

| City of Columbia, Missouri          |                                       |            |     |                  |               |               |               |
|-------------------------------------|---------------------------------------|------------|-----|------------------|---------------|---------------|---------------|
| FY 2026 Classification and Pay Plan |                                       |            |     |                  |               |               |               |
| Effective November 23, 2025         |                                       |            |     |                  |               |               |               |
| Pay Grade                           | Job Title                             | Overtime   | EEO | Type of Pay Rate | Minimum       | Midpoint      | Maximum       |
| <b>101</b>                          |                                       |            |     | <b>Annual</b>    | <b>31,824</b> | <b>39,146</b> | <b>46,467</b> |
|                                     |                                       |            |     | 2080 Hourly      | 15.30         | 18.82         | 22.34         |
| 2587                                | Collections Assistant - 955           | Non-Exempt | 8   |                  |               |               |               |
| 2001                                | Custodian                             | Non-Exempt | 8   |                  |               |               |               |
| 2003                                | Custodian - 955                       | Non-Exempt | 8   |                  |               |               |               |
| 2050                                | Laborer-955                           | Non-Exempt | 8   |                  |               |               |               |
| 2870                                | Meter Reader I-WL                     | Non-Exempt | 8   |                  |               |               |               |
| 2212                                | Solid Waste Packer-955                | Non-Exempt | 8   |                  |               |               |               |
| 2220                                | Traffic Control Operator - 955        | Non-Exempt | 8   |                  |               |               |               |
| <b>102</b>                          |                                       |            |     | <b>Annual</b>    | <b>33,426</b> | <b>41,101</b> | <b>48,797</b> |
|                                     |                                       |            |     | 2080 Hourly      | 16.07         | 19.76         | 23.46         |
| 2210                                | Material Handler-955                  | Non-Exempt | 8   |                  |               |               |               |
| 2501                                | Paratransit Van Driver-955            | Non-Exempt | 8   |                  |               |               |               |
| <b>103</b>                          |                                       |            |     | <b>Annual</b>    | <b>35,090</b> | <b>43,160</b> | <b>51,230</b> |
|                                     |                                       |            |     | 2080 Hourly      | 16.87         | 20.75         | 24.63         |
| 1211                                | Customer Service Representative I     | Non-Exempt | 6   |                  |               |               |               |
| 6106                                | Inventory Technician                  | Non-Exempt | 6   |                  |               |               |               |
| 6100                                | Inventory Technician-955              | Non-Exempt | 6   |                  |               |               |               |
| 6098                                | Inventory Technician-WL               | Non-Exempt | 6   |                  |               |               |               |
| 3021                                | Parking Enforcement Agent             | Non-Exempt | 8   |                  |               |               |               |
| 3018                                | Parking Maintenance Technician I-955  | Non-Exempt | 8   |                  |               |               |               |
| 8510                                | Recreation Assistant                  | Non-Exempt | 5   |                  |               |               |               |
| 6686                                | Treasury Technician I                 | Non-Exempt | 6   |                  |               |               |               |
| 1216                                | Utility Customer Service Specialist I | Non-Exempt | 6   |                  |               |               |               |
| 6108                                | Warehouse Operator - 955              | Non-Exempt | 7   |                  |               |               |               |
| 6107                                | Warehouse Operator-WL                 | Non-Exempt | 7   |                  |               |               |               |

| City of Columbia, Missouri          |                                         |            |     |                  |         |          |         |
|-------------------------------------|-----------------------------------------|------------|-----|------------------|---------|----------|---------|
| FY 2026 Classification and Pay Plan |                                         |            |     |                  |         |          |         |
| Effective November 23, 2025         |                                         |            |     |                  |         |          |         |
| Pay Grade                           | Job Title                               | Overtime   | EEO | Type of Pay Rate | Minimum | Midpoint | Maximum |
| 104                                 |                                         |            |     | Annual           | 36,837  | 45,323   | 53,789  |
|                                     |                                         |            |     | 2080 Hourly      | 17.71   | 21.79    | 25.86   |
|                                     | 1203 Accounting Assistant I             | Non-Exempt | 6   |                  |         |          |         |
|                                     | 1003 Administrative Technician I        | Non-Exempt | 6   |                  |         |          |         |
|                                     | 7305 Community Health Worker            | Non-Exempt | 5   |                  |         |          |         |
|                                     | 9919 Community Resilience Organizer     | Non-Exempt | 6   |                  |         |          |         |
|                                     | 2499 Paratransit Scheduler              | Non-Exempt | 6   |                  |         |          |         |
|                                     | 1001 Police Records Clerk I             | Non-Exempt | 6   |                  |         |          |         |
|                                     | 1190 Scale House Cashier                | Non-Exempt | 6   |                  |         |          |         |
|                                     | 7451 WIC Office Specialist              | Non-Exempt | 6   |                  |         |          |         |
| 105                                 |                                         |            |     | Annual           | 38,667  | 47,590   | 56,472  |
|                                     |                                         |            |     | 2080 Hourly      | 18.59   | 22.88    | 27.15   |
|                                     | 1204 Accounting Assistant II            | Non-Exempt | 6   |                  |         |          |         |
|                                     | 1004 Administrative Technician II       | Non-Exempt | 6   |                  |         |          |         |
|                                     | 7101 Animal Control Officer             | Non-Exempt | 8   |                  |         |          |         |
|                                     | 9933 Audio Visual Technician            | Non-Exempt | 3   |                  |         |          |         |
|                                     | 6507 Business Services Technician       | Non-Exempt | 5   |                  |         |          |         |
|                                     | 9950 City Management Fellowship*        | Non-Exempt | 2   |                  |         |          |         |
|                                     | 3011 Community Service Aide             | Non-Exempt | 4   |                  |         |          |         |
|                                     | 1213 Customer Service Representative II | Non-Exempt | 6   |                  |         |          |         |
|                                     | 2114 Equipment Technician               | Non-Exempt | 6   |                  |         |          |         |
|                                     | 7510 Licensed Practical Nurse           | Non-Exempt | 3   |                  |         |          |         |
|                                     | 2397 Maintenance Technician I-955       | Non-Exempt | 8   |                  |         |          |         |
|                                     | 2874 Meter Reader II-WL                 | Non-Exempt | 8   |                  |         |          |         |
|                                     | 1206 Payroll Technician                 | Non-Exempt | 5   |                  |         |          |         |
|                                     | 1002 Police Records Clerk II            | Non-Exempt | 6   |                  |         |          |         |
|                                     | 3013 Property and Evidence Technician   | Non-Exempt | 6   |                  |         |          |         |
|                                     | 6591 Risk Management Claims Specialist  | Non-Exempt | 6   |                  |         |          |         |
|                                     | 2490 Transit Maintenance Technician-955 | Non-Exempt | 8   |                  |         |          |         |
|                                     | 6688 Treasury Technician II             | Non-Exempt | 6   |                  |         |          |         |
| * Unclassified Position             |                                         |            |     |                  |         |          |         |

**City of Columbia, Missouri**  
**FY 2026 Classification and Pay Plan**

**Effective November 23, 2025**

| Pay Grade  | Job Title                                | Overtime   | EEO | Type of Pay Rate | Pay Range     |               |               |
|------------|------------------------------------------|------------|-----|------------------|---------------|---------------|---------------|
|            |                                          |            |     |                  | Minimum       | Midpoint      | Maximum       |
| <b>105</b> |                                          |            |     | <b>Annual</b>    | <b>38,667</b> | <b>47,590</b> | <b>56,472</b> |
|            |                                          |            |     | 2080 Hourly      | 18.59         | 22.88         | 27.15         |
| 1218       | Utility Customer Service Specialist II   | Non-Exempt | 6   |                  |               |               |               |
| 2433       | Utility Locator I-955                    | Non-Exempt | 7   |                  |               |               |               |
| 2431       | Utility Locator I-WL                     | Non-Exempt | 7   |                  |               |               |               |
| 2419       | Utility Maintenance Mechanic I-955       | Non-Exempt | 7   |                  |               |               |               |
| 2422       | Utility Maintenance Mechanic I-WL        | Non-Exempt | 7   |                  |               |               |               |
| 2881       | Utility Service Worker I - 955           | Non-Exempt | 7   |                  |               |               |               |
| 2880       | Utility Service Worker I - WL            | Non-Exempt | 7   |                  |               |               |               |
| 2101       | Vehicle Maintenance Technician-955       | Non-Exempt | 8   |                  |               |               |               |
| 2641       | Water Operator I-WL                      | Non-Exempt | 7   |                  |               |               |               |
| <b>106</b> |                                          |            |     | <b>Annual</b>    | <b>42,931</b> | <b>52,811</b> | <b>62,691</b> |
|            |                                          |            |     | 2080 Hourly      | 20.64         | 25.39         | 30.14         |
| 6208       | Accountant I                             | Non-Exempt | 2   |                  |               |               |               |
| 2160       | Addressing Specialist                    | Non-Exempt | 3   |                  |               |               |               |
| 1215       | Billing Auditor                          | Non-Exempt | 6   |                  |               |               |               |
| 7410       | Breastfeeding Peer Counselor Coordinator | Non-Exempt | 5   |                  |               |               |               |
| 2502       | Bus Driver-955                           | Non-Exempt | 8   |                  |               |               |               |
| 7920       | Computer Support Technician              | Non-Exempt | 3   |                  |               |               |               |
| 2222       | Container Maintenance Technician - 955   | Non-Exempt | 8   |                  |               |               |               |
| 3406       | Deputy Court Clerk                       | Non-Exempt | 6   |                  |               |               |               |
| 2190       | GIS Technician                           | Non-Exempt | 3   |                  |               |               |               |
| 1402       | Human Resources Technician I             | Non-Exempt | 5   |                  |               |               |               |
| 2230       | Logistics Specialist                     | Non-Exempt | 5   |                  |               |               |               |
| 1030       | Medical Billing Specialist               | Non-Exempt | 6   |                  |               |               |               |
| 2500       | Paratransit Compliance Clerk             | Non-Exempt | 6   |                  |               |               |               |
| 7946       | Physical Security and Network Technician | Non-Exempt | 3   |                  |               |               |               |
| 4627       | Program Specialist                       | Non-Exempt | 2   |                  |               |               |               |

| <b>City of Columbia, Missouri</b>          |                                            |                 |            |                         |                  |                 |                |
|--------------------------------------------|--------------------------------------------|-----------------|------------|-------------------------|------------------|-----------------|----------------|
| <b>FY 2026 Classification and Pay Plan</b> |                                            |                 |            |                         |                  |                 |                |
| <b>Effective November 23, 2025</b>         |                                            |                 |            |                         |                  |                 |                |
| <b>Pay Grade</b>                           | <b>Job Title</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>106</b>                                 |                                            |                 |            | <b>Annual</b>           | <b>42,931</b>    | <b>52,811</b>   | <b>62,691</b>  |
|                                            |                                            |                 |            | 2080 Hourly             | 20.64            | 25.39           | 30.14          |
|                                            | 2213 Refuse Collector I-955                | Non-Exempt      | 8          |                         |                  |                 |                |
|                                            | 3034 Sign and Signals Technician-955       | Non-Exempt      | 7          |                         |                  |                 |                |
|                                            | 4521 Utility Services Specialist I         | Non-Exempt      | 7          |                         |                  |                 |                |
|                                            | 2102 Vehicle Maintenance Specialist-955    | Non-Exempt      | 7          |                         |                  |                 |                |
|                                            | 9934 Video Engineering Specialist          | Non-Exempt      | 3          |                         |                  |                 |                |
|                                            | 9932 Video Producer                        | Non-Exempt      | 2          |                         |                  |                 |                |
|                                            | 2295 Water Distribution Operator I-955     | Non-Exempt      | 7          |                         |                  |                 |                |
| <b>107</b>                                 |                                            |                 |            | <b>Annual</b>           | <b>47,653</b>    | <b>58,614</b>   | <b>69,597</b>  |
|                                            |                                            |                 |            | 2080 Hourly             | 22.91            | 28.18           | 33.46          |
|                                            | 6770 Assistant to the Finance Director     | Non-Exempt      | 2          |                         |                  |                 |                |
|                                            | 8662 C.A.R.E. Program Specialist           | Exempt          | 2          |                         |                  |                 |                |
|                                            | 2999 Civilian Investigator                 | Non-Exempt      | 3          |                         |                  |                 |                |
|                                            | 4810 Communications Coordinator            | Non-Exempt      | 2          |                         |                  |                 |                |
|                                            | 6308 Contract Compliance Officer           | Exempt          | 2          |                         |                  |                 |                |
|                                            | 3404 Court Services Analyst                | Non-Exempt      | 2          |                         |                  |                 |                |
|                                            | 2002 Custodial Supervisor                  | Non-Exempt      | 8          |                         |                  |                 |                |
|                                            | 9942 Digital Communications Coordinator    | Non-Exempt      | 2          |                         |                  |                 |                |
|                                            | 2801 Electric Meter Repair Specialist I-WL | Non-Exempt      | 7          |                         |                  |                 |                |
|                                            | 9954 Engagement Coordinator*               | Non-Exempt      | 2          |                         |                  |                 |                |
|                                            | 5003 Engineering Technician I              | Non-Exempt      | 3          |                         |                  |                 |                |
|                                            | 2303 Equipment Operator-955                | Non-Exempt      | 7          |                         |                  |                 |                |
|                                            | 2298 Equipment Operator-WL                 | Non-Exempt      | 7          |                         |                  |                 |                |
|                                            | 9800 Event Services Specialist             | Non-Exempt      | 2          |                         |                  |                 |                |
| <b>* Unclassified Position</b>             |                                            |                 |            |                         |                  |                 |                |

| <b>City of Columbia, Missouri</b>          |                                      |                 |            |                         |                  |                 |                |
|--------------------------------------------|--------------------------------------|-----------------|------------|-------------------------|------------------|-----------------|----------------|
| <b>FY 2026 Classification and Pay Plan</b> |                                      |                 |            |                         |                  |                 |                |
| <b>Effective November 23, 2025</b>         |                                      |                 |            |                         |                  |                 |                |
| <b>Pay Grade</b>                           | <b>Job Title</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>107</b>                                 |                                      |                 |            | <b>Annual</b>           | <b>47,653</b>    | <b>58,614</b>   | <b>69,597</b>  |
|                                            |                                      |                 |            | 2080 Hourly             | 22.91            | 28.18           | 33.46          |
| 6204                                       | Financial Analyst                    | Exempt          | 2          |                         |                  |                 |                |
| 4803                                       | Graphic Artist                       | Non-Exempt      | 2          |                         |                  |                 |                |
| 1403                                       | Human Resources Technician II        | Exempt          | 2          |                         |                  |                 |                |
| 4580                                       | Human Resources Wellness Coordinator | Exempt          | 2          |                         |                  |                 |                |
| 4310                                       | Industry Relations Specialist        | Non-Exempt      | 2          |                         |                  |                 |                |
| 5040                                       | Laboratory Technician - 955          | Non-Exempt      | 3          |                         |                  |                 |                |
| 5041                                       | Laboratory Technician-WL             | Non-Exempt      | 3          |                         |                  |                 |                |
| 2503                                       | Lead Bus Driver - 955                | Non-Exempt      | 8          |                         |                  |                 |                |
| 4602                                       | Leave and Accommodation Specialist   | Exempt          | 2          |                         |                  |                 |                |
| 2398                                       | Maintenance Technician II-955        | Non-Exempt      | 8          |                         |                  |                 |                |
| 2107                                       | Mechanic I-955                       | Non-Exempt      | 7          |                         |                  |                 |                |
| 2879                                       | Metered Services Coordinator         | Non-Exempt      | 5          |                         |                  |                 |                |

| City of Columbia, Missouri          |                                         |            |     |                  |         |          |         |  |
|-------------------------------------|-----------------------------------------|------------|-----|------------------|---------|----------|---------|--|
| FY 2026 Classification and Pay Plan |                                         |            |     |                  |         |          |         |  |
| Effective November 23, 2025         |                                         |            |     |                  |         |          |         |  |
| Pay Grade                           | Job Title                               | Overtime   | EEO | Type of Pay Rate | Minimum | Midpoint | Maximum |  |
| 107                                 |                                         |            |     | Annual           | 47,653  | 58,614   | 69,597  |  |
|                                     |                                         |            |     | 2080 Hourly      | 22.91   | 28.18    | 33.46   |  |
| 2876                                | Metered Services Technician             | Non-Exempt | 8   |                  |         |          |         |  |
| 3290                                | Paralegal                               | Non-Exempt | 2   |                  |         |          |         |  |
| 3032                                | Parking Maintenance Technician II-955   | Non-Exempt | 7   |                  |         |          |         |  |
| 2375                                | Parks Equipment Mechanic-955            | Non-Exempt | 7   |                  |         |          |         |  |
| 1205                                | Payroll Specialist                      | Non-Exempt | 6   |                  |         |          |         |  |
| 2694                                | Power Plant Operator I-WL               | Non-Exempt | 7   |                  |         |          |         |  |
| 6305                                | Procurement Officer I                   | Non-Exempt | 5   |                  |         |          |         |  |
| 4801                                | Public Information Specialist           | Non-Exempt | 2   |                  |         |          |         |  |
| 2410                                | Railroad Maintenance Technician         | Non-Exempt | 7   |                  |         |          |         |  |
| 2626                                | Railroad Operator                       | Non-Exempt | 8   |                  |         |          |         |  |
| 1015                                | Records Custodian                       | Non-Exempt | 6   |                  |         |          |         |  |
| 8520                                | Recreation Specialist                   | Exempt     | 2   |                  |         |          |         |  |
| 2214                                | Refuse Collector II-955                 | Non-Exempt | 8   |                  |         |          |         |  |
| 6593                                | Risk Management Case Specialist         | Non-Exempt | 2   |                  |         |          |         |  |
| 7301                                | Social Services Specialist              | Non-Exempt | 2   |                  |         |          |         |  |
| 4315                                | Sports Sales Specialist                 | Non-Exempt | 4   |                  |         |          |         |  |
| 4300                                | Tourism Sales Specialist I              | Non-Exempt | 2   |                  |         |          |         |  |
| 6690                                | Treasury Analyst                        | Non-Exempt | 2   |                  |         |          |         |  |
| 1219                                | Utility Customer Service Specialist III | Non-Exempt | 6   |                  |         |          |         |  |
| 2860                                | Utility Data Specialist-WL              | Non-Exempt | 6   |                  |         |          |         |  |

**City of Columbia, Missouri**  
**FY 2026 Classification and Pay Plan**

**Effective November 23, 2025**

| Pay Grade  | Job Title                                     | Overtime   | EEO | Type of Pay Rate | Pay Range     |               |               |
|------------|-----------------------------------------------|------------|-----|------------------|---------------|---------------|---------------|
|            |                                               |            |     |                  | Minimum       | Midpoint      | Maximum       |
| <b>107</b> |                                               |            |     | <b>Annual</b>    | <b>47,653</b> | <b>58,614</b> | <b>69,597</b> |
|            |                                               |            |     | 2080 Hourly      | 22.91         | 28.18         | 33.46         |
|            | 2429 Utility Maintenance Mechanic II-955      | Non-Exempt | 7   |                  |               |               |               |
|            | 2425 Utility Maintenance Mechanic II-WL       | Non-Exempt | 7   |                  |               |               |               |
|            | 2883 Utility Service Worker II-WL             | Non-Exempt | 7   |                  |               |               |               |
|            | 4615 Volunteer Program Specialist             | Non-Exempt | 2   |                  |               |               |               |
|            | 2601 Wastewater Operator I-955                | Non-Exempt | 7   |                  |               |               |               |
|            | 2296 Water Distribution Operator II-955       | Non-Exempt | 7   |                  |               |               |               |
|            | 2312 Water Distribution Technician-955        | Non-Exempt | 7   |                  |               |               |               |
|            | 2642 Water Operator II-WL                     | Non-Exempt | 7   |                  |               |               |               |
|            | 9944 Web Developer                            | Non-Exempt | 2   |                  |               |               |               |
| <b>108</b> |                                               |            |     | <b>Annual</b>    | <b>52,894</b> | <b>65,062</b> | <b>77,251</b> |
|            |                                               |            |     | 2080 Hourly      | 25.43         | 31.28         | 37.14         |
|            | 6207 Accountant II                            | Exempt     | 2   |                  |               |               |               |
|            | 1007 Administrative Supervisor I              | Exempt     | 2   |                  |               |               |               |
|            | 7900 Application Developer I                  | Non-Exempt | 2   |                  |               |               |               |
|            | 5022 Assistant City Land Surveyor             | Non-Exempt | 2   |                  |               |               |               |
|            | 5114 Bioreactor Specialist                    | Exempt     | 2   |                  |               |               |               |
|            | 3202 Building Inspector I                     | Non-Exempt | 1   |                  |               |               |               |
|            | 2320 Closed Circuit Television Technician-955 | Non-Exempt | 7   |                  |               |               |               |
|            | 4650 Code Enforcement Specialist I            | Non-Exempt | 1   |                  |               |               |               |
|            | 7309 Communicable Disease Specialist          | Non-Exempt | 2   |                  |               |               |               |
|            | 2304 Crew Leader - 955                        | Non-Exempt | 7   |                  |               |               |               |
|            | 2400 Crew Leader, Airport                     | Non-Exempt | 7   |                  |               |               |               |

**City of Columbia, Missouri**  
**FY 2026 Classification and Pay Plan**

**Effective November 23, 2025**

| Pay Grade  | Job Title                               | Overtime   | EEO | Type of Pay Rate | Minimum       | Pay Range<br>Midpoint | Maximum       |
|------------|-----------------------------------------|------------|-----|------------------|---------------|-----------------------|---------------|
| <b>108</b> |                                         |            |     | <b>Annual</b>    | <b>52,894</b> | <b>65,062</b>         | <b>77,251</b> |
|            |                                         |            |     | 2080 Hourly      | 25.43         | 31.28                 | 37.14         |
| 2314       | Crew Leader, Water Distribution-955     | Non-Exempt | 7   |                  |               |                       |               |
| 3015       | Crime Analyst                           | Non-Exempt | 2   |                  |               |                       |               |
| 3017       | Crime Scene Investigator                | Non-Exempt | 2   |                  |               |                       |               |
| 1385       | Customer Service Supervisor             | Exempt     | 2   |                  |               |                       |               |
| 2995       | Digital Forensic Specialist             | Non-Exempt | 2   |                  |               |                       |               |
| 2411       | Electrician - 955                       | Non-Exempt | 7   |                  |               |                       |               |
| 5004       | Engineering Technician II               | Non-Exempt | 3   |                  |               |                       |               |
| 2584       | Environmental Education Coordinator     | Exempt     | 5   |                  |               |                       |               |
| 4509       | Environmental Program Coordinator       | Exempt     | 2   |                  |               |                       |               |
| 7201       | Environmental Public Health Specialist  | Non-Exempt | 2   |                  |               |                       |               |
| 3117       | Fire Trainer I                          | Exempt     | 2   |                  |               |                       |               |
| 2180       | GIS Specialist                          | Non-Exempt | 3   |                  |               |                       |               |
| 3960       | Housing Specialist I                    | Non-Exempt | 5   |                  |               |                       |               |
| 4601       | Human Resources Analyst                 | Exempt     | 2   |                  |               |                       |               |
| 4582       | Human Resources Compliance Specialist   | Exempt     | 2   |                  |               |                       |               |
| 4570       | Human Resources Training Coordinator    | Exempt     | 2   |                  |               |                       |               |
| 2884       | Jet Lead Operator - 955                 | Non-Exempt | 7   |                  |               |                       |               |
| 2399       | Maintenance Technician III-955          | Non-Exempt | 7   |                  |               |                       |               |
| 2108       | Mechanic II-955                         | Non-Exempt | 7   |                  |               |                       |               |
| 4104       | Neighborhood Communications Coordinator | Non-Exempt | 2   |                  |               |                       |               |
| 7403       | Nutritionist                            | Exempt     | 2   |                  |               |                       |               |
| 1009       | Police Records Supervisor               | Exempt     | 6   |                  |               |                       |               |
| 3008       | Police Trainer                          | Exempt     | 2   |                  |               |                       |               |



**City of Columbia, Missouri**  
**FY 2026 Classification and Pay Plan**

**Effective November 23, 2025**

| Pay Grade  | Job Title                                 | Overtime   | EEO | Type of Pay Rate | Pay Range     |               |               |
|------------|-------------------------------------------|------------|-----|------------------|---------------|---------------|---------------|
|            |                                           |            |     |                  | Minimum       | Midpoint      | Maximum       |
| <b>108</b> |                                           |            |     | <b>Annual</b>    | <b>52,894</b> | <b>65,062</b> | <b>77,251</b> |
|            |                                           |            |     | 2080 Hourly      | 25.43         | 31.28         | 37.14         |
| 4999       | Pretreatment Inspector                    | Non-Exempt | 3   |                  |               |               |               |
| 6307       | Procurement Officer II                    | Exempt     | 2   |                  |               |               |               |
| 4998       | Project Compliance Inspector I            | Non-Exempt | 1   |                  |               |               |               |
| 2208       | Solid Waste District Administrator        | Exempt     | 2   |                  |               |               |               |
| 2582       | Storm Water MS4 Technician                | Non-Exempt | 3   |                  |               |               |               |
| 9918       | Sustainability Analyst                    | Non-Exempt | 2   |                  |               |               |               |
| 9917       | Sustainability Specialist                 | Exempt     | 2   |                  |               |               |               |
| 7928       | Systems Administrator I                   | Non-Exempt | 5   |                  |               |               |               |
| 7931       | Technical Trainer                         | Exempt     | 2   |                  |               |               |               |
| 7360       | Tobacco Enforcement and Education Officer | Non-Exempt | 2   |                  |               |               |               |
| 4301       | Tourism Sales Specialist II               | Non-Exempt | 2   |                  |               |               |               |
| 3033       | Traffic Signal Technician                 | Non-Exempt | 7   |                  |               |               |               |
| 1214       | Utility Customer Service Supervisor       | Exempt     | 2   |                  |               |               |               |
| 2420       | Utility Maintenance Mechanic III-955      | Non-Exempt | 7   |                  |               |               |               |
| 2421       | Utility Maintenance Mechanic III-WL       | Non-Exempt | 7   |                  |               |               |               |
| 4510       | Utility Services Specialist II            | Non-Exempt | 2   |                  |               |               |               |
| 2781       | Vegetation Management Coordinator-WL      | Non-Exempt | 7   |                  |               |               |               |
| 2643       | Water Operator III-WL                     | Non-Exempt | 7   |                  |               |               |               |
| 2885       | Wetlands Lead Operator-955                | Non-Exempt | 7   |                  |               |               |               |

**City of Columbia, Missouri**  
**FY 2026 Classification and Pay Plan**

**Effective November 23, 2025**

| Pay Grade                      | Job Title                                      | Overtime   | EEO | Type of Pay Rate | Pay Range     |               |               |
|--------------------------------|------------------------------------------------|------------|-----|------------------|---------------|---------------|---------------|
|                                |                                                |            |     |                  | Minimum       | Midpoint      | Maximum       |
| <b>109</b>                     |                                                |            |     | <b>Annual</b>    | <b>58,718</b> | <b>72,238</b> | <b>85,738</b> |
|                                |                                                |            |     | 2080 Hourly      | 28.23         | 34.73         | 41.22         |
| 1008                           | Administrative Supervisor II                   | Exempt     | 2   |                  |               |               |               |
| 7105                           | Animal Control Supervisor                      | Exempt     | 8   |                  |               |               |               |
| 2560                           | Assistant to the Airport Manager               | Non-Exempt | 2   |                  |               |               |               |
| 3295                           | Assistant to the City Counselor                | Non-Exempt | 2   |                  |               |               |               |
| 8762                           | Assistant to the Parks and Recreation Director | Exempt     | 2   |                  |               |               |               |
| 5800                           | Assistant to the Public Works Director         | Exempt     | 2   |                  |               |               |               |
| 6601                           | Budget Analyst I                               | Exempt     | 2   |                  |               |               |               |
| 3203                           | Building Inspector II                          | Non-Exempt | 1   |                  |               |               |               |
| 2504                           | Bus Supervisor                                 | Exempt     | 8   |                  |               |               |               |
| 7930                           | Business Analyst                               | Exempt     | 2   |                  |               |               |               |
| 8660                           | C.A.R.E. Program Supervisor                    | Exempt     | 2   |                  |               |               |               |
| 5007                           | City Arborist                                  | Exempt     | 2   |                  |               |               |               |
| 4652                           | Code Enforcement Specialist II                 | Non-Exempt | 5   |                  |               |               |               |
| 2998                           | Communications and Outreach Supervisor         | Exempt     | 2   |                  |               |               |               |
| 8804                           | Deputy City Clerk*                             | Non-Exempt | 6   |                  |               |               |               |
| 3403                           | Deputy Court Administrator*                    | Exempt     | 2   |                  |               |               |               |
| 9937                           | Design and Marketing Supervisor                | Exempt     | 2   |                  |               |               |               |
| 7320                           | Disease Intervention Specialist                | Exempt     | 2   |                  |               |               |               |
| 2803                           | Electric Meter Repair Specialist II-WL         | Non-Exempt | 7   |                  |               |               |               |
| 8903                           | Entrepreneurship Program Specialist            | Exempt     | 2   |                  |               |               |               |
| 2112                           | Equipment Supervisor                           | Exempt     | 7   |                  |               |               |               |
| 6604                           | Finance Analyst                                | Exempt     | 2   |                  |               |               |               |
| 5205                           | Forester                                       | Exempt     | 2   |                  |               |               |               |
| <b>* Unclassified Position</b> |                                                |            |     |                  |               |               |               |

| <b>City of Columbia, Missouri</b>          |                                                     |                 |            |                         |                  |                 |                |
|--------------------------------------------|-----------------------------------------------------|-----------------|------------|-------------------------|------------------|-----------------|----------------|
| <b>FY 2026 Classification and Pay Plan</b> |                                                     |                 |            |                         |                  |                 |                |
| <b>Effective November 23, 2025</b>         |                                                     |                 |            |                         |                  |                 |                |
| <b>Pay Grade</b>                           | <b>Job Title</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>109</b>                                 |                                                     |                 |            | <b>Annual</b>           | <b>58,718</b>    | <b>72,238</b>   | <b>85,738</b>  |
|                                            |                                                     |                 |            | 2080 Hourly             | 28.23            | 34.73           | 41.22          |
|                                            | 2416 Golf Course Supervisor                         | Non-Exempt      | 2          |                         |                  |                 |                |
|                                            | 9960 Grant Administrator                            | Exempt          | 2          |                         |                  |                 |                |
|                                            | 7303 Health Program Coordinator                     | Exempt          | 2          |                         |                  |                 |                |
|                                            | 7334 HIV Medical Case Coordinator                   | Non-Exempt      | 2          |                         |                  |                 |                |
|                                            | 5203 Horticulturist                                 | Exempt          | 2          |                         |                  |                 |                |
|                                            | 3961 Housing Specialist II                          | Non-Exempt      | 5          |                         |                  |                 |                |
|                                            | 4603 Human Resources Generalist                     | Exempt          | 2          |                         |                  |                 |                |
|                                            | 2324 Instrumentation Technician-955                 | Non-Exempt      | 7          |                         |                  |                 |                |
|                                            | 2325 Instrumentation Technician-WL                  | Non-Exempt      | 7          |                         |                  |                 |                |
|                                            | 5132 Laboratory Specialist                          | Non-Exempt      | 2          |                         |                  |                 |                |
|                                            | 7501 Medical Office Supervisor                      | Exempt          | 2          |                         |                  |                 |                |
|                                            | 3026 Parking Enforcement and Maintenance Supervisor | Exempt          | 8          |                         |                  |                 |                |
|                                            | 3024 Parking Operations Supervisor                  | Exempt          | 8          |                         |                  |                 |                |
|                                            | 2417 Parks Crew Supervisor                          | Exempt          | 8          |                         |                  |                 |                |
|                                            | 4101 Planner                                        | Exempt          | 2          |                         |                  |                 |                |
|                                            | 2993 Police Records Management System Administrator | Non-Exempt      | 2          |                         |                  |                 |                |
|                                            | 2695 Power Plant Operator II-WL                     | Non-Exempt      | 7          |                         |                  |                 |                |
|                                            | 4996 Project Compliance Inspector II                | Non-Exempt      | 1          |                         |                  |                 |                |
|                                            | 3016 Property and Evidence Supervisor               | Exempt          | 6          |                         |                  |                 |                |
|                                            | 7503 Public Health Nurse                            | Exempt          | 2          |                         |                  |                 |                |
|                                            | 4501 Rate Analyst I                                 | Exempt          | 2          |                         |                  |                 |                |
|                                            | 5013 Right of Way Technician                        | Exempt          | 3          |                         |                  |                 |                |
|                                            | 4108 Senior Plan Reviewer                           | Exempt          | 3          |                         |                  |                 |                |
|                                            | 7299 Social Services Home Visitor                   | Non-Exempt      | 2          |                         |                  |                 |                |
|                                            | 2216 Solid Waste Supervisor I                       | Non-Exempt      | 7          |                         |                  |                 |                |

| <b>City of Columbia, Missouri</b>          |                                                     |                 |            |                         |                  |                 |                |
|--------------------------------------------|-----------------------------------------------------|-----------------|------------|-------------------------|------------------|-----------------|----------------|
| <b>FY 2026 Classification and Pay Plan</b> |                                                     |                 |            |                         |                  |                 |                |
| <b>Effective November 23, 2025</b>         |                                                     |                 |            |                         |                  |                 |                |
| <b>Pay Grade</b>                           | <b>Job Title</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>109</b>                                 |                                                     |                 |            | <b>Annual</b>           | <b>58,718</b>    | <b>72,238</b>   | <b>85,738</b>  |
|                                            |                                                     |                 |            | 2080 Hourly             | 28.23            | 34.73           | 41.22          |
|                                            | 2418 Sports Turf Supervisor                         | Exempt          | 7          |                         |                  |                 |                |
|                                            | 6103 Storeroom Supervisor                           | Exempt          | 6          |                         |                  |                 |                |
|                                            | 2616 Transload Operations Supervisor                | Non-Exempt      | 7          |                         |                  |                 |                |
|                                            | 2432 Utility Locator II-WL                          | Non-Exempt      | 7          |                         |                  |                 |                |
|                                            | 2104 Vehicle Maintenance Supervisor                 | Exempt          | 7          |                         |                  |                 |                |
|                                            | 2590 Wastewater Operator II-955                     | Non-Exempt      | 7          |                         |                  |                 |                |
| <b>110</b>                                 |                                                     |                 |            | <b>Annual</b>           | <b>65,166</b>    | <b>80,184</b>   | <b>95,181</b>  |
|                                            |                                                     |                 |            | 2080 Hourly             | 31.33            | 38.55           | 45.76          |
|                                            | 7922 Application Developer II                       | Exempt          | 2          |                         |                  |                 |                |
|                                            | 2330 Apprentice Communication Technician-WL         | Non-Exempt      | 8          |                         |                  |                 |                |
|                                            | 2701 Apprentice Lineworker-WL                       | Non-Exempt      | 8          |                         |                  |                 |                |
|                                            | 2630 Apprentice NERC Certified System Operator - WL | Non-Exempt      | 8          |                         |                  |                 |                |
|                                            | 2333 Apprentice Substation Technician-WL            | Non-Exempt      | 8          |                         |                  |                 |                |
|                                            | 9911 Assistant to the City Manager*                 | Exempt          | 2          |                         |                  |                 |                |
|                                            | 6698 Assistant Treasurer                            | Exempt          | 2          |                         |                  |                 |                |
|                                            | 7694 Biogas Plant Supervisor                        | Non-Exempt      | 7          |                         |                  |                 |                |
|                                            | 6603 Budget Analyst II                              | Exempt          | 2          |                         |                  |                 |                |
|                                            | 2407 Building and Grounds Supervisor                | Exempt          | 7          |                         |                  |                 |                |
|                                            | 8905 Business Development Specialist                | Exempt          | 2          |                         |                  |                 |                |
|                                            | 7695 CEC Supervisor                                 | Non-Exempt      | 7          |                         |                  |                 |                |
|                                            | 5023 City Land Surveyor                             | Exempt          | 2          |                         |                  |                 |                |
|                                            | 2408 Construction Project Supervisor                | Exempt          | 2          |                         |                  |                 |                |
|                                            | 2406 Construction Supervisor                        | Exempt          | 7          |                         |                  |                 |                |
|                                            | 7919 Cybersecurity Analyst I                        | Exempt          | 2          |                         |                  |                 |                |
| <b>* Unclassified Position</b>             |                                                     |                 |            |                         |                  |                 |                |

| <b>City of Columbia, Missouri</b>          |                                                       |                 |            |                         |                  |                 |                |
|--------------------------------------------|-------------------------------------------------------|-----------------|------------|-------------------------|------------------|-----------------|----------------|
| <b>FY 2026 Classification and Pay Plan</b> |                                                       |                 |            |                         |                  |                 |                |
| <b>Effective November 23, 2025</b>         |                                                       |                 |            |                         |                  |                 |                |
| <b>Pay Grade</b>                           | <b>Job Title</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>110</b>                                 |                                                       |                 |            | <b>Annual</b>           | <b>65,166</b>    | <b>80,184</b>   | <b>95,181</b>  |
|                                            |                                                       |                 |            | 2080 Hourly             | 31.33            | 38.55           | 45.76          |
|                                            | 7943 Data Analyst                                     | Exempt          | 2          |                         |                  |                 |                |
|                                            | 2851 Electric Distribution System Operator-WL         | Non-Exempt      | 7          |                         |                  |                 |                |
|                                            | 4608 Employee Relations Specialist                    | Exempt          | 2          |                         |                  |                 |                |
|                                            | 4500 Energy Market Analyst                            | Exempt          | 2          |                         |                  |                 |                |
|                                            | 5098 Engineering Specialist                           | Exempt          | 3          |                         |                  |                 |                |
|                                            | 6607 Enterprise Resource Planning Administrator       | Exempt          | 2          |                         |                  |                 |                |
|                                            | 7207 Environmental Public Health Supervisor           | Exempt          | 2          |                         |                  |                 |                |
|                                            | 9910 Executive Assistant*                             | Exempt          | 2          |                         |                  |                 |                |
|                                            | 3118 Fire Trainer II                                  | Exempt          | 2          |                         |                  |                 |                |
|                                            | 2100 Fleet Operations Superintendent                  | Exempt          | 1          |                         |                  |                 |                |
|                                            | 2175 GIS Analyst I                                    | Exempt          | 2          |                         |                  |                 |                |
|                                            | 7335 HIV Nurse Case Coordinator                       | Exempt          | 2          |                         |                  |                 |                |
|                                            | 3970 Housing Development Coordinator                  | Exempt          | 2          |                         |                  |                 |                |
|                                            | 4600 Human Resources Supervisor                       | Exempt          | 2          |                         |                  |                 |                |
|                                            | 4568 Human Resources Training and Wellness Supervisor | Exempt          | 2          |                         |                  |                 |                |
|                                            | 7913 IT Helpdesk Supervisor                           | Exempt          | 3          |                         |                  |                 |                |
|                                            | 5134 Laboratory Supervisor                            | Exempt          | 2          |                         |                  |                 |                |
|                                            | 9924 Media and Creative Services Supervisor           | Exempt          | 2          |                         |                  |                 |                |
|                                            | 2878 Metered Services Supervisor                      | Exempt          | 7          |                         |                  |                 |                |
|                                            | 3402 Municipal Court Administrator*                   | Exempt          | 2          |                         |                  |                 |                |
|                                            | 7918 Network Engineer I                               | Exempt          | 2          |                         |                  |                 |                |
|                                            | 7405 Nutrition Supervisor                             | Exempt          | 2          |                         |                  |                 |                |
|                                            | 8700 Parks Planner                                    | Exempt          | 2          |                         |                  |                 |                |
|                                            | 2415 Parks Supervisor                                 | Exempt          | 2          |                         |                  |                 |                |
|                                            | 2994 Police Policy and Research Specialist            | Non-Exempt      | 2          |                         |                  |                 |                |
|                                            | 2637 Power Plant Technician Supervisor                | Exempt          | 7          |                         |                  |                 |                |
| <b>* Unclassified Position</b>             |                                                       |                 |            |                         |                  |                 |                |

**City of Columbia, Missouri**  
**FY 2026 Classification and Pay Plan**

**Effective November 23, 2025**

| Pay Grade  | Job Title                                    | Overtime | EEO | Type of Pay Rate | Minimum       | Pay Range Midpoint | Maximum       |
|------------|----------------------------------------------|----------|-----|------------------|---------------|--------------------|---------------|
| <b>110</b> |                                              |          |     | <b>Annual</b>    | <b>65,166</b> | <b>80,184</b>      | <b>95,181</b> |
|            |                                              |          |     | 2080 Hourly      | 31.33         | 38.55              | 45.76         |
| 5015       | Property Acquisition Coordinator             | Exempt   | 2   |                  |               |                    |               |
| 7312       | Public Health Planner                        | Exempt   | 2   |                  |               |                    |               |
| 7294       | Public Safety and Justice Case Coordinator   | Exempt   | 2   |                  |               |                    |               |
| 2620       | Railroad Operations Manager                  | Exempt   | 1   |                  |               |                    |               |
| 4502       | Rate Analyst II                              | Exempt   | 2   |                  |               |                    |               |
| 8530       | Recreation Supervisor                        | Exempt   | 2   |                  |               |                    |               |
| 6595       | Risk Management Specialist                   | Exempt   | 2   |                  |               |                    |               |
| 6203       | Senior Accountant                            | Exempt   | 2   |                  |               |                    |               |
| 4103       | Senior Planner                               | Exempt   | 2   |                  |               |                    |               |
| 2428       | Sewer and Storm Water Maintenance Supervisor | Exempt   | 7   |                  |               |                    |               |
| 2591       | Sewer Supervisor                             | Exempt   | 7   |                  |               |                    |               |
| 2217       | Solid Waste Supervisor II                    | Exempt   | 7   |                  |               |                    |               |
| 6105       | Storeroom Superintendent                     | Exempt   | 1   |                  |               |                    |               |
| 2306       | Streets Supervisor                           | Exempt   | 7   |                  |               |                    |               |
| 7927       | Systems Administrator II                     | Exempt   | 2   |                  |               |                    |               |
| 2307       | Traffic Operations Supervisor                | Exempt   | 7   |                  |               |                    |               |
| 2480       | Transit Supervisor                           | Exempt   | 7   |                  |               |                    |               |
| 2434       | Utility Locator Supervisor                   | Exempt   | 7   |                  |               |                    |               |
| 2426       | Utility Maintenance Supervisor               | Exempt   | 7   |                  |               |                    |               |
| 4513       | Utility Services Supervisor                  | Exempt   | 2   |                  |               |                    |               |
| 2317       | Water Distribution Supervisor                | Exempt   | 7   |                  |               |                    |               |

**City of Columbia, Missouri**  
**FY 2026 Classification and Pay Plan**

**Effective November 23, 2025**

| Pay Grade  | Job Title                                       | Overtime   | EEO | Type of Pay Rate | Minimum       | Pay Range<br>Midpoint | Maximum        |
|------------|-------------------------------------------------|------------|-----|------------------|---------------|-----------------------|----------------|
| <b>111</b> |                                                 |            |     | <b>Annual</b>    | <b>72,342</b> | <b>89,003</b>         | <b>105,643</b> |
|            |                                                 |            |     | 2080 Hourly      | 34.78         | 42.79                 | 50.79          |
| 6199       | Accounts Payable and Receivable Supervisor      | Exempt     | 2   |                  |               |                       |                |
| 7921       | Application Developer III                       | Exempt     | 2   |                  |               |                       |                |
| 3299       | Assistant City Prosecutor*                      | Exempt     | 2   |                  |               |                       |                |
| 6206       | Assistant Controller                            | Exempt     | 2   |                  |               |                       |                |
| 6399       | Assistant Purchasing Agent                      | Exempt     | 2   |                  |               |                       |                |
| 2385       | Building Facilities Manager                     | Exempt     | 1   |                  |               |                       |                |
| 3205       | Building Regulations Supervisor                 | Exempt     | 1   |                  |               |                       |                |
| 6505       | Business Services Manager                       | Exempt     | 1   |                  |               |                       |                |
| 2331       | Communication Technician-WL                     | Non-Exempt | 7   |                  |               |                       |                |
| 2450       | Construction Project Superintendent             | Exempt     | 2   |                  |               |                       |                |
| 4629       | Cultural Affairs Manager*                       | Exempt     | 1   |                  |               |                       |                |
| 7915       | Cybersecurity Analyst II                        | Exempt     | 2   |                  |               |                       |                |
| 7924       | Database Administrator I                        | Exempt     | 2   |                  |               |                       |                |
| 9970       | Diversity, Equity and Inclusion Admininstrator* | Exempt     | 1   |                  |               |                       |                |
| 6610       | Economic Analyst                                | Exempt     | 2   |                  |               |                       |                |
| 5113       | Engineer                                        | Exempt     | 2   |                  |               |                       |                |
| 8904       | Entrepreneurship Program Supervisor             | Exempt     | 2   |                  |               |                       |                |
| 6198       | Financial Reporting and GASB Specialist         | Exempt     | 2   |                  |               |                       |                |
| 2176       | GIS Analyst II                                  | Exempt     | 2   |                  |               |                       |                |
| 7333       | HIV Medical Case Coordination Supervisor        | Exempt     | 2   |                  |               |                       |                |
| 3975       | Housing Programs Manager                        | Exempt     | 1   |                  |               |                       |                |
| 4605       | Human Resources Manager                         | Exempt     | 1   |                  |               |                       |                |
| 4610       | Internal Auditor*                               | Exempt     | 2   |                  |               |                       |                |

**\* Unclassified Position**

**City of Columbia, Missouri**  
**FY 2026 Classification and Pay Plan**

**Effective November 23, 2025**

| Pay Grade                      | Job Title                                             | Overtime   | EEO | Type of Pay Rate | Pay Range     |               |                |
|--------------------------------|-------------------------------------------------------|------------|-----|------------------|---------------|---------------|----------------|
|                                |                                                       |            |     |                  | Minimum       | Midpoint      | Maximum        |
| <b>111</b>                     |                                                       |            |     | <b>Annual</b>    | <b>72,342</b> | <b>89,003</b> | <b>105,643</b> |
|                                |                                                       |            |     | 2080 Hourly      | 34.78         | 42.79         | 50.79          |
|                                | 2207 Landfill Superintendent                          | Exempt     | 1   |                  |               |               |                |
|                                | 2703 Lineworker-WL                                    | Non-Exempt | 7   |                  |               |               |                |
|                                | 2209 Material Recovery Superintendent                 | Exempt     | 1   |                  |               |               |                |
|                                | 2640 NERC Certified System Operator-WL                | Non-Exempt | 7   |                  |               |               |                |
|                                | 2888 NERC Compliance Officer                          | Exempt     | 2   |                  |               |               |                |
|                                | 7917 Network Engineer II                              | Exempt     | 2   |                  |               |               |                |
|                                | 7506 Nurse Practitioner                               | Exempt     | 2   |                  |               |               |                |
|                                | 7515 Nursing Supervisor                               | Exempt     | 2   |                  |               |               |                |
|                                | 8710 Parks Development Superintendent                 | Exempt     | 1   |                  |               |               |                |
|                                | 6212 Payroll Manager                                  | Exempt     | 1   |                  |               |               |                |
|                                | 2992 Police Data and Records Management Supervisor    | Exempt     | 2   |                  |               |               |                |
|                                | 7942 Project Leader                                   | Exempt     | 2   |                  |               |               |                |
|                                | 7375 Public Health Education Supervisor               | Exempt     | 2   |                  |               |               |                |
|                                | 7308 Public Health Planning Supervisor                | Exempt     | 2   |                  |               |               |                |
|                                | 7290 Public Safety and Justice Supervisor             | Exempt     | 2   |                  |               |               |                |
|                                | 8610 Recreation and Community Programs Superintendent | Exempt     | 1   |                  |               |               |                |
|                                | 2430 Sewer and Storm Water Maintenance Superintendent | Exempt     | 1   |                  |               |               |                |
|                                | 7296 Social Services Supervisor                       | Exempt     | 2   |                  |               |               |                |
|                                | 2206 Solid Waste Superintendent                       | Exempt     | 1   |                  |               |               |                |
|                                | 2311 Street Maintenance Superintendent                | Exempt     | 1   |                  |               |               |                |
|                                | 2334 Substation Technician-WL                         | Non-Exempt | 7   |                  |               |               |                |
|                                | 9915 Sustainability Manager*                          | Exempt     | 1   |                  |               |               |                |
|                                | 7935 Systems Administrator III                        | Exempt     | 2   |                  |               |               |                |
|                                | 1220 Utility Customer Services Manager                | Exempt     | 1   |                  |               |               |                |
|                                | 9965 Violence Prevention Administrator*               | Exempt     | 2   |                  |               |               |                |
| <b>* Unclassified Position</b> |                                                       |            |     |                  |               |               |                |



| <b>City of Columbia, Missouri</b>          |                                               |                 |            |                         |                  |                 |                |
|--------------------------------------------|-----------------------------------------------|-----------------|------------|-------------------------|------------------|-----------------|----------------|
| <b>FY 2026 Classification and Pay Plan</b> |                                               |                 |            |                         |                  |                 |                |
| <b>Effective November 23, 2025</b>         |                                               |                 |            |                         |                  |                 |                |
| <b>Pay Grade</b>                           | <b>Job Title</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>111</b>                                 |                                               |                 |            | <b>Annual</b>           | <b>72,342</b>    | <b>89,003</b>   | <b>105,643</b> |
|                                            |                                               |                 |            | 2080 Hourly             | 34.78            | 42.79           | 50.79          |
| 2614                                       | Wastewater Operations Supervisor              | Exempt          | 7          |                         |                  |                 |                |
| 2604                                       | Wastewater Treatment Plant Chief Operator     | Exempt          | 2          |                         |                  |                 |                |
| 2655                                       | Water Distribution Superintendent             | Exempt          | 1          |                         |                  |                 |                |
| 2645                                       | Water Production Superintendent               | Exempt          | 1          |                         |                  |                 |                |
| <b>112</b>                                 |                                               |                 |            | <b>Annual</b>           | <b>80,309</b>    | <b>98,779</b>   | <b>117,270</b> |
|                                            |                                               |                 |            | 2080 Hourly             | 38.61            | 47.49           | 56.38          |
| 2997                                       | Administrative Services Manager*              | Exempt          | 1          |                         |                  |                 |                |
| 2556                                       | Airport Manager*                              | Exempt          | 1          |                         |                  |                 |                |
| 6605                                       | Budget Officer                                | Exempt          | 1          |                         |                  |                 |                |
| 6615                                       | Chief Economist                               | Exempt          | 2          |                         |                  |                 |                |
| 4799                                       | Creative Services and Marketing Manager*      | Exempt          | 1          |                         |                  |                 |                |
| 2332                                       | Crew Leader, Communication Technician-WL      | Non-Exempt      | 7          |                         |                  |                 |                |
| 2706                                       | Crew Leader, Line-WL                          | Non-Exempt      | 7          |                         |                  |                 |                |
| 2335                                       | Crew Leader, Substation-WL                    | Non-Exempt      | 7          |                         |                  |                 |                |
| 7944                                       | Data Architect                                | Exempt          | 2          |                         |                  |                 |                |
| 7925                                       | Database Administrator II                     | Exempt          | 2          |                         |                  |                 |                |
| 4107                                       | Development Services Manager                  | Exempt          | 1          |                         |                  |                 |                |
| 2770                                       | Electric Services Superintendent              | Exempt          | 1          |                         |                  |                 |                |
| 9957                                       | Engagement and Public Communications Manager* | Exempt          | 1          |                         |                  |                 |                |
| 5109                                       | Engineering Supervisor                        | Exempt          | 2          |                         |                  |                 |                |
| 7210                                       | Environmental Health and Safety Manager       | Exempt          | 1          |                         |                  |                 |                |
| 2106                                       | Fleet Operations Manager                      | Exempt          | 1          |                         |                  |                 |                |
| 2185                                       | GIS Supervisor                                | Exempt          | 2          |                         |                  |                 |                |
| 4616                                       | Human Services Manager                        | Exempt          | 1          |                         |                  |                 |                |
| 7929                                       | IT Infrastructure Supervisor                  | Exempt          | 2          |                         |                  |                 |                |
| 4622                                       | Neighborhood Services Manager                 | Exempt          | 1          |                         |                  |                 |                |
| <b>* Unclassified Position</b>             |                                               |                 |            |                         |                  |                 |                |

| <b>City of Columbia, Missouri</b>          |                                                |                 |            |                         |                  |                 |                |
|--------------------------------------------|------------------------------------------------|-----------------|------------|-------------------------|------------------|-----------------|----------------|
| <b>FY 2026 Classification and Pay Plan</b> |                                                |                 |            |                         |                  |                 |                |
| <b>Effective November 23, 2025</b>         |                                                |                 |            |                         |                  |                 |                |
| <b>Pay Grade</b>                           | <b>Job Title</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>112</b>                                 |                                                |                 |            | <b>Annual</b>           | <b>80,309</b>    | <b>98,779</b>   | <b>117,270</b> |
|                                            |                                                |                 |            | 2080 Hourly             | 38.61            | 47.49           | 56.38          |
|                                            | 3020 Parking Manager                           | Exempt          | 1          |                         |                  |                 |                |
|                                            | 8750 Parks and Recreation Manager              | Exempt          | 1          |                         |                  |                 |                |
|                                            | 7330 Prevention and Investigation Manager      | Exempt          | 1          |                         |                  |                 |                |
|                                            | 7304 Public Health Planning Manager            | Exempt          | 1          |                         |                  |                 |                |
|                                            | 6401 Purchasing Agent                          | Exempt          | 1          |                         |                  |                 |                |
|                                            | 6600 Risk Manager                              | Exempt          | 1          |                         |                  |                 |                |
|                                            | 9900 Special Projects Manager*                 | Exempt          | 1          |                         |                  |                 |                |
|                                            | 4319 Tourism Sales Manager                     | Exempt          | 1          |                         |                  |                 |                |
|                                            | 2485 Transit Manager                           | Exempt          | 1          |                         |                  |                 |                |
|                                            | 6700 Treasurer                                 | Exempt          | 1          |                         |                  |                 |                |
|                                            | 4514 Utility Services Manager                  | Exempt          | 1          |                         |                  |                 |                |
|                                            | 2607 Wastewater Treatment Plant Superintendent | Exempt          | 1          |                         |                  |                 |                |
|                                            | 2690 Water Distribution Manager                | Exempt          | 1          |                         |                  |                 |                |
|                                            | 2661 Water Production Manager                  | Exempt          | 1          |                         |                  |                 |                |
| <b>113</b>                                 |                                                |                 |            | <b>Annual</b>           | <b>90,771</b>    | <b>111,613</b>  | <b>132,496</b> |
|                                            |                                                |                 |            | 2080 Hourly             | 43.64            | 53.66           | 63.70          |
|                                            | 3301 Assistant City Counselor*                 | Exempt          | 2          |                         |                  |                 |                |
|                                            | 7600 Community Health Manager                  | Exempt          | 1          |                         |                  |                 |                |
|                                            | 6205 Controller                                | Exempt          | 1          |                         |                  |                 |                |
|                                            | 7926 Information Technology Manager            | Exempt          | 1          |                         |                  |                 |                |
|                                            | 2730 Line Superintendent                       | Exempt          | 1          |                         |                  |                 |                |
|                                            | 2629 NERC Operations Superintendent            | Exempt          | 1          |                         |                  |                 |                |
|                                            | 2636 Power Production Superintendent           | Exempt          | 1          |                         |                  |                 |                |
|                                            | 7940 Program Management Office Manager         | Exempt          | 1          |                         |                  |                 |                |
|                                            | 2337 Substation Repair Superintendent          | Exempt          | 1          |                         |                  |                 |                |
| <b>* Unclassified Position</b>             |                                                |                 |            |                         |                  |                 |                |

| City of Columbia, Missouri          |                                    |          |     |                  |           |          |         |
|-------------------------------------|------------------------------------|----------|-----|------------------|-----------|----------|---------|
| FY 2026 Classification and Pay Plan |                                    |          |     |                  |           |          |         |
| Effective November 23, 2025         |                                    |          |     |                  |           |          |         |
| Pay Grade                           | Job Title                          | Overtime | EEO | Type of Pay Rate | Pay Range |          |         |
|                                     |                                    |          |     |                  | Minimum   | Midpoint | Maximum |
| 114                                 |                                    |          |     | Annual           | 104,354   | 128,378  | 152,381 |
|                                     |                                    |          |     | 2080 Hourly      | 50.17     | 61.72    | 73.26   |
| 3300                                | City Prosecutor*                   | Exempt   | 1   |                  |           |          |         |
| 2855                                | Electrical Distribution Manager    | Exempt   | 1   |                  |           |          |         |
| 5107                                | Engineering and Operations Manager | Exempt   | 1   |                  |           |          |         |
| 5108                                | Engineering Manager                | Exempt   | 1   |                  |           |          |         |
| 2634                                | Power Supply Manager               | Exempt   | 1   |                  |           |          |         |
| * Unclassified Position             |                                    |          |     |                  |           |          |         |

| City of Columbia, Missouri          |                                  |            |     |                  |         |          |         |
|-------------------------------------|----------------------------------|------------|-----|------------------|---------|----------|---------|
| FY 2026 Classification and Pay Plan |                                  |            |     |                  |         |          |         |
| Effective November 23, 2025         |                                  |            |     |                  |         |          |         |
| Pay Grade                           | Job Title                        | Overtime   | EEO | Type of Pay Rate | Minimum | Midpoint | Maximum |
| F1                                  |                                  |            |     | Annual           | 46,842  | 58,405   | 69,967  |
|                                     |                                  |            |     | 2080 Hourly      | 22.52   | 28.08    | 33.64   |
|                                     |                                  |            |     | 2912 Hourly      | 16.09   | 20.06    | 24.03   |
| 3101                                | Firefighter I - 1055**           | Non-Exempt | 4   |                  |         |          |         |
| F2                                  |                                  |            |     | Annual           | 51,475  | 64,181   | 76,877  |
|                                     |                                  |            |     | 2080 Hourly      | 24.75   | 30.86    | 36.96   |
|                                     |                                  |            |     | 2912 Hourly      | 17.68   | 22.04    | 26.40   |
| 3102                                | Firefighter II - 1055**          | Non-Exempt | 4   |                  |         |          |         |
| F3                                  |                                  |            |     | Annual           | 55,845  | 68,460   | 81,938  |
|                                     |                                  |            |     | 2080 Hourly      | 26.85   | 32.91    | 39.39   |
|                                     |                                  |            |     | 2912 Hourly      | 19.18   | 23.51    | 28.14   |
| 3103                                | Fire Engineer - 1055**           | Non-Exempt | 4   |                  |         |          |         |
| F4                                  |                                  |            |     | Annual           | 68,163  | 84,060   | 99,957  |
|                                     |                                  |            |     | 2080 Hourly      | 32.77   | 40.41    | 48.06   |
|                                     |                                  |            |     | 2912 Hourly      | 23.41   | 28.87    | 34.33   |
| 3114                                | Assistant Fire Marshal - 1055    | Non-Exempt | 4   |                  |         |          |         |
| F5                                  |                                  |            |     | Annual           | 72,989  | 85,897   | 105,279 |
|                                     |                                  |            |     | 2080 Hourly      | 35.09   | 41.30    | 50.61   |
|                                     |                                  |            |     | 2912 Hourly      | 25.07   | 29.50    | 36.15   |
| 3105                                | Fire Captain - 1055**            | Non-Exempt | 2   |                  |         |          |         |
| 3116                                | Training and Safety Captain-1055 | Non-Exempt | 2   |                  |         |          |         |
| F6                                  |                                  |            |     | Annual           | 84,552  | 101,338  | 118,102 |
|                                     |                                  |            |     | 2080 Hourly      | 40.65   | 48.72    | 56.78   |
|                                     |                                  |            |     | 2912 Hourly      | 29.04   | 34.80    | 40.56   |
| F7                                  |                                  |            |     | Annual           | 92,685  | 111,301  | 129,917 |
|                                     |                                  |            |     | 2080 Hourly      | 44.56   | 53.51    | 62.46   |
|                                     |                                  |            |     | 2912 Hourly      | 31.83   | 38.22    | 44.61   |
| 3107                                | Fire Battalion Chief**           | Exempt     | 2   |                  |         |          |         |

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

**City of Columbia, Missouri**  
**FY 2026 Classification and Pay Plan**

**Effective November 23, 2025**

| Pay Grade                      | Job Title                                                     | Overtime | EEO | Type of Pay Rate | Minimum        | Pay Range Midpoint | Maximum        |
|--------------------------------|---------------------------------------------------------------|----------|-----|------------------|----------------|--------------------|----------------|
| <b>L1</b>                      |                                                               |          |     | <b>Annual</b>    | <b>87,381</b>  | <b>111,010</b>     | <b>134,597</b> |
|                                |                                                               |          |     | 2080 Hourly      | 42.01          | 53.37              | 64.71          |
|                                | 8948 Assistant Director, Convention and Visitor's Bureau*     | Exempt   | 1   |                  |                |                    |                |
|                                | 8901 Assistant Director, Economic Development*                | Exempt   | 1   |                  |                |                    |                |
|                                | 4606 Assistant Director, Human Resources*                     | Exempt   | 1   |                  |                |                    |                |
|                                | 2986 Assistant Director, Solid Waste Utilities*               | Exempt   | 1   |                  |                |                    |                |
| <b>L2</b>                      |                                                               |          |     | <b>Annual</b>    | <b>96,138</b>  | <b>122,096</b>     | <b>148,054</b> |
|                                |                                                               |          |     | 2080 Hourly      | 46.22          | 58.70              | 71.18          |
|                                | 4106 Assistant Director, Community Development*               | Exempt   | 1   |                  |                |                    |                |
|                                | 6750 Assistant Director, Finance*                             | Exempt   | 1   |                  |                |                    |                |
|                                | 7960 Assistant Director, Information Technology*              | Exempt   | 1   |                  |                |                    |                |
|                                | 7680 Assistant Director, Public Health and Human Services*    | Exempt   | 1   |                  |                |                    |                |
|                                | 2980 Assistant Director, Utilities-Rates and Fiscal Planning* | Exempt   | 1   |                  |                |                    |                |
|                                | 2988 Assistant Director, Water Utilities*                     | Exempt   | 1   |                  |                |                    |                |
|                                | 3109 Assistant Fire Chief*                                    | Exempt   | 1   |                  |                |                    |                |
|                                | 3004 Assistant Police Chief*                                  | Exempt   | 1   |                  |                |                    |                |
| <b>L3</b>                      |                                                               |          |     | <b>Annual</b>    | <b>108,618</b> | <b>137,966</b>     | <b>167,315</b> |
|                                |                                                               |          |     | 2080 Hourly      | 52.22          | 66.33              | 80.44          |
|                                | 9901 Assistant City Manager*                                  | Exempt   | 1   |                  |                |                    |                |
|                                | 2982 Assistant Director, Electric Utilities*                  | Exempt   | 1   |                  |                |                    |                |
|                                | 5106 Assistant Director, Public Works*                        | Exempt   | 1   |                  |                |                    |                |
|                                | 2984 Assistant Director, Sewer and Storm Water Utilities*     | Exempt   | 1   |                  |                |                    |                |
|                                | 4105 Community Development Director*                          | Exempt   | 1   |                  |                |                    |                |
|                                | 8950 Convention and Visitors Bureau Director*                 | Exempt   | 1   |                  |                |                    |                |
|                                | 3408 Deputy City Counselor*                                   | Exempt   | 1   |                  |                |                    |                |
|                                | 3110 Deputy Fire Chief*                                       | Exempt   | 1   |                  |                |                    |                |
|                                | 3006 Deputy Police Chief*                                     | Exempt   | 1   |                  |                |                    |                |
|                                | 8900 Economic Development Director*                           | Exempt   | 1   |                  |                |                    |                |
|                                | 3980 Housing and Neighborhood Services Director*              | Exempt   | 1   |                  |                |                    |                |
| <b>* Unclassified Position</b> |                                                               |          |     |                  |                |                    |                |

| City of Columbia, Missouri          |                                                 |            |     |                  |                |                |                |
|-------------------------------------|-------------------------------------------------|------------|-----|------------------|----------------|----------------|----------------|
| FY 2026 Classification and Pay Plan |                                                 |            |     |                  |                |                |                |
| Effective November 23, 2025         |                                                 |            |     |                  |                |                |                |
| Pay Grade                           | Job Title                                       | Overtime   | EEO | Type of Pay Rate | Minimum        | Midpoint       | Maximum        |
| <b>L4</b>                           |                                                 |            |     | <b>Annual</b>    | <b>124,946</b> | <b>158,662</b> | <b>192,379</b> |
|                                     |                                                 |            |     | 2080 Hourly      | 60.07          | 76.28          | 92.49          |
|                                     | 3108 Fire Chief*                                | Exempt     | 1   |                  |                |                |                |
|                                     | 4604 Human Resources Director*                  | Exempt     | 1   |                  |                |                |                |
|                                     | 7950 Information Technology Director*           | Exempt     | 1   |                  |                |                |                |
|                                     | 8970 Parks and Recreation Director*             | Exempt     | 1   |                  |                |                |                |
|                                     | 3007 Police Chief*                              | Exempt     | 1   |                  |                |                |                |
|                                     | 7700 Public Health and Human Services Director* | Exempt     | 1   |                  |                |                |                |
|                                     | 5901 Public Works Director*                     | Exempt     | 1   |                  |                |                |                |
| <b>L5</b>                           |                                                 |            |     | <b>Annual</b>    | <b>146,182</b> | <b>185,640</b> | <b>225,098</b> |
|                                     |                                                 |            |     | 2080 Hourly      | 70.28          | 89.25          | 108.22         |
|                                     | 3410 City Counselor*                            | Exempt     | 1   |                  |                |                |                |
|                                     | 9905 Deputy City Manager*                       | Exempt     | 1   |                  |                |                |                |
|                                     | 6800 Finance Director*                          | Exempt     | 1   |                  |                |                |                |
|                                     | 2990 Utilities Director*                        | Exempt     | 1   |                  |                |                |                |
| <b>P1</b>                           |                                                 |            |     | <b>Annual</b>    | <b>43,576</b>  | <b>54,330</b>  | <b>65,125</b>  |
|                                     |                                                 |            |     | 2080 Hourly      | 20.95          | 26.12          | 31.31          |
|                                     | 3000 Police Officer in Training                 | Non-Exempt | 4   |                  |                |                |                |
| <b>P2</b>                           |                                                 |            |     | <b>Annual</b>    | <b>52,478</b>  | <b>65,478</b>  | <b>78,478</b>  |
|                                     |                                                 |            |     | 2080 Hourly      | 25.23          | 31.48          | 37.73          |
|                                     | 2550 Airport Safety Officer                     | Non-Exempt | 4   |                  |                |                |                |
|                                     | 8690 Park Safety Officer                        | Non-Exempt | 4   |                  |                |                |                |
|                                     | 3001 Police Officer - CPOA                      | Non-Exempt | 4   |                  |                |                |                |
| <b>P3</b>                           |                                                 |            |     | <b>Annual</b>    | <b>69,784</b>  | <b>84,115</b>  | <b>98,446</b>  |
|                                     |                                                 |            |     | 2080 Hourly      | 33.55          | 40.44          | 47.33          |
|                                     | 2555 Airport Safety Supervisor                  | Non-Exempt | 3   |                  |                |                |                |
|                                     | 3002 Police Sergeant - CPOA                     | Non-Exempt | 3   |                  |                |                |                |
| <b>P4</b>                           |                                                 |            |     | <b>Annual</b>    | <b>82,368</b>  | <b>100,235</b> | <b>118,102</b> |
|                                     |                                                 |            |     | 2080 Hourly      | 39.60          | 48.19          | 56.78          |
|                                     | 3010 Police Lieutenant-CPLA                     | Exempt     | 2   |                  |                |                |                |
| * Unclassified Position             |                                                 |            |     |                  |                |                |                |