

**City of Columbia, Missouri  
FY 2021 Classification and Pay Plan**

printed 8/17/2020

**Effective October 1, 2020**

**The City's established permanent position minimum starting wage is \$15/hr (\$10.714/hr for 56 hour positions) beginning 9/23/2018.**

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range		
						Minimum	Midpoint	Maximum
<b>A1</b>					<b>Annual</b>	<b>19,022</b>	<b>23,192</b>	<b>27,498</b>
					2080 Hourly	9.145	11.150	13.220
<b>A2</b>					<b>Annual</b>	<b>19,972</b>	<b>24,351</b>	<b>28,872</b>
					2080 Hourly	9.602	11.707	13.881
<b>A3</b>					<b>Annual</b>	<b>20,971</b>	<b>25,569</b>	<b>30,318</b>
					2080 Hourly	10.082	12.293	14.576
<b>A4</b>					<b>Annual</b>	<b>22,543</b>	<b>27,485</b>	<b>32,589</b>
					2080 Hourly	10.838	13.214	15.668
<b>A5</b>					<b>Annual</b>	<b>24,234</b>	<b>29,548</b>	<b>35,036</b>
					2080 Hourly	11.651	14.206	16.844
<b>A6</b>					<b>Annual</b>	<b>26,052</b>	<b>31,764</b>	<b>37,660</b>
					2080 Hourly	12.525	15.271	18.106
	2587 Collections Assistant - 955	Operator	Non-Exempt	8				
	2001 Custodian	Operator	Non-Exempt	8				
	2003 Custodian - 955	Operator	Non-Exempt	8				
	2210 Material Handler - 955	Operator	Non-Exempt	8				
	6101 Storeroom Assistant	Operator	Non-Exempt	6				
	2220 Traffic Control Operator - 955	Operator	Non-Exempt	8				
<b>A7</b>					<b>Annual</b>	<b>28,656</b>	<b>34,940</b>	<b>41,427</b>
					2080 Hourly	13.777	16.798	19.917
	2397 Maintenance Assistant - 955	Operator	Non-Exempt	8				
	3018 Parking Meter Repair Assistant - 955	Operator	Non-Exempt	8				
	2490 Transit Maintenance Assistant - 955	Operator	Non-Exempt	8				
	2880 Utility Service Worker	Operator	Non-Exempt	7				
	6107 Warehouse Operator	Operator	Non-Exempt	7				
	6108 Warehouse Operator - 955	Operator	Non-Exempt	7				

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<b>A7</b>					<b>Annual</b>	<b>28,656</b>	<b>34,940</b>	<b>41,427</b>
					2080 Hourly	13.777	16.798	19.917
	2881 Utility Service Worker - CDL	Operator	Non-Exempt	7				
	2101 Vehicle Maintenance Assistant - 955	Operator	Non-Exempt	8				
<b>A8</b>					<b>Annual</b>	<b>31,522</b>	<b>38,434</b>	<b>45,571</b>
					2080 Hourly	15.155	18.478	21.909
	7101 Animal Control Officer	Technician	Non-Exempt	8				
	2390 Building Maintenance Mechanic - 955	Technician	Non-Exempt	7				
	2502 Bus Driver-955	Operator	Non-Exempt	8				
	2380 Construction Mechanic - 955	Operator	Non-Exempt	7				
	2375 Equipment Mechanic - 955	Technician	Non-Exempt	7				
	2883 Lead Utility Service Worker	Operator	Non-Exempt	7				
	2395 Maintenance Associate - 955	Technician	Non-Exempt	8				
	2870 Meter Reader	Operator	Non-Exempt	8				
	3032 Parking Meter Repair Technician - 955	Technician	Non-Exempt	7				
	2412 Parks & Grounds Technician - 955	Technician	Non-Exempt	8				
	2213 Refuse Collector - 955	Operator	Non-Exempt	8				
	2431 Utility Locator	Operator	Non-Exempt	7				
	2102 Vehicle Service Worker - 955	Operator	Non-Exempt	7				
<b>A9</b>					<b>Annual</b>	<b>33,259</b>	<b>42,324</b>	<b>51,644</b>
					2080 Hourly	15.990	20.348	24.829
	5000 Associate Engineering Technician	Technician	Non-Exempt	3				
	2419 Associate Utility Maintenance Mechanic - 955	Operator	Non-Exempt	7				
	2422 Associate Utility Maintenance Mechanic	Operator	Non-Exempt	7				
	9933 Audio Visual Technician	Technician	Non-Exempt	3				
	2298 CDL Operator	Technician	Non-Exempt	7				
	2303 CDL Operator - 955	Technician	Non-Exempt	7				

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						Minimum	Midpoint	Maximum
<b>A9</b>					<b>Annual</b>	<b>33,259</b>	<b>42,324</b>	<b>51,644</b>
					2080 Hourly	15.990	20.348	24.829
	2379 Construction Technician - 955	Technician	Non-Exempt	7				
	2222 Container Maintenance Technician - 955	Technician	Non-Exempt	8				
	2860 Electronic Data Specialist	Technician	Non-Exempt	6				
	2503 Lead Bus Driver - 955	Operator	Non-Exempt	8				
	2404 Maintenance Mechanic -955	Operator	Non-Exempt	7				
	2396 Maintenance Technician - 955	Technician	Non-Exempt	7				
	2626 Railroad Operator	Technician	Non-Exempt	8				
	2874 Senior Meter Reader	Technician	Non-Exempt	8				
	2214 Senior Refuse Collector - 955	Operator	Non-Exempt	8				
	3034 Sign Technician - 955	Technician	Non-Exempt	7				
	2641 Water Treatment Plant Operator I	Technician	Non-Exempt	7				
	2601 WWTP Operator - 955	Technician	Non-Exempt	7				
<b>A10</b>					<b>Annual</b>	<b>36,585</b>	<b>46,555</b>	<b>56,807</b>
					2080 Hourly	17.589	22.382	27.311
	1215 Billing Auditor	Technician	Non-Exempt	6				
	7920 Computer Support Technician	Technician	Non-Exempt	3				
	2304 Crew Foreman - 955	Technician	Non-Exempt	7				
	2801 Electric Meter Repair Worker	Technician	Non-Exempt	7				
	2411 Electrician - 955	Technician	Non-Exempt	7				
	4521 Energy Technician	Technician	Non-Exempt	7				
	5003 Engineering Technician	Technician	Non-Exempt	3				
	1402 Human Resources Technician	Technician	Non-Exempt	5				
	2884 Jet Lead Operator - 955	Technician	Non-Exempt	7				
	5041 Laboratory Technician	Technician	Non-Exempt	3				
	5040 Laboratory Technician - 955	Technician	Non-Exempt	3				

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<b>A10</b>					<b>Annual</b>	<b>36,585</b>	<b>46,555</b>	<b>56,807</b>
					2080 Hourly	17.589	22.382	27.311
	2781 Lead Consulting Utility Forester	Operator	Non-Exempt	7				
	2403 Maintenance Specialist - 955	Technician	Non-Exempt	7				
	2876 Metered Services Technician	Technician	Non-Exempt	8				
	2370 Parks & Grounds Specialist - 955	Technician	Non-Exempt	7				
	2694 Power Plant Operator	Operator	Non-Exempt	7				
	2410 Railroad Maintenance Specialist	Technician	Non-Exempt	7				
	2590 Sewer Utility Lead Operator - 955	Technician	Non-Exempt	7				
	3033 Traffic Signal Technician	Technician	Non-Exempt	7				
	2432 Utility Locator Foreman	Technician	Non-Exempt	7				
	2425 Utility Maintenance Mechanic	Technician	Non-Exempt	7				
	2429 Utility Maintenance Mechanic - 955	Technician	Non-Exempt	7				
	2107 Vehicle Mechanic - 955	Technician	Non-Exempt	7				
	2296 Water Distribution Operator	Technician	Non-Exempt	7				
	2312 Water Distribution Technician	Technician	Non-Exempt	7				
	2642 Water Treatment Plant Operator II	Technician	Non-Exempt	7				
	2885 Wetlands Lead Operator - 955	Technician	Non-Exempt	7				
<b>A11</b>					<b>Annual</b>	<b>41,159</b>	<b>52,374</b>	<b>63,908</b>
					2080 Hourly	19.788	25.180	30.725
	2160 Addressing Specialist	Technician	Non-Exempt	3				
	2400 Airport Maintenance Foreman	Technician	Non-Exempt	7				
	5022 Assistant City Land Surveyor	Technician	Non-Exempt	2				
	3202 Building Inspector	Technician	Non-Exempt	1				
	2320 CCTV Technician - 955	Technician	Non-Exempt	7				
	4650 Code Enforcement Specialist	Technician	Non-Exempt	1				
	3960 Housing Specialist	Technician	Non-Exempt	5				

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<b>A11</b>					<b>Annual</b>	<b>41,159</b>	<b>52,374</b>	<b>63,908</b>
					2080 Hourly	19.788	25.180	30.725
	2324 Instrument Technician - 955	Technician	Non-Exempt	7				
	2325 Instrument Technician	Technician	Non-Exempt	7				
	3030 Parking Utility Maintenance Mechanic - 955	Technician	Non-Exempt	7				
	4999 Pretreatment Inspector	Technician	Non-Exempt	3				
	4998 Project Compliance Inspector	Technician	Non-Exempt	1				
	2394 Senior Building Maintenance Mechanic - 955	Technician	Non-Exempt	7				
	5004 Senior Engineering Technician	Technician	Non-Exempt	3				
	2420 Senior Utility Maintenance Mechanic - 955	Technician	Non-Exempt	7				
	2421 Senior Utility Maintenance Mechanic	Technician	Non-Exempt	7				
	2438 Sewer Technician	Technician	Exempt	3				
	2582 Storm Water MS4 Technician	Technician	Exempt	3				
	2108 Vehicle Mechanic II - 955	Technician	Non-Exempt	7				
	9934 Video Engineering Specialist	Technician	Non-Exempt	3				
	2314 Water Distribution Foreman	Technician	Non-Exempt	7				
	2643 Water Treatment Plant Operator III	Technician	Non-Exempt	7				
<b>A12</b>					<b>Annual</b>	<b>46,305</b>	<b>58,922</b>	<b>71,897</b>
					2080 Hourly	22.262	28.328	34.566
	2630 Apprentice Balancing Authority Operator	Technician	Non-Exempt	8				
	2330 Apprentice Communication Technician	Technician	Non-Exempt	8				
	2701 Apprentice Lineworker	Technician	Non-Exempt	8				
	2333 Apprentice Substation Technician	Technician	Non-Exempt	8				
	7693 Biogas Plant Technician	Technician	Non-Exempt	7				
	7692 CEC Technician	Technician	Non-Exempt	7				
	2851 Electric Distribution Coordinator	Technician	Non-Exempt	7				
	2803 Lead Electric Meter Repair Worker	Technician	Non-Exempt	7				
	2695 Lead Power Plant Operator	Technician	Non-Exempt	7				

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					Pay Rate	Minimum	Midpoint	Maximum
<b>A12</b>					<b>Annual</b>	<b>46,305</b>	<b>58,922</b>	<b>71,897</b>
					2080 Hourly	22.262	28.328	34.566
	5013 Right of Way Technician	Technician	Exempt	3				
	4996 Senior Project Compliance Inspector	Technician	Non-Exempt	1				
	3203 Senior Building Inspector	Technician	Non-Exempt	1				
	4652 Senior Code Enforcement Specialist	Technician	Non-Exempt	1				
	3961 Senior Housing Specialist	Technician	Non-Exempt	5				
<b>A13</b>					<b>Annual</b>	<b>52,092</b>	<b>66,288</b>	<b>80,883</b>
					2080 Hourly	25.044	31.869	38.886
	2331 Journeyman Communication Technician	Technician	Non-Exempt	7				
	2334 Journeyman Substation Technician	Technician	Non-Exempt	7				
	2640 NERC Certified Balancing Authority Operator	Technician	Non-Exempt	7				
<b>A14</b>					<b>Annual</b>	<b>58,604</b>	<b>74,574</b>	<b>90,996</b>
					2080 Hourly	28.175	35.853	43.748
	2332 Communication Technician Foreman	Technician	Non-Exempt	7				
	2703 Journeyman Lineworker	Technician	Non-Exempt	7				
	2888 NERC Compliance Officer	Technician	Exempt	2				
	2335 Substation Technician Foreman	Technician	Non-Exempt	7				
<b>A15</b>					<b>Annual</b>	<b>65,930</b>	<b>80,764</b>	<b>102,371</b>
					2080 Hourly	31.697	38.829	49.217
	2706 Line Foreman	Technician	Non-Exempt	7				

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<b>B1</b>					<b>Annual</b>	<b>18,936</b>	<b>25,536</b>	<b>32,296</b>
					2080 Hourly	9.104	12.277	15.527
<b>B2</b>					<b>Annual</b>	<b>20,359</b>	<b>26,248</b>	<b>32,296</b>
					2080 Hourly	9.788	12.619	15.527
<b>B3</b>					<b>Annual</b>	<b>21,884</b>	<b>27,242</b>	<b>32,760</b>
					2080 Hourly	10.521	13.097	15.750
<b>B4</b>					<b>Annual</b>	<b>23,527</b>	<b>29,286</b>	<b>35,219</b>
					2080 Hourly	11.311	14.080	16.932
	1201 Cashier	Clerical	Non-Exempt	6				
<b>B5</b>					<b>Annual</b>	<b>25,877</b>	<b>32,213</b>	<b>38,742</b>
					2080 Hourly	12.441	15.487	18.626
	1005 Administrative Support Assistant	Clerical	Non-Exempt	6				
	1211 Customer Service Rep I	Clerical	Non-Exempt	6				
	2114 Equipment Technician	Clerical	Non-Exempt	6				
	1200 Lead Cashier	Clerical	Non-Exempt	5				
	8510 Recreation Leader	Clerical	Non-Exempt	5				
	6100 Stores Clerk - 955	Clerical	Non-Exempt	6				
	6106 Stores Clerk	Clerical	Non-Exempt	6				
	7451 WIC Office Specialist	Clerical	Non-Exempt	6				
	1216 Utility Customer Service Rep I	Clerical	Non-Exempt	6				
<b>B6</b>					<b>Annual</b>	<b>28,467</b>	<b>35,435</b>	<b>42,615</b>
					2080 Hourly	13.686	17.036	20.488
	2500 Compliance Clerk	Clerical	Non-Exempt	6				
	1213 Customer Service Rep II	Clerical	Non-Exempt	6				
	1010 Information Specialist	Clerical	Non-Exempt	6				
	1030 Medical Billing Clerk	Clerical	Non-Exempt	6				

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<b>B6</b>					<b>Annual</b>	<b>28,467</b>	<b>35,435</b>	<b>42,615</b>
					2080 Hourly	13.686	17.036	20.488
	1006 Senior Administrative Support Assistant	Clerical	Non-Exempt	6				
	1218 Utility Customer Service Rep II	Clerical	Non-Exempt	6				
<b>B7</b>					<b>Annual</b>	<b>31,312</b>	<b>38,979</b>	<b>46,877</b>
					2080 Hourly	15.054	18.740	22.537
	1203 Accounting Assistant	Clerical	Non-Exempt	6				
	6507 Business Services Technician	Clerical	Non-Exempt	5				
	3013 Property & Evidence Technician	Clerical	Non-Exempt	6				
<b>B8</b>					<b>Annual</b>	<b>35,227</b>	<b>43,851</b>	<b>52,736</b>
					2080 Hourly	16.936	21.082	25.354
	1400 Administrative Technician	Clerical	Non-Exempt	6				
	3406 Deputy Court Clerk	Clerical	Non-Exempt	6				
	1205 Payroll Specialist	Clerical	Non-Exempt	6				
	1015 Records Custodian	Clerical	Non-Exempt	6				
	2879 Services Coordinator	Clerical	Non-Exempt	5				
<b>B9</b>					<b>Annual</b>	<b>39,630</b>	<b>49,331</b>	<b>59,328</b>
					2080 Hourly	19.053	23.717	28.523
<b>B10</b>					<b>Annual</b>	<b>44,585</b>	<b>55,499</b>	<b>66,745</b>
					2080 Hourly	21.435	26.682	32.089



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<b>C1</b>					<b>Annual</b>	<b>26,048</b>	<b>32,388</b>	<b>38,919</b>
					2080 Hourly	12.523	15.571	18.711
<b>C2</b>					<b>Annual</b>	<b>28,652</b>	<b>35,626</b>	<b>42,811</b>
					2080 Hourly	13.775	17.128	20.582
<b>C3</b>					<b>Annual</b>	<b>32,234</b>	<b>40,080</b>	<b>48,164</b>
					2080 Hourly	15.497	19.269	23.156
	9950 City Management Fellowship*	Specialist	Non-Exempt	2				
	4575 Training Assistant	Specialist	Non-Exempt	6				
<b>C4</b>					<b>Annual</b>	<b>35,522</b>	<b>45,113</b>	<b>54,974</b>
					2080 Hourly	17.078	21.689	26.430
	6208 Accountant I	Professional	Exempt	2				
	4801 Community Relations Specialist	Specialist	Non-Exempt	2				
	2190 GIS Technician	Technician	Non-Exempt	3				
	4310 Industry Relations Specialist	Specialist	Non-Exempt	2				
	7510 Licensed Practical Nurse	Technician	Non-Exempt	3				
	4810 Marketing Specialist	Specialist	Non-Exempt	2				
	4627 Program Specialist	Specialist	Non-Exempt	2				
	7301 Social Services Clinic Specialist	Professional	Non-Exempt	2				
	7299 Social Services Home Visit Specialist	Professional	Non-Exempt	2				
	4315 Sports Sales Specialist	Professional	Non-Exempt	4				
	4300 Tourism Services Specialist	Professional	Non-Exempt	2				
	9932 Video Producer	Specialist	Non-Exempt	2				
	4615 Volunteer Program Specialist	Specialist	Non-Exempt	2				
	9940 Web Content Editor	Specialist	Non-Exempt	2				
	4580 Wellness Educator	Specialist	Exempt	2				

\* Denotes Unclassified Employee

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<b>C5</b>					<b>Annual</b>	<b>39,963</b>	<b>50,752</b>	<b>61,847</b>
					2080 Hourly	19.213	24.400	29.734
	6207 Accountant II	Professional	Exempt	2				
	2560 Assistant to Airport Manager	Professional	Exempt	2				
	7309 Communicable Disease Specialist	Professional	Non-Exempt	2				
	6308 Contract Compliance Officer	Specialist	Exempt	2				
	3404 Court Services Analyst	Specialist	Exempt	2				
	3017 Crime Scene Investigator	Specialist	Non-Exempt	2				
	4510 Energy Management Specialist	Specialist	Non-Exempt	2				
	7201 Environmental Public Health Specialist	Professional	Non-Exempt	2				
	2180 GIS Specialist	Specialist	Non-Exempt	3				
	4803 Graphic Artist	Specialist	Non-Exempt	2				
	7303 Health Educator	Professional	Exempt	2				
	4603 Human Resources Coordinator	Professional	Exempt	2				
	5132 Lab Analyst	Professional	Non-Exempt	2				
	1403 Lead Human Resources Technician	Specialist	Exempt	2				
	7403 Nutritionist	Professional	Exempt	2				
	6305 Procurement Officer	Specialist	Non-Exempt	5				
	9918 Sustainability Analyst	Specialist	Non-Exempt	2				
	7360 Tobacco Enforcement & Education Officer	Professional	Non-Exempt	2				
	5135 Water Quality Compliance Officer	Professional	Exempt	2				
<b>C6</b>					<b>Annual</b>	<b>44,957</b>	<b>57,094</b>	<b>69,576</b>
					2080 Hourly	21.614	27.449	33.450
	7928 Associate System Administrator	Specialist	Non-Exempt	5				
	7900 Associate Systems Analyst	Professional	Non-Exempt	2				
	5114 Bioreactor Specialist	Professional	Exempt	2				
	5007 City Arborist	Professional	Exempt	2				
	7300 Clinical Social Worker	Professional	Non-Exempt	2				

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<b>C6</b>					<b>Annual</b>	<b>44,957</b>	<b>57,094</b>	<b>69,576</b>
					2080 Hourly	21.614	27.449	33.450
	9917 Community Conservationist	Specialist	Exempt	2				
	3015 Crime Analyst	Professional	Non-Exempt	2				
	2995 Digital Forensic Investigator	Specialist	Non-Exempt	2				
	2584 Environmental Education Coordinator	Specialist	Exempt	5				
	4509 Environmental Program Coordinator	Specialist	Exempt	2				
	8903 Entrepreneurship Program Coordinator	Professional	Exempt	2				
	6204 Financial Analyst	Professional	Exempt	2				
	2173 GIS Data Analyst	Professional	Non-Exempt	2				
	4601 Human Resources Analyst	Professional	Exempt	2				
	4104 Neighborhood Communications Coordinator	Specialist	Non-Exempt	2				
	4101 Planner	Specialist	Exempt	2				
	3008 Police Trainer	Professional	Exempt	2				
	4501 Rate Analyst	Professional	Exempt	2				
	6595 Risk Management Specialist	Professional	Exempt	2				
	4108 Senior Plan Reviewer	Professional	Exempt	3				
	6307 Senior Procurement Officer	Specialist	Exempt	2				
	7931 Technical Trainer	Specialist	Exempt	2				
	4309 Tourism Operations Analyst	Professional	Exempt	2				
	4570 Training Coordinator	Professional	Exempt	2				
<b>C7</b>					<b>Annual</b>	<b>49,566</b>	<b>64,264</b>	<b>79,354</b>
					2080 Hourly	23.830	30.896	38.151
	6604 Budget Analyst	Professional	Exempt	2				
	7930 Business Analyst	Professional	Exempt	2				
	5098 Engineering Specialist	Professional	Exempt	3				

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						Minimum	Midpoint	Maximum
<b>C7</b>					<b>Annual</b>	<b>49,566</b>	<b>64,264</b>	<b>79,354</b>
					2080 Hourly	23.830	30.896	38.151
	2175 GIS Analyst	Professional	Exempt	2				
	4610 Internal Auditor*	Professional	Exempt	2				
	5015 Property Acquisition Coordinator	Professional	Exempt	2				
	7503 Public Health Nurse	Professional	Exempt	2				
	6203 Senior Accountant	Professional	Exempt	2				
	4103 Senior Planner	Professional	Exempt	2				
	4502 Senior Rate Analyst	Professional	Exempt	2				
<b>C8</b>					<b>Annual</b>	<b>55,763</b>	<b>72,297</b>	<b>89,274</b>
					2080 Hourly	26.809	34.758	42.920
	7919 Cyber Security Analyst	Professional	Exempt	2				
	7924 Database Administrator	Professional	Exempt	2				
	4500 Energy Market Analyst	Professional	Exempt	2				
	5113 Engineer	Professional	Exempt	2				
	7918 Network Engineer	Professional	Exempt	2				
	7942 Project Leader	Professional	Exempt	2				
	6603 Senior Budget Analyst	Professional	Exempt	2				
	7927 Systems Administrator	Professional	Exempt	2				
	7922 Systems Analyst	Professional	Exempt	2				
	4619 Trust Administrator*	Professional	Exempt	1				
<b>C9</b>					<b>Annual</b>	<b>62,733</b>	<b>81,332</b>	<b>100,431</b>
					2080 Hourly	30.160	39.102	48.284
	3301 Assistant City Counselor*	Professional	Exempt	2				
	6608 Economist	Professional	Exempt	2				
	7506 Nurse Practitioner	Professional	Exempt	2				

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Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Minimum	Midpoint	Maximum
<b>C9</b>					<b>Annual</b>	<b>62,733</b>	<b>81,332</b>	<b>100,431</b>
					2080 Hourly	30.160	39.102	48.284
	7915 Senior Cyber Security Analyst	Professional	Exempt	2				
	7925 Senior Database Administrator	Professional	Exempt	2				
	7917 Senior Network Engineer	Professional	Exempt	2				
	7935 Senior Systems Administrator	Professional	Exempt	2				
	7921 Senior Systems Analyst	Professional	Exempt	2				
<b>C10</b>					<b>Annual</b>	<b>70,574</b>	<b>91,499</b>	<b>112,986</b>
					2080 Hourly	33.930	43.990	54.320
<b>C11</b>					<b>Annual</b>	<b>79,396</b>	<b>102,937</b>	<b>127,109</b>
					2080 Hourly	38.171	49.489	61.110

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Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<b>D1</b>					<b>Annual</b>	<b>26,073</b>	<b>32,384</b>	<b>38,886</b>
					2080 Hourly	12.535	15.569	18.695
<b>D2</b>					<b>Annual</b>	<b>28,679</b>	<b>35,620</b>	<b>42,773</b>
					2080 Hourly	13.788	17.125	20.564
<b>D3</b>					<b>Annual</b>	<b>31,547</b>	<b>39,183</b>	<b>47,054</b>
					2080 Hourly	15.167	18.838	22.622
<b>D4</b>					<b>Annual</b>	<b>34,703</b>	<b>43,102</b>	<b>51,757</b>
					2080 Hourly	16.684	20.722	24.883
	2504 Bus Supervisor	Supervisor	Exempt	8				
<b>D5</b>					<b>Annual</b>	<b>37,394</b>	<b>47,434</b>	<b>57,762</b>
					2080 Hourly	17.978	22.805	27.770
	1007 Administrative Supervisor	Supervisor	Exempt	2				
	7105 Animal Control Supervisor	Supervisor	Exempt	8				
	2002 Custodian Supervisor	Supervisor	Exempt	8				
	2112 Equipment Supervisor	Supervisor	Exempt	7				
	1009 Information Center Supervisor	Supervisor	Exempt	6				
	2417 Parks & Facilities Specialist	Supervisor	Exempt	8				
	2996 Patrol Administrative Supervisor	Supervisor	Exempt	2				
	3016 Property & Evidence Unit Supervisor	Supervisor	Exempt	6				
	8520 Recreation Specialist	Supervisor	Exempt	2				
	2216 Solid Waste Supervisor I	Supervisor	Exempt	7				
	6103 Stores Supervisor	Supervisor	Exempt	6				
<b>D6</b>					<b>Annual</b>	<b>41,132</b>	<b>52,177</b>	<b>63,538</b>
					2080 Hourly	19.775	25.085	30.547
	3295 Assistant to City Counselor	Supervisor	Non-Exempt	2				
	8660 C.A.R.E. Program Supervisor	Supervisor	Exempt	2				
	3403 Deputy Court Administrator*	Supervisor	Exempt	2				

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Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<b>D6</b>					<b>Annual</b>	<b>41,132</b>	<b>52,177</b>	<b>63,538</b>
					2080 Hourly	19.775	25.085	30.547
	5205 Forester	Supervisor	Exempt	2				
	2416 Golf Course Specialist	Supervisor	Non-Exempt	2				
	5203 Horticulturist	Supervisor	Exempt	2				
	3024 Parking Utility Supervisor	Supervisor	Exempt	8				
	2306 Public Works Supervisor II	Supervisor	Exempt	7				
	1008 Senior Administrative Supervisor	Supervisor	Exempt	2				
	2591 Sewer Supervisor	Supervisor	Exempt	7				
	7302 Social Services Supervisor	Supervisor	Exempt	2				
	2208 Solid Waste District Administrator	Supervisor	Exempt	2				
	2217 Solid Waste Supervisor II	Supervisor	Exempt	7				
	2418 Sports Turf Specialist	Supervisor	Exempt	7				
	4320 Tourism Administrative Supervisor	Supervisor	Exempt	2				
	2616 Transload Operations Supervisor	Supervisor	Non-Exempt	7				
<b>D7</b>					<b>Annual</b>	<b>45,246</b>	<b>57,396</b>	<b>69,892</b>
					2080 Hourly	21.753	27.594	33.602
	8762 Assistant to the Parks & Recreation Director	Supervisor	Exempt	2				
	2407 Building & Grounds Supervisor	Supervisor	Exempt	7				
	2998 Communications & Outreach Supervisor	Supervisor	Exempt	2				
	2406 Construction Supervisor	Supervisor	Exempt	7				
	1385 Customer Service Supervisor	Supervisor	Exempt	2				
	7207 Environmental Public Health Supervisor	Supervisor	Exempt	2				
	4600 Human Resources Specialist	Supervisor	Exempt	2				
	9924 Media & Creative Services Supervisor	Supervisor	Exempt	2				
	2878 Meter Reading Supervisor	Supervisor	Exempt	7				
	7405 Nutrition Supervisor	Supervisor	Exempt	2				
	2415 Parks Supervisor	Supervisor	Exempt	2				

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Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Minimum	Pay Range Midpoint	Maximum
<b>D7</b>					<b>Annual</b>	<b>45,246</b>	<b>57,396</b>	<b>69,892</b>
					2080 Hourly	21.753	27.594	33.602
	7375 Public Health Promotion Supervisor	Supervisor	Exempt	2				
	2307 Public Works Supervisor III	Supervisor	Exempt	7				
	8530 Recreation Supervisor	Supervisor	Exempt	2				
	2428 Sewer Maintenance Supervisor	Supervisor	Exempt	7				
	7296 Social Work Supervisor	Supervisor	Exempt	2				
	2218 Solid Waste Supervisor III	Supervisor	Exempt	7				
	4317 Sports Tourism Supervisor	Supervisor	Non-Exempt	2				
	6105 Stores Superintendent	Supervisor	Exempt	1				
	2585 Storm Water Supervisor	Supervisor	Exempt	7				
	4302 Tourism Services Supervisor	Supervisor	Exempt	2				
	2505 Transportation Superintendent	Supervisor	Exempt	1				
	1210 Treasury Support Supervisor	Supervisor	Exempt	2				
	1214 Utility Customer Service Supervisor	Supervisor	Exempt	2				
	2434 Utility Locator Supervisor	Supervisor	Exempt	7				
	2426 Utility Maintenance Supervisor	Supervisor	Exempt	7				
	2104 Vehicle Maintenance Supervisor	Supervisor	Exempt	7				
	2614 Wastewater Operations Supervisor	Supervisor	Exempt	7				
<b>D8</b>					<b>Annual</b>	<b>48,776</b>	<b>63,165</b>	<b>77,942</b>
					2080 Hourly	23.450	30.368	37.472
	1022 Assistant to the Police Chief	Supervisor	Exempt	2				
	5800 Assistant to the Public Works Director	Supervisor	Exempt	2				
	7694 Biogas Plant Supervisor	Supervisor	Non-Exempt	7				
	5023 City Land Surveyor	Supervisor	Exempt	2				

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Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Minimum	Pay Range Midpoint	Maximum
<b>D8</b>					<b>Annual</b>	<b>48,776</b>	<b>63,165</b>	<b>77,942</b>
					2080 Hourly	23.450	30.368	37.472
	4513 Energy Services Supervisor	Supervisor	Exempt	2				
	2100 Fleet Operations Supt	Supervisor	Exempt	1				
	3402 Municipal Court Administrator*	Supervisor	Exempt	2				
	2317 Water Distribution Supervisor	Supervisor	Exempt	7				
<b>D9</b>					<b>Annual</b>	<b>53,654</b>	<b>69,482</b>	<b>85,736</b>
					2080 Hourly	25.795	33.405	41.219
	6201 Accounting Supervisor	Supervisor	Exempt	2				
	7695 CEC Supervisor	Supervisor	Non-Exempt	7				
	2408 Construction Project Supervisor	Supervisor	Exempt	2				
	2770 Electric Services Superintendent	Supervisor	Exempt	1				
	2185 GIS Supervisor	Supervisor	Exempt	2				
	7913 Help Desk Supervisor	Supervisor	Exempt	3				
	5134 Laboratory Supervisor	Supervisor	Exempt	2				
	2207 Landfill Superintendent	Supervisor	Exempt	1				
	7515 Nursing Supervisor	Supervisor	Exempt	2				
	8710 Parks Development Superintendent	Supervisor	Exempt	1				
	2637 Power Plant Tech Supervisor	Supervisor	Exempt	7				
	7308 Public Health Planning Supervisor	Supervisor	Exempt	2				
	2209 Recovery Superintendent	Supervisor	Exempt	1				
	8610 Recreation & Community Programs Superintendent	Supervisor	Exempt	1				
	2206 Solid Waste Collection Superintendent	Supervisor	Exempt	1				
	2655 Water Distribution Superintendent	Supervisor	Exempt	1				
	2645 Water Production Superintendent	Supervisor	Exempt	1				

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<b>D10</b>						<b>Annual</b>	<b>59,020</b>	<b>76,432</b>	<b>94,311</b>
					2080 Hourly	28.375	36.746	45.342	
	6206 Assistant Controller	Supervisor	Exempt	2					
	2635 Assistant Power Production Superintendent	Supervisor	Exempt	2					
	2606 Assistant WWTP Superintendent	Supervisor	Exempt	1					
	3205 Building Regulations Supervisor	Supervisor	Exempt	1					
	2450 Construction Project Superintendent	Supervisor	Exempt	2					
	7929 Infrastructure Supervisor	Supervisor	Exempt	2					
	2430 Sewer & Storm Water Maintenance Superintendent	Supervisor	Exempt	1					
	2311 Street Maintenance Superintendent	Supervisor	Exempt	1					
	2337 Substation Repair Superintendent	Supervisor	Exempt	1					
<b>D11</b>						<b>Annual</b>	<b>63,648</b>	<b>82,424</b>	<b>101,706</b>
					2080 Hourly	30.600	39.627	48.897	
	5109 Engineering Supervisor	Supervisor	Exempt	2					
	2730 Line Superintendent	Supervisor	Exempt	1					
	2607 WWTP Superintendent	Supervisor	Exempt	1					
<b>D12</b>						<b>Annual</b>	<b>70,013</b>	<b>90,667</b>	<b>111,877</b>
					2080 Hourly	33.660	43.590	53.787	

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<b>E1</b>					<b>Annual</b>	<b>36,406</b>	<b>47,120</b>	<b>58,121</b>
					2080 Hourly	17.503	22.654	27.943
<b>E2</b>					<b>Annual</b>	<b>40,048</b>	<b>51,834</b>	<b>63,935</b>
					2080 Hourly	19.254	24.920	30.738
	8804 Deputy City Clerk*	Manager	Non-Exempt	6				
<b>E3</b>					<b>Annual</b>	<b>45,055</b>	<b>58,313</b>	<b>71,926</b>
					2080 Hourly	21.661	28.035	34.580
<b>E4</b>					<b>Annual</b>	<b>50,685</b>	<b>65,601</b>	<b>80,918</b>
					2080 Hourly	24.368	31.539	38.903
	2385 Building Facilities Manager	Manager	Exempt	1				
	6505 Business Services Manager	Manager	Exempt	1				
	4629 Cultural Affairs Manager*	Manager	Exempt	1				
	3975 Housing Programs Manager	Manager	Exempt	1				
	2620 Railroad Operations Manager	Manager	Exempt	1				
	9915 Sustainability Manager*	Manager	Exempt	1				
	1220 Utility Customer Service Manager	Manager	Exempt	1				
<b>E5</b>					<b>Annual</b>	<b>55,902</b>	<b>73,832</b>	<b>92,221</b>
					2080 Hourly	26.876	35.496	44.337
	2556 Airport Manager	Manager	Exempt	1				
	2106 Fleet Operations Manager	Manager	Exempt	1				
	4616 Human Services Manager	Manager	Exempt	1				
	4622 Neighborhood Services Manager	Manager	Exempt	1				
	6401 Purchasing Agent	Manager	Exempt	1				

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<b>E5</b>					<b>Annual</b>	<b>55,902</b>	<b>73,832</b>	<b>92,221</b>
					2080 Hourly	26.876	35.496	44.337
	6600 Risk Manager	Manager	Exempt	1				
	4702 Transit & Parking Manager	Manager	Exempt	1				
<b>E6</b>					<b>Annual</b>	<b>62,891</b>	<b>83,063</b>	<b>103,748</b>
					2080 Hourly	30.236	39.934	49.879
	6605 Budget Officer	Manager	Exempt	1				
	4799 Communications & Creative Services Manager	Manager	Exempt	1				
	6205 Controller	Manager	Exempt	1				
	4107 Development Services Manager	Manager	Exempt	1				
	2125 Geospatial Services Manager	Manager	Exempt	1				
	4605 Human Resources Manager	Manager	Exempt	1				
	8750 Parks & Recreation Manager	Manager	Exempt	1				
	2636 Power Prod Superintendent	Manager	Exempt	1				
	2205 Solid Waste Manager	Manager	Exempt	1				
	6700 Treasurer	Manager	Exempt	1				
	2690 Water Distribution Manager	Manager	Exempt	1				
	2661 Water Production Manager	Manager	Exempt	1				
<b>E7</b>					<b>Annual</b>	<b>72,324</b>	<b>95,522</b>	<b>119,311</b>
					2080 Hourly	34.771	45.924	57.361
	8901 Assistant Director, Economic Development*	Manager	Exempt	1				
	3109 Assistant Fire Chief*	Manager	Exempt	1				
	3004 Assistant Police Chief*	Manager	Exempt	1				
	3300 City Prosecutor*	Manager	Exempt	1				
	7600 Community Health Manager	Manager	Exempt	1				
	2855 Electric Distribution Manager	Manager	Exempt	1				

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<b>E7</b>					<b>Annual</b>	<b>72,324</b>	<b>95,522</b>	<b>119,311</b>
					2080 Hourly	34.771	45.924	57.361
	5107 Engineering & Operations Manager	Manager	Exempt	1				
	5108 Engineering Manager	Manager	Exempt	1				
	7926 Information Technology Manager	Manager	Exempt	1				
	7940 PMO Manager	Manager	Exempt	1				
	4514 Utility Services Manager	Manager	Exempt	1				
<b>E8</b>					<b>Annual</b>	<b>80,034</b>	<b>109,943</b>	<b>140,548</b>
					2080 Hourly	38.478	52.857	67.571
	9901 Assistant City Manager*	Manager	Exempt	1				
	2980 Assistant Director, City Utilities*	Manager	Exempt	1				
	9928 Assistant Director, Community Relations*	Manager	Exempt	1				
	6750 Assistant Director, Finance*	Manager	Exempt	1				
	4606 Assistant Director, Human Resources*	Manager	Exempt	1				
	7960 Assistant Director, Information Technology*	Manager	Exempt	1				
	7680 Assistant Director, Public Health & Human Services*	Manager	Exempt	1				
	8803 City Clerk*	Charter	Exempt	1				
	3408 Deputy City Counselor*	Manager	Exempt	1				
	3110 Deputy Fire Chief*	Manager	Exempt	1				
	8950 Director, Convention & Visitors Bureau*	Director	Exempt	1				
	8900 Director, Economic Development*	Director	Exempt	1				
	3401 Municipal Judge*	Charter	Exempt	1				

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					Pay Rate	Minimum	Midpoint	Maximum
<b>E9</b>					<b>Annual</b>	<b>92,040</b>	<b>126,433</b>	<b>161,631</b>
					2080 Hourly	44.250	60.785	77.707
	2981 Assistant Director, City Utilities P.E.*	Manager	Exempt	1				
	4105 Director, Community Development*	Director	Exempt	1				
	9926 Director, Community Relations*	Director	Exempt	1				
	4604 Director, Human Resources*	Director	Exempt	1				
	7950 Director, Information Technology*	Director	Exempt	1				
	8970 Director, Parks & Recreation*	Director	Exempt	1				
	7700 Director, Public Health & Human Services*	Director	Exempt	1				
	5901 Director, Public Works*	Director	Exempt	1				
	3108 Fire Chief*	Director	Exempt	1				
	3007 Police Chief*	Director	Exempt	1				
<b>E10</b>					<b>Annual</b>	<b>105,847</b>	<b>145,398</b>	<b>185,875</b>
					2080 Hourly	50.888	69.903	89.363
	3410 City Counselor*	Director	Exempt	1				
	9905 Deputy City Manager*	Manager	Exempt	1				
	2990 Director, City Utilities*	Director	Exempt	1				
	6800 Director, Finance*	Director	Exempt	1				
<b>E11</b>					<b>Annual</b>	<b>121,722</b>	<b>167,207</b>	<b>213,753</b>
					2080 Hourly	58.520	80.388	102.766
	9998 City Manager*	Charter	Exempt	1				

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<b>F1</b>					<b>Annual</b>	<b>30,137</b>	<b>36,165</b>	<b>45,034</b>
					2080 Hourly	14.489	17.387	21.651
<b>F2</b>					<b>Annual</b>	<b>32,396</b>	<b>38,877</b>	<b>48,410</b>
					2080 Hourly	15.575	18.691	23.274
<b>F3</b>					<b>Annual</b>	<b>34,828</b>	<b>41,793</b>	<b>52,040</b>
					2080 Hourly	16.744	20.093	25.019
	3011 Community Service Aide	Public Safety	Non-Exempt	4				
<b>F4</b>					<b>Annual</b>	<b>38,309</b>	<b>45,972</b>	<b>57,244</b>
					2080 Hourly	18.418	22.102	27.521
					2912 Hourly	13.156	15.787	19.658
	3000 Police Officer in Training	Public Safety	Non-Exempt	4				
<b>F5</b>					<b>Annual</b>	<b>42,141</b>	<b>50,569</b>	<b>62,970</b>
					2080 Hourly	20.260	24.312	30.274
					2912 Hourly	14.471	17.366	21.624
	2550 Airport Safety Officer	Public Safety	Non-Exempt	4				
	3101 Firefighter I - 1055**	Public Safety	Non-Exempt	4				
	8690 Park Safety Officer	Public Safety	Non-Exempt	4				
<b>F6</b>					<b>Annual</b>	<b>46,355</b>	<b>55,625</b>	<b>69,266</b>
					2080 Hourly	22.286	26.743	33.301
					2912 Hourly	15.919	19.102	23.786
	3102 Firefighter II - 1055**	Public Safety	Non-Exempt	4				
	8689 Park Safety Supervisor	Public Safety	Non-Exempt	3				
	3001 Police Officer - CPOA	Public Safety	Non-Exempt	4				

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

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<b>F7</b>					<b>Annual</b>	<b>48,951</b>	<b>61,189</b>	<b>73,426</b>
					2080 Hourly	23.534	29.418	35.478
					2912 Hourly	16.810	21.013	25.341
	2555 Airport Safety Supervisor	Public Safety	Exempt	3				
	3103 Fire Engineer - 1055**	Public Safety	Non-Exempt	4				
<b>F8</b>					<b>Annual</b>	<b>53,847</b>	<b>67,307</b>	<b>86,204</b>
					2080 Hourly	25.888	32.359	41.444
					2912 Hourly	18.491	23.114	29.603
	3114 Assistant Fire Marshal - 1055	Public Safety	Non-Exempt	4				
	3104 Fire Lieutenant - 1055**	Public Safety	Non-Exempt	2				
3002 Police Sergeant - CPOA	Public Safety	Non-Exempt	3					
<b>F9</b>					<b>Annual</b>	<b>59,230</b>	<b>74,038</b>	<b>94,827</b>
					2080 Hourly	28.476	35.595	45.590
					2912 Hourly	20.340	25.425	32.564
	3115 Chief Training Officer**	Public Safety	Exempt	2				
	3105 Fire Captain - 1055**	Public Safety	Non-Exempt	2				
<b>F10</b>					<b>Annual</b>	<b>65,154</b>	<b>81,442</b>	<b>104,308</b>
					2080 Hourly	31.324	39.155	50.148
					2912 Hourly	22.374	27.968	35.820
	3107 Fire Battalion Chief**	Public Safety	Exempt	2				
	3010 Police Lieutenant	Public Safety	Exempt	2				

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



**City of Columbia, Missouri  
 FY 2021 Classification and Pay Plan**

printed 8/17/2020

**Effective October 1, 2020**

**The City's established permanent position minimum starting wage is \$15/hr (\$10.714/hr for 56 hour positions) beginning 9/23/2018.**

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range		
						Minimum	Midpoint	Maximum
F11					Annual	<b>71,668</b>	<b>89,586</b>	<b>114,739</b>
					2080 Hourly	34.456	43.070	55.163
					2912 Hourly	24.611	30.764	39.402
	3106 Fire Division Chief**	Public Safety	Exempt	1				
F12					Annual	<b>78,836</b>	<b>98,544</b>	<b>126,214</b>
					2080 Hourly	37.902	47.377	60.680

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