shall receive a 5% increase in pay or the minimum of the new pay band set forth in Exhibit A, whichever is greater. Title changes shall occur for Equipment Operator III positions to Senior Equipment Operator. The title for Equipment Operator I positions required to hold a commercial driver's license (CDL) shall be changed to Equipment Operator. The title for Equipment Operator I employees that do not require a CDL shall be changed to Warehouse Operator.

SECTION 5. Following application of the increases set forth in Sections 2 through 4 above, permanent employees with at least five (5) years of service as of March 1, 2018 in

their current classification and a score of at least 2.0 on their most recent FY 2018 performance evaluation shall receive a time-in-classification pay increase to 100% of the midpoint of such classification as set forth in Exhibit A. Any employee who did not receive a performance evaluation in FY 2018 shall be presumed to have received a score of 2.0.

SECTION 6. For any position that on September 1, 2018 is occupied by both classified and unclassified employees as defined in Section 19-4 of the Code of Ordinances, the classified employees in such position shall be paid a salary at least as much as the lowest paid unclassified employee in the same position.

SECTION 7. Except as otherwise provided herein, all permanent employees whose rate of pay is below the pay grade maximum set forth in Exhibit A shall receive an across the board increase of \$0.45 per hour, with the exception of 56-hour employees who shall receive an increase of \$0.3214 per hour; provided that, such increase shall not be given in full and shall be capped at the maximum rate of pay where it would establish or increase a rate of pay above the maximum rate of pay set forth in Exhibit A. The increase in this section shall be applied after all of the preceding adjustments set forth in Sections 2 through 6 hereof are made to employee wages.

SECTION 8. The City Manager shall assign employees to appropriate classifications adopted by this ordinance.

SECTION 9. This ordinance shall be in full force from and after its passage and shall be effective as of the pay period beginning September 23, 2018.

PASSED this _____ day of _____, 2018.

ATTEST:

City Clerk

Mayor and Presiding Officer

APPROVED AS TO FORM:

City Counselor

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

printed 9/12/2018

Effective September 23, 2018.

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

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Minimum	Midpoint	Maximum
A1					Annual	19,022	22,350	27,360
					2080 Hourly	9.145	10.745	13.154
A2					Annual	19,972	23,469	28,729
					2080 Hourly	9.602	11.283	13.812
A3					Annual	20,971	24,642	30,166
					2080 Hourly	10.082	11.847	14.503
A4					Annual	22,543	26,489	32,427
					2080 Hourly	10.838	12.735	15.590
	2001 Custodian	Operator	Non-Exempt	8				
	2003 Custodian - 773	Operator	Non-Exempt	8				
	2220 Traffic Control Operator - 773	Operator	Non-Exempt	8				
A5					Annual	24,234	28,475	34,861
					2080 Hourly	11.651	13.690	16.760
	2210 Material Handler - 773	Operator	Non-Exempt	8				
	6101 Storeroom Assistant	Operator	Non-Exempt	6				
A6					Annual	26,052	30,611	37,473
					2080 Hourly	12.525	14.717	18.016
	7810 Document Support Services Clerk	Operator	Non-Exempt	8				
	2299 Equipment Operator - 773	Operator	Non-Exempt	7				
	2301 Equipment Operator	Operator	Non-Exempt	7				
	2397 Maintenance Assistant - 773	Operator	Non-Exempt	8				
	2870 Meter Reader	Operator	Non-Exempt	8				
	3018 Parking Meter Repair Assistant - 773	Operator	Non-Exempt	8				
	2212 Refuse Collector I - 773	Operator	Non-Exempt	8				
	6107 Warehouse Operator	Operator	Non-Exempt	7				
	6108 Warehouse Operator - 773	Operator	Non-Exempt	7				
A7					Annual	28,656	33,671	41,221
					2080 Hourly	13.777	16.188	19.818
	2502 Bus Driver-773	Operator	Non-Exempt	8				
	2780 Consulting Utility Forester	Operator	Non-Exempt	7				

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

printed 9/12/2018

Effective September 23, 2018.

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

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of	Pay Range		
					Pay Rate	Minimum	Midpoint	Maximum
A7					Annual	28,656	33,671	41,221
					2080 Hourly	13.777	16.188	19.818
	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	Operator	Non-Exempt	7				
	2102 Vehicle Service Worker - 773	Operator	Non-Exempt	7				
A8					Annual	31,522	37,041	45,344
					2080 Hourly	15.155	17.808	21.800
	7101 Animal Control Officer	Technician	Non-Exempt	8				
	2631 Associate Power Plant Operator	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	Operator	Non-Exempt	7				
	3021 Parking Enforcement Agent	Operator	Non-Exempt	8				
	2412 Parks & Grounds Technician - 773	Technician	Non-Exempt	8				
	2874 Senior Meter Reader	Technician	Non-Exempt	8				
	2431 Utility Locator	Operator	Non-Exempt	7				
	2296 Water Distribution Operator	Technician	Non-Exempt	7				
	2641 Water Treatment Plant Operator I	Technician	Non-Exempt	7				
	2601 WWTP Operator - 773	Technician	Non-Exempt	7				
A9					Annual	33,259	40,743	51,386
					2080 Hourly	15.990	19.588	24.705
	5000 Associate Engineering Technician	Technician	Non-Exempt	3				
	2419 Associate Utility Maintenance Mechanic - 773	Operator	Non-Exempt	7				

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

printed 9/12/2018

Effective September 23, 2018.

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

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of	Pay Range		
					Pay Rate	Minimum	Midpoint	Maximum
A9					Annual	33,259	40,743	51,386
					2080 Hourly	15.990	19.588	24.705
	2422 Associate Utility Maintenance Mechanic	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	Technician	Non-Exempt	6				
	5040 Laboratory Technician - 773	Technician	Non-Exempt	3				
	5041 Laboratory Technician	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				
	2298 Senior Equipment Operator	Technician	Non-Exempt	7				
	2303 Senior Equipment Operator - 773	Technician	Non-Exempt	7				
	2214 Senior Refuse Collector - 773	Operator	Non-Exempt	8				
	3034 Sign Technician - 773	Technician	Non-Exempt	7				
	2297 Water Distribution Lead Operator	Technician	Non-Exempt	7				
	2312 Water Distribution Technician	Technician	Non-Exempt	7				
	2642 Water Treatment Plant Operator II	Technician	Non-Exempt	7				
A10					Annual	36,585	44,818	56,524
					2080 Hourly	17.589	21.547	27.175
	1215 Billing Auditor	Technician	Non-Exempt	6				
	7920 Computer Support Technician	Technician	Non-Exempt	3				
	2405 Construction Specialist - 773	Technician	Non-Exempt	7				
	2801 Electric Meter Repair Worker	Technician	Non-Exempt	7				
	2411 Electrician - 773	Technician	Non-Exempt	7				
	4521 Energy Technician	Technician	Non-Exempt	7				
	5003 Engineering Technician	Technician	Non-Exempt	3				
	1402 Human Resources Technician	Technician	Non-Exempt	5				

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

printed 9/12/2018

Effective September 23, 2018.

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

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of	Pay Range		
					Pay Rate	Minimum	Midpoint	Maximum
A10					Annual	36,585	44,818	56,524
					2080 Hourly	17.589	21.547	27.175
	2884 Jet Lead Operator - 773	Technician	Non-Exempt	7				
	2781 Lead Consulting Utility Forester	Operator	Non-Exempt	7				
	2877 Lead Meter Reader	Technician	Non-Exempt	8				
	2403 Maintenance Specialist - 773	Technician	Non-Exempt	7				
	2370 Parks & Grounds Specialist - 773	Technician	Non-Exempt	7				
	2694 Power Plant Operator	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	Technician	Non-Exempt	7				
	2425 Utility Maintenance Mechanic	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	Technician	Non-Exempt	7				
	2643 Water Treatment Plant Operator III	Technician	Non-Exempt	7				
	2885 Wetlands Lead Operator - 773	Technician	Non-Exempt	7				
A11					Annual	41,159	50,419	63,590
					2080 Hourly	19.788	24.240	30.572
	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	Technician	Non-Exempt	7				

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

printed 9/12/2018

Effective September 23, 2018.

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

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of	Pay Range		
					Pay Rate	Minimum	Midpoint	Maximum
A11					Annual	41,159	50,419	63,590
					2080 Hourly	19.788	24.240	30.572
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	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				
A12					Annual	46,305	56,724	71,540
					2080 Hourly	22.262	27.271	34.394
2630	Apprentice Balancing Authority Operator	Technician	Non-Exempt	8				
2330	Apprentice Communication Technician	Technician	Non-Exempt	8				
2701	Apprentice Lineworker	Technician	Non-Exempt	8				
2333	Apprentice Substation Technician	Technician	Non-Exempt	8				
7693	Biogas Plant Technician	Technician	Non-Exempt	7				
7692	CEC Technician	Technician	Non-Exempt	7				
2851	Electric Distribution Coordinator	Technician	Non-Exempt	7				
2803	Lead Electric Meter Repair Worker	Technician	Non-Exempt	7				
2695	Lead Power Plant Operator	Technician	Non-Exempt	7				
4996	Senior 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				

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

printed 9/12/2018

Effective September 23, 2018.

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

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range			
						Minimum	Midpoint	Maximum	
A13						Annual	52,092	63,812	80,481
					2080 Hourly	25.044	30.679	38.693	
	2331 Journeyman Communication Technician	Technician	Non-Exempt	7					
	2703 Journeyman Lineworker	Technician	Non-Exempt	7					
	2334 Journeyman Substation Technician	Technician	Non-Exempt	7					
	2640 NERC Certified Balancing Authority Operator	Technician	Non-Exempt	7					
A14						Annual	58,604	71,789	90,542
					2080 Hourly	28.175	34.514	43.530	
	2332 Communication Technician Foreman	Technician	Non-Exempt	7					
	2706 Line Foreman	Technician	Non-Exempt	7					
	2888 NERC Compliance Officer	Technician	Exempt	2					
	2335 Substation Technician Foreman	Technician	Non-Exempt	7					

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

printed 9/12/2018

Effective September 23, 2018.

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

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Minimum	Midpoint	Maximum
B1					Annual	18,936	22,724	28,209
	1201 Cashier	Clerical	Non-Exempt	6	2080 Hourly	9.104	10.925	13.562
B2					Annual	20,359	24,430	30,324
					2080 Hourly	9.788	11.745	14.579
B3					Annual	21,884	26,260	32,598
	1200 Lead Cashier	Clerical	Non-Exempt	5	2080 Hourly	10.521	12.625	15.672
B4					Annual	23,527	28,232	35,044
	8510 Recreation Leader	Clerical	Non-Exempt	5	2080 Hourly	11.311	13.573	16.848
B5					Annual	25,877	31,054	38,549
					2080 Hourly	12.441	14.930	18.533
	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	Clerical	Non-Exempt	6				
	7451 WIC Office Specialist	Clerical	Non-Exempt	6				
B6					Annual	28,467	34,160	42,403
					2080 Hourly	13.686	16.423	20.386
	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				
B7					Annual	31,312	37,575	46,644
					2080 Hourly	15.054	18.065	22.425
	1203 Accounting Assistant	Clerical	Non-Exempt	6				
	6507 Business Services Technician	Clerical	Non-Exempt	5				

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

printed 9/12/2018

Effective September 23, 2018.

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

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range			
						Minimum	Midpoint	Maximum	
B8						Annual	35,227	42,272	52,474
					2080 Hourly	16.936	20.323	25.228	
	1400 Administrative Technician	Clerical	Non-Exempt	6					
	3012 Investigative Technician	Clerical	Non-Exempt	5					
	1205 Payroll Specialist	Clerical	Non-Exempt	6					
	1015 Records Custodian	Clerical	Non-Exempt	6					
	2879 Services Coordinator	Clerical	Non-Exempt	5					
B9						Annual	39,630	47,555	59,032
					2080 Hourly	19.053	22.863	28.381	
B10						Annual	44,585	53,502	66,412
					2080 Hourly	21.435	25.722	31.929	

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

printed 9/12/2018

Effective September 23, 2018.

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

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of	Pay Range		
					Pay Rate	Minimum	Midpoint	Maximum
C1					Annual	26,048	31,256	38,725
					2080 Hourly	12.523	15.027	18.618
C2					Annual	28,652	34,382	42,598
					2080 Hourly	13.775	16.530	20.480
C3					Annual	32,234	38,680	47,925
					2080 Hourly	15.497	18.596	23.041
	9950 City Management Fellowship*	Specialist	Non-Exempt	2				
	4575 Training Assistant	Specialist	Non-Exempt	6				
C4					Annual	35,522	43,516	54,702
					2080 Hourly	17.078	20.921	26.299
	6208 Accountant I	Professional	Exempt	2				
	4801 Community Relations Specialist	Specialist	Non-Exempt	2				
	4200 Financial Specialist	Specialist	Non-Exempt	2				
	2190 GIS Technician	Specialist	Non-Exempt	3				
	4310 Industry Relations Specialist	Specialist	Non-Exempt	2				
	4810 Marketing Specialist	Specialist	Non-Exempt	2				
	4627 Program Specialist	Specialist	Non-Exempt	2				
	7301 Social Services Clinic Specialist	Professional	Non-Exempt	2				
	7299 Social Services Home Visit Specialist	Professional	Non-Exempt	2				
	4300 Tourism Services Specialist	Professional	Non-Exempt	2				
	9932 Video Producer	Specialist	Non-Exempt	2				
	4615 Volunteer Program Specialist	Specialist	Non-Exempt	2				
	4533 Waste Minimization Coordinator	Specialist	Non-Exempt	2				
	9940 Web Content Editor	Specialist	Non-Exempt	2				
	4580 Wellness Educator	Specialist	Exempt	2				
C5					Annual	39,963	48,955	61,539
					2080 Hourly	19.213	23.536	29.586
	6207 Accountant II	Professional	Exempt	2				
	2560 Assistant to Airport Manager	Professional	Exempt	2				
	7309 Communicable Disease Specialist	Professional	Non-Exempt	2				

* **Denotes Unclassified Employee**

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

printed 9/12/2018

Effective September 23, 2018.

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

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of	Pay Range		
					Pay Rate	Minimum	Midpoint	Maximum
C5					Annual	39,963	48,955	61,539
					2080 Hourly	19.213	23.536	29.586
6308	Contract Compliance Officer	Specialist	Exempt	2				
3404	Court Services Analyst	Specialist	Exempt	2				
3017	Crime Scene Investigator	Specialist	Non-Exempt	2				
4510	Energy Management Specialist	Specialist	Non-Exempt	2				
7201	Environmental Public Health Specialist	Professional	Non-Exempt	2				
9800	Event Services Specialist	Specialist	Non-Exempt	5				
2180	GIS Specialist	Specialist	Non-Exempt	3				
4803	Graphic Artist	Specialist	Non-Exempt	2				
7303	Health Educator	Professional	Exempt	2				
4603	Human Resources Coordinator	Professional	Exempt	2				
5132	Lab Analyst	Professional	Non-Exempt	2				
1403	Lead Human Resources Technician	Specialist	Exempt	2				
7403	Nutritionist	Professional	Exempt	2				
6305	Procurement Officer	Specialist	Non-Exempt	5				
5135	Water Quality Compliance Officer	Professional	Exempt	2				
C6					Annual	44,957	55,074	69,231
					2080 Hourly	21.614	26.478	33.284
5114	Bioreactor Specialist	Professional	Exempt	2				
5007	City Arborist	Professional	Exempt	2				
9917	Community Conservationist	Specialist	Exempt	2				
3015	Crime Analyst	Professional	Non-Exempt	2				
4509	Energy Educator	Specialist	Exempt	2				
8903	Entrepreneurship Program Coordinator	Professional	Exempt	2				
6204	Financial Analyst	Professional	Exempt	2				
2173	GIS Data Analyst	Professional	Non-Exempt	2				
4601	Human Resources Analyst	Professional	Exempt	2				
4610	Internal Auditor*	Professional	Exempt	2				
7928	Junior System Administrator	Specialist	Non-Exempt	5				

* **Denotes Unclassified Employee**

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

printed 9/12/2018

Effective September 23, 2018.

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

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Minimum	Midpoint	Maximum
C6								
					Annual	44,957	55,074	69,231
					2080 Hourly	21.614	26.478	33.284
4104	Neighborhood Communications Coordinator	Specialist	Non-Exempt	2				
3290	Paralegal	Professional	Non-Exempt	5				
4101	Planner	Specialist	Exempt	2				
3008	Police Trainer	Professional	Exempt	2				
7503	Public Health Nurse	Professional	Exempt	2				
4501	Rate Analyst	Professional	Exempt	2				
6595	Risk Management Specialist	Professional	Exempt	2				
4108	Senior Plan Reviewer	Professional	Exempt	3				
6307	Senior Procurement Officer	Specialist	Exempt	2				
2584	Storm Water Educator	Specialist	Exempt	5				
7931	Technical Trainer	Specialist	Exempt	2				
4309	Tourism Operations Analyst	Professional	Exempt	2				
4570	Training Coordinator	Professional	Exempt	2				
C7								
					Annual	49,566	61,959	78,959
					2080 Hourly	23.830	29.788	37.961
6604	Budget Analyst	Professional	Exempt	2				
7930	Business Analyst	Professional	Exempt	2				
5098	Engineering Specialist	Professional	Exempt	3				
2175	GIS Analyst	Professional	Exempt	2				
5015	Property Acquisition Coordinator	Professional	Exempt	2				
6203	Senior Accountant*	Professional	Exempt	2				
4103	Senior Planner	Professional	Exempt	2				
4502	Senior Rate Analyst	Professional	Exempt	2				

* **Denotes Unclassified Employee**

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

printed 9/12/2018

Effective September 23, 2018.

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

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

* **Denotes Unclassified Employee**

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

printed 9/12/2018

Effective September 23, 2018.

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

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

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

printed 9/12/2018

Effective September 23, 2018.

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

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

* **Denotes Unclassified Employee**

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

printed 9/12/2018

Effective September 23, 2018.

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

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of	Pay Range		
					Pay Rate	Minimum	Midpoint	Maximum
D7					Annual	45,246	55,428	69,545
					2080 Hourly	21.753	26.648	33.435
7375	Public Health Promotion Supervisor	Supervisor	Exempt	2				
2307	Public Works Supervisor III	Supervisor	Exempt	7				
8530	Recreation Supervisor	Supervisor	Exempt	2				
2428	Sewer Maintenance Supervisor	Supervisor	Exempt	7				
2218	Solid Waste Supervisor III	Supervisor	Exempt	7				
6105	Stores Superintendent	Supervisor	Exempt	1				
2585	Storm Water Supervisor	Supervisor	Exempt	7				
4302	Tourism Services Supervisor	Supervisor	Exempt	2				
2505	Transportation Superintendent	Supervisor	Exempt	1				
1210	Treasury Support Supervisor	Supervisor	Exempt	2				
2434	Utility Locator Supervisor	Supervisor	Exempt	7				
2426	Utility Maintenance Supervisor	Supervisor	Exempt	7				
2104	Vehicle Maintenance Supervisor	Supervisor	Exempt	7				
2614	Wastewater Operations Supervisor	Supervisor	Exempt	7				
D8					Annual	48,776	60,971	77,555
					2080 Hourly	23.450	29.313	37.286
9911	Assistant to City Manager*	Supervisor	Exempt	2				
5800	Assistant to the Public Works Director	Supervisor	Exempt	2				
7694	Biogas Plant Supervisor	Supervisor	Non-Exempt	7				
5023	City Land Surveyor	Supervisor	Exempt	2				
4513	Energy Services Supervisor	Supervisor	Exempt	2				
2100	Fleet Operations Supt	Supervisor	Exempt	1				
3402	Municipal Court Administrator*	Supervisor	Exempt	2				
7515	Nursing Supervisor	Supervisor	Exempt	2				
2317	Water Distribution Supervisor	Supervisor	Exempt	7				

* **Denotes Unclassified Employee**

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

printed 9/12/2018

Effective September 23, 2018.

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

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of	Pay Range		
					Pay Rate	Minimum	Midpoint	Maximum
D9					Annual	53,654	67,068	85,309
					2080 Hourly	25.795	32.244	41.014
6201	Accounting Supervisor*	Supervisor	Exempt	2				
7695	CEC Supervisor	Supervisor	Non-Exempt	7				
2408	Construction Project Supervisor	Supervisor	Exempt	2				
2770	Electric Services Superintendent	Supervisor	Exempt	1				
2185	GIS Supervisor	Supervisor	Exempt	2				
7913	Help Desk Supervisor	Supervisor	Exempt	3				
5134	Laboratory Supervisor	Supervisor	Exempt	2				
2207	Landfill Superintendent	Supervisor	Exempt	1				
8710	Parks Development Superintendent	Supervisor	Exempt	1				
2637	Power Plant Tech Supervisor	Supervisor	Exempt	7				
7308	Public Health Planning Supervisor	Supervisor	Exempt	2				
2209	Recovery Superintendent	Supervisor	Exempt	1				
8610	Recreation & Community Programs Superintendent	Supervisor	Exempt	1				
2206	Solid Waste Collection Superintendent	Supervisor	Exempt	1				
2655	Water Distribution Superintendent	Supervisor	Exempt	1				
2645	Water Production Superintendent	Supervisor	Exempt	1				
D10					Annual	59,020	73,773	93,841
					2080 Hourly	28.375	35.468	45.116
6206	Assistant Controller*	Supervisor	Exempt	2				
2635	Assistant Power Production Superintendent	Supervisor	Exempt	2				
2606	Assistant WWTP Superintendent	Supervisor	Exempt	1				
6606	Budget Supervisor*	Supervisor	Exempt	2				
3205	Building Regulations Supervisor	Supervisor	Exempt	1				

* **Denotes Unclassified Employee**

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

printed 9/12/2018

Effective September 23, 2018.

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

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Minimum	Midpoint	Maximum	
D10						Annual	59,020	73,773	93,841
					2080 Hourly	28.375	35.468	45.116	
	2450 Construction Project Superintendent	Supervisor	Exempt	2					
	7929 Infrastructure Supervisor	Supervisor	Exempt	2					
	2730 Line Superintendent	Supervisor	Exempt	1					
	2430 Sewer & Storm Water Maintenance Superintendent	Supervisor	Exempt	1					
	2311 Street Maintenance Superintendent	Supervisor	Exempt	1					
	2337 Substation Repair Superintendent	Supervisor	Exempt	1					
D11						Annual	63,648	81,151	101,200
					2080 Hourly	30.600	39.015	48.654	
	5109 Engineering Supervisor	Supervisor	Exempt	2					
	2607 WWTP Superintendent	Supervisor	Exempt	1					
D12						Annual	70,013	89,265	111,320
					2080 Hourly	33.660	42.916	53.519	

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

printed 9/12/2018

Effective September 23, 2018.

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

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of	Pay Range		
					Pay Rate	Minimum	Midpoint	Maximum
E1					Annual	36,406	45,508	57,832
					2080 Hourly	17.503	21.879	27.804
E2					Annual	40,048	50,059	63,617
					2080 Hourly	19.254	24.067	30.585
	8804 Deputy City Clerk*	Manager	Non-Exempt	6				
E3					Annual	45,055	56,316	71,569
					2080 Hourly	21.661	27.075	34.408
E4					Annual	50,685	63,357	80,515
					2080 Hourly	24.368	30.460	38.709
	1020 Administrative Services Manager*	Manager	Exempt	1				
	2385 Building Facilities Manager	Manager	Exempt	1				
	6505 Business Services Manager	Manager	Exempt	1				
	4799 Communications & Marketing Manager	Manager	Exempt	1				
	4629 Cultural Affairs Manager*	Manager	Exempt	1				
	3975 Housing Programs Manager	Manager	Exempt	1				
	2620 Railroad Operations Manager	Manager	Exempt	1				
	9915 Sustainability Manager*	Manager	Exempt	1				
E5					Annual	55,902	71,275	91,761
					2080 Hourly	26.876	34.267	44.116
	2556 Airport Manager	Manager	Exempt	1				
	2106 Fleet Operations Manager	Manager	Exempt	1				
	4605 Human Resources Manager	Manager	Exempt	1				
	4616 Human Services Manager	Manager	Exempt	1				
	9924 Media and Event Services Manager	Manager	Exempt	1				
	4622 Neighborhood Services Manager	Manager	Exempt	1				
	6401 Purchasing Agent*	Manager	Exempt	1				
	6600 Risk Manager*	Manager	Exempt	1				
	4702 Transit & Parking Manager	Manager	Exempt	1				
	6700 Treasurer*	Manager	Exempt	1				

* Denotes Unclassified Employee

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

printed 9/12/2018

Effective September 23, 2018.

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

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of	Pay Range		
					Pay Rate	Minimum	Midpoint	Maximum
E6					Annual	62,891	80,186	103,232
					2080 Hourly	30.236	38.551	49.631
6605	Budget Officer*	Manager	Exempt	1				
6205	Controller*	Manager	Exempt	1				
4107	Development Services Manager	Manager	Exempt	1				
2855	Electric Distribution Manager	Manager	Exempt	1				
2125	Geospatial Services Manager*	Manager	Exempt	1				
7926	Information Technology Manager*	Manager	Exempt	1				
8750	Parks & Recreation Manager	Manager	Exempt	1				
2636	Power Prod Superintendent	Manager	Exempt	1				
2205	Solid Waste Manager	Manager	Exempt	1				
2690	Water Distribution Manager	Manager	Exempt	1				
2661	Water Production Manager	Manager	Exempt	1				
E7					Annual	72,324	92,215	118,718
					2080 Hourly	34.771	44.334	57.076
3109	Assistant Fire Chief*	Manager	Exempt	1				
3004	Assistant Police Chief*	Manager	Exempt	1				
3300	City Prosecutor*	Manager	Exempt	1				
7600	Community Health Manager	Manager	Exempt	1				
5107	Engineering & Operations Manager*	Manager	Exempt	1				
5108	Engineering Manager	Manager	Exempt	1				
7940	PMO Manager*	Manager	Exempt	1				
4514	Utility Services Manager	Manager	Exempt	1				
E8					Annual	80,034	106,047	139,849
					2080 Hourly	38.478	50.984	67.235
2980	Assistant Director, City Utilities*	Manager	Exempt	1				
9928	Assistant Director, Community Relations*	Manager	Exempt	1				
8901	Assistant Director, Economic Development*	Manager	Exempt	1				
6750	Assistant Director, Finance*	Manager	Exempt	1				

* Denotes Unclassified Employee

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

printed 9/12/2018

Effective September 23, 2018.

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

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of	Pay Range		
					Pay Rate	Minimum	Midpoint	Maximum
E8					Annual	80,034	106,047	139,849
					2080 Hourly	38.478	50.984	67.235
	4606 Assistant Director, Human Resources*	Manager	Exempt	1				
	7960 Assistant Director, Information Technology*	Manager	Exempt	1				
	7680 Assistant Director, Public Health & Human Services*	Manager	Exempt	1				
	3408 Deputy City Counselor*	Manager	Exempt	1				
	3110 Deputy Fire Chief*	Manager	Exempt	1				
	3006 Deputy Police Chief*	Manager	Exempt	1				
E9					Annual	92,040	121,952	160,826
					2080 Hourly	44.250	58.631	77.320
	9901 Assistant City Manager*	Manager	Exempt	1				
	8803 City Clerk*	Charter	Exempt	1				
	3410 City Counselor*	Director	Exempt	1				
	2990 Director, City Utilities*	Director	Exempt	1				
	4105 Director, Community Development*	Director	Exempt	1				
	9926 Director, Community Relations*	Director	Exempt	1				
	8950 Director, Convention & Visitors Bureau*	Director	Exempt	1				
	4625 Director, Cultural Affairs*	Director	Exempt	1				
	8900 Director, Economic Development*	Director	Exempt	1				
	6800 Director, Finance*	Director	Exempt	1				
	4604 Director, Human Resources*	Director	Exempt	1				
	7950 Director, Information Technology*	Director	Exempt	1				
	8970 Director, Parks & Recreation*	Director	Exempt	1				
	7700 Director, Public Health & Human Services*	Director	Exempt	1				
	5901 Director, Public Works*	Director	Exempt	1				

*** Denotes Unclassified Employee**

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

printed 9/12/2018

Effective September 23, 2018.

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

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range		
						Minimum	Midpoint	Maximum
E9					Annual	92,040	121,952	160,826
					2080 Hourly	44.250	58.631	77.320
	3108 Fire Chief*	Director	Exempt	1				
	3401 Municipal Judge*	Charter	Exempt	1				
	3007 Police Chief*	Director	Exempt	1				
E10					Annual	105,847	140,244	184,949
					2080 Hourly	50.888	67.425	88.918
	9905 Deputy City Manager*	Manager	Exempt	1				
E11					Annual	121,722	161,281	212,690
					2080 Hourly	58.520	77.539	102.255
	9998 City Manager*	Charter	Exempt	1				

* **Denotes Unclassified Employee**

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

printed 9/12/2018

Effective September 23, 2018.

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

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

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

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

printed 9/12/2018

Effective September 23, 2018.

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

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

* Denotes Unclassified Employee

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