

## FY 2019 - 6 Month Cash Reserves vs Cash Reserve Target

Fund	Cash Reserves	Budgeted Cash Reserve Target	Amount Above/ (Below) Target	Notes	Trend																																				
General Fund (1100)	\$33,951,931 + Unassigned Fund Balance (\$1,526,724) - Mark to Market - GASB 31 Pooled Cash Adjustment (Munis)	\$85,023,203 Total Budgeted Financial Uses (Expenditures + Op Transfers)	\$18,474,014	A policy resolution (PR 118-12) was passed by the City Council on August 6, 2012 formally establishing a 20% general fund balance policy as is recommended by the Government Finance Officers Association (GFOA) to maintain a level of unassigned fund balance to mitigate current and future risk such as revenue shortfalls, economic downturn, unanticipated expenditures or natural disasters, and to ensure stable tax rates. Credit rating agencies continually monitor the levels of unassigned fund balances in a government's General Fund when evaluating the government's credit-worthiness and assigning a credit rating to a government's debt issuance.  The reserves shall be used when approved by formal City Council action or under the following circumstances: <ul style="list-style-type: none"><li>• Large one-time cost but use of reserves would provide a long-term cost savings</li><li>• To mitigate service impacts during a significant economic downturn in the economy or a significant and unexpected loss of revenue</li><li>• Catastrophic event or natural disaster that threatens the safety of persons and property within the City</li><li>• City sustains unexpected liabilities created by Federal, State or other mandates out of its control.</li></ul>	<div><div>General Fund Unassigned Cash Reserves</div><div><div>■ Unassigned Cash Reserves</div><div>— Budgeted Cash Reserve Target</div></div><table><caption>Estimated Data for General Fund Unassigned Cash Reserves vs Budgeted Cash Reserve Target (Millions)</caption><thead><tr><th>Fiscal Year</th><th>Unassigned Cash Reserves</th><th>Budgeted Cash Reserve Target</th></tr></thead><tbody><tr><td>'09</td><td>17.0</td><td>12.0</td></tr><tr><td>'10</td><td>19.0</td><td>12.0</td></tr><tr><td>'11</td><td>24.0</td><td>15.0</td></tr><tr><td>'12</td><td>25.0</td><td>16.0</td></tr><tr><td>'13</td><td>28.0</td><td>16.5</td></tr><tr><td>'14</td><td>26.0</td><td>17.0</td></tr><tr><td>'15</td><td>25.0</td><td>17.0</td></tr><tr><td>'16</td><td>26.0</td><td>17.0</td></tr><tr><td>'17</td><td>28.0</td><td>17.0</td></tr><tr><td>'18</td><td>30.0</td><td>17.0</td></tr><tr><td>'19 (6M)</td><td>35.0</td><td>17.0</td></tr></tbody></table></div>	Fiscal Year	Unassigned Cash Reserves	Budgeted Cash Reserve Target	'09	17.0	12.0	'10	19.0	12.0	'11	24.0	15.0	'12	25.0	16.0	'13	28.0	16.5	'14	26.0	17.0	'15	25.0	17.0	'16	26.0	17.0	'17	28.0	17.0	'18	30.0	17.0	'19 (6M)	35.0	17.0
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\$0 - FY 2018 Incentive Based Budgeting Amt (CAFR page 26)	x 20% x Cash Reserve Target Percent	\$17,004,641 = Budgeted Cash Reserve Target (2019 BD page 172)	For FY 2020, the following \$1,607,790 fleet needs have been identified by general fund departments which will not be able to be funded within the budget process due to revenue constraints. These items could be funded with excess cash reserves: <ul style="list-style-type: none"><li>• Police - 8 replacement vehicles = \$536,450</li><li>• Fire - 1 replacement vehicle = \$69,000</li><li>• Parks and Recreation - 8 replacement vehicles/equipment = \$335,000</li><li>• Streets and Sidewalks - 4 replacement items and 1 additional hot box trailer = \$667,340</li></ul>																																						
	\$35,478,655 = Ending Cash Reserves																																								

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Capital Improvement Sales Tax (2190)	<div>\$2,967,441 + Cash and Cash Equivalents (CAFR page 136)</div> <div>(\$300,616) - Mark to Market Value - GASB 31 (Munis)</div> <div><b>\$3,268,057 = Ending Cash Reserves</b></div>	<div>No cash reserve target.</div> <div>This fund exists to accumulate the 1/4 cent temporary capital improvement sales tax receipts and transfer them to the capital projects fund to fund streets and public safety capital projects.</div>	N/A	<div>All of the sources in the Capital Improvement Sales Tax Fund must be used for streets and sidewalks capital projects or public safety capital projects.</div> <div>The amount of cash reserves can vary significantly from year to year as some years the sales taxes coming in are being accumulated for future capital projects and other years there are transfers of accumulated reserves out to the Capital Projects Fund for specific streets and sidewalks or public safety projects.</div> <div>The 2015 temporary capital improvement sales tax will expire December, 2026.</div> <div>Below is a list of projects that are still left to be funded by the 2015 capital improvement sales tax ballot issue:</div> <div><ul style="list-style-type: none"><li>• Garth Avenue: Business Loop 70 to Thurman (Major Maintenance - concrete street)</li><li>• Walnut from College to Old 63 (Major Maintenance - concrete street)</li><li>• Ash Street 4-way Stop Removal (Clinkscapes, Pershing, West Blvd, Garth)</li><li>• Forum Blvd: Chapel Hill to Woodrail (4 Lane)</li><li>• Annual Projects (City/County /State, Historic Brick Street Renovation, Landscaping, Traffic Calming, Traffic Safety, Streets/Corridor Pre-servation, Street Recon-struction, Sidewalks/ Pedways, Sidewalk Major Maintenance)</li><li>• Grissum Building Renovation</li><li>• Replacement of six fire apparatus</li></ul></div> <div>If there are enough funds, staff would also recommend funding an additional quint for fire station #11 (if funding is not available, fire will just retain an older apparatus until additional funding is available)</div>	<div>Capital Improvement Sales Tax Ending Unassigned Cash Reserve</div> <div><table><thead><tr><th>Fiscal Year</th><th>Millions</th></tr></thead><tbody><tr><td>'09</td><td>3.5</td></tr><tr><td>'10</td><td>2.5</td></tr><tr><td>'11</td><td>1.5</td></tr><tr><td>'12</td><td>1.5</td></tr><tr><td>'13</td><td>1.8</td></tr><tr><td>'14</td><td>2.0</td></tr><tr><td>'15</td><td>1.8</td></tr><tr><td>'16</td><td>3.5</td></tr><tr><td>'17</td><td>6.0</td></tr><tr><td>'18</td><td>4.0</td></tr><tr><td>'19 (6M)</td><td>3.2</td></tr></tbody></table></div>	Fiscal Year	Millions	'09	3.5	'10	2.5	'11	1.5	'12	1.5	'13	1.8	'14	2.0	'15	1.8	'16	3.5	'17	6.0	'18	4.0	'19 (6M)	3.2
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Parks Sales Tax (2200)	<div>\$126,005 + Cash and Cash Equivalents (CAFR page 137)</div> <div>(\$234,786) - Mark to Market Value - GASB 31 (Munis)</div> <div>\$360,791 = Ending Cash Reserves</div>	<div>No cash reserve target.</div> <div>This fund exists to accumulate the 1/4 cent parks sales tax receipts (1/8 cent permanent and 1/8 cent temporary) and transfer them to the general fund to fund parks operating costs, to the capital projects fund to fund parks capital projects, and to the recreation services fund to fund recreation services operating and capital project needs.</div>	N/A	<div>All of the sources in the Parks Sales Tax Fund must be used for parks and recreation related expenses.</div> <div>The Parks Sales Tax includes both a temporary portion which is used to fund capital projects and some fleet replacement and a permanent portion which is used to provide funding to both the general fund parks and recreation operations and the recreation services fund operations.</div> <div>The 2015 temporary parks sales tax will expire in March 31, 2022.</div> <div>Below is a list of the remaining projects to be funded from the FY 2015 parks sales tax ballot:</div> <div><ul style="list-style-type: none"><li>• Again Street Park Imprvmnts</li><li>• Albert-Oakland Park Imprvmnts</li><li>• ARC Facility Improvements</li><li>• Cosmo Rec Area: Tennis Court Resurfacing</li><li>• Cosmo Rec Area: Parks Mgmnt Center Improvements</li><li>• Fairview Park/Bonnie View Improvements</li><li>• Memorial/Heritage Bench Replacement</li><li>• MKT Wetlands/Forum Nature Area Restoration</li><li>• Rock Bridge Park Imprvmnts</li><li>• Strawn Park: Phase II Improvements</li><li>• Battle Park Phase I Dev</li><li>• The Vineyards/EI Chaparral Lake/Park Development</li><li>• Perche Creek Trail Phase I,</li><li>• Chapel Hill Connector - Perche Creek Trail,</li><li>• Hinkson Creek Trail - Stephens to Clark Lane</li><li>• Annual Projects</li></ul></div> <div>There is concern that sales tax growth will continue to decrease in the future due to online sales and this will negatively impact the city's ability to fund parks and recreation operations at the current levels.</div>	<div>Parks Sales Tax Ending Unassigned Cash Reserve</div> <div><table><caption>Parks Sales Tax Ending Unassigned Cash Reserve Data</caption><thead><tr><th>Fiscal Year</th><th>Reserve (Millions)</th></tr></thead><tbody><tr><td>'09</td><td>0.5</td></tr><tr><td>'10</td><td>0.5</td></tr><tr><td>'11</td><td>0.5</td></tr><tr><td>'12</td><td>0.8</td></tr><tr><td>'13</td><td>0.8</td></tr><tr><td>'14</td><td>0.8</td></tr><tr><td>'15</td><td>1.5</td></tr><tr><td>'16</td><td>1.5</td></tr><tr><td>'17</td><td>1.8</td></tr><tr><td>'18</td><td>0.5</td></tr><tr><td>'19 (6M)</td><td>0.5</td></tr></tbody></table></div>	Fiscal Year	Reserve (Millions)	'09	0.5	'10	0.5	'11	0.5	'12	0.8	'13	0.8	'14	0.8	'15	1.5	'16	1.5	'17	1.8	'18	0.5	'19 (6M)	0.5
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Transportation Sales Tax (2210)   <					

**FY 2019 - 6 Month Cash Reserves vs Cash Reserve Target**

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**FY 2019 - 6 Month Cash Reserves vs Cash Reserve Target**

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Convention & Tourism Fund (2290)	<div><div></div><div><div>\$1,065,721 + Cash and Cash Equivalents (CAFR page 135)</div><div>(\$171,070) - Mark to Market Value - GASB 31 (Munis)</div><div>\$1,236,791 = Ending Cash Reserves</div></div></div>	<div><div></div><div><div>\$1,962,759 + Budgeted Total Expenditures</div><div>\$499,571 - Budgeted Tourism Development Exp</div><div>\$188,358 + Budgeted Transfers Out</div><div>\$13,500 - Op Transfers from Tourism Dev Division</div><div>\$200,156 - Budgeted Transfer from 1% Temp Airport Tax</div><div>\$1,437,890 = Total Budgeted Financial Uses for Operations</div><div>x 20% x Cash Reserve Target Percent</div><div>\$287,578 = Budgeted Cash Reserve Target (2019 BD page 282)</div></div></div>	\$949,213	<div>All of the sources in the Convention and Visitors Fund must be used for tourism related expenses.</div> <div>The total lodging tax is currently 4% which includes:<ul style="list-style-type: none"><li>• 2% permanent for operations approved in 1980</li><li>• 1% permanent approved in 1999 for operations</li><li>• 1% permanent approved in 1999 for tourism development</li><li>• 1% temporary approved in 2016 for airport improvements (collections started in January 2017 and will sunset on January 1, 2040)</li></ul></div> <div>The cash reserve target does not include the portions of the hotel tax that are dedicated to tourism development or airport improvements.</div> <div>The decrease in FY 2013 was due to a revenue guarantee provided for the airport.</div> <div>The increase in FY 2016 was due to the return of unused revenue guarantee funds.</div>	<div>Convention &amp; Visitors Bureau Ending Unassigned Cash Reserve</div> <div><div>Ending Unassigned Cash Reserves</div><div>Budgeted Cash Reserves</div></div> <div><div>Millions</div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div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**FY 2019 - 6 Month Cash Reserves vs Cash Reserve Target**

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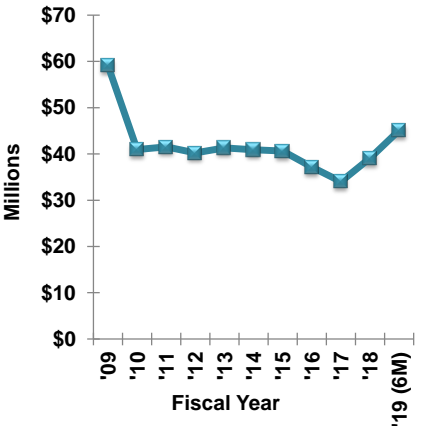
<b>FY 2019 - 6 Month Cash Reserves vs Cash Reserve Target</b>					
<b>Cash Reserve Target</b>	<b>\$1,780,000</b>	<b>\$1,780,000</b>	<b>\$1,780,000</b>	<b>\$1,780,000</b>	<b>\$1,780,000</b>
<b>Cash Reserves</b>	<b>\$1,780,000</b>	<b>\$1,780,000</b>	<b>\$1,780,000</b>	<b>\$1,780,000</b>	<b>\$1,780,000</b>
<b>Difference</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

Fund	Cash Reserves	Budgeted Cash Reserve Target	Amount Above/ (Below) Target	Notes	Trend																								
<div>Mid Missouri Solid Waste Management District Fund (2320)</div> <div>(Special Revenue Fund)</div>	<div>\$0 + Cash and Cash Equivalents (CAFR page 135)</div> <div>\$1,157 - Mark to Market Value - GASB 31 (Munis)</div> <div>(\$1,157) = Ending Cash Reserves</div>	No cash reserve target.	N/A	<div>All of the sources in the Mid Missouri Solid Waste Management District Fund must be used for expenses in this fund.</div> <div>Negative cash can occur due to the timing of receipt of grant requests and disbursements.</div>	<div>Mid Mo Solid Waste Management District Fund Unassigned Cash Reserve</div> <div><table><caption>Mid Mo Solid Waste Management District Fund Unassigned Cash Reserve (Millions)</caption><tr><th>Fiscal Year</th><th>Unassigned Cash Reserve</th></tr><tr><td>'09</td><td>\$0</td></tr><tr><td>'10</td><td>\$0</td></tr><tr><td>'11</td><td>\$0</td></tr><tr><td>'12</td><td>\$0</td></tr><tr><td>'13</td><td>\$0</td></tr><tr><td>'14</td><td>\$0</td></tr><tr><td>'15</td><td>\$0</td></tr><tr><td>'16</td><td>\$0</td></tr><tr><td>'17</td><td>\$0</td></tr><tr><td>'18</td><td>\$0</td></tr><tr><td>'19 (6M)</td><td>\$0</td></tr></table></div>	Fiscal Year	Unassigned Cash Reserve	'09	\$0	'10	\$0	'11	\$0	'12	\$0	'13	\$0	'14	\$0	'15	\$0	'16	\$0	'17	\$0	'18	\$0	'19 (6M)	\$0
Fiscal Year	Unassigned Cash Reserve																												
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'16	\$0																												
'17	\$0																												
'18	\$0																												
'19 (6M)	\$0																												
<div>Non Motorized Grant Fund (2610)</div> <div>(Special Revenue Fund)</div>	<div>\$0 Cash and Cash Equivalents (CAFR page 135)</div> <div>\$0 - Mark to Market Value - GASB 31 (Munis)</div> <div>\$0 = Ending Cash Reserves</div>	No cash reserve target since these costs are offset by federal non-motorized grant funding.	N/A	All of the sources in this fund must be used for non-motorized grant related expenses.																									

<b>FY 2019 - 6 Month Cash Reserves vs Cash Reserve Target</b>					
<b>Cash Reserve Target</b>	<b>\$1,780,000</b>	<b>\$1,780,000</b>	<b>\$1,780,000</b>	<b>\$1,780,000</b>	<b>\$1,780,000</b>
<b>Cash Reserves</b>	<b>\$1,780,000</b>	<b>\$1,780,000</b>	<b>\$1,780,000</b>	<b>\$1,780,000</b>	<b>\$1,780,000</b>
<b>Difference</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

Fund	Cash Reserves	Budgeted Cash Reserve Target	Amount Above/ (Below) Target	Notes	Trend
CDBG Fund (2660)   					

## FY 2019 - 6 Month Cash Reserves vs Cash Reserve Target

Fund	Cash Reserves	Budgeted Cash Reserve Target	Amount Above/ (Below) Target	Notes	Trend
<b>Capital Projects Fund (4400)</b>	\$43,808,368 Total Assets (CAFR page 24) (\$1,658,960) - Mark to Market Value - GASB 31 (Munis) \$396,532 - Total Liabilities (CAFR page 24) <b>\$45,070,796 = Ending Cash Reserves</b>	No cash reserve target since these funds are used to pay for one-time capital project costs.	N/A	All of the sources in this fund are restricted for capital projects for streets and sidewalks, parks, public safety and other general governments and cannot be moved to any other fund.  There tends to be large cash reserves in the Capital Projects Fund because all of the funding for a project must be appropriated before a contract can be issued for a project even though it may take several years for the project to be completed and all of the funds to be spent.	<b>Capital Project Fund Ending Cash Reserve</b> 
			N/A		

**FY 2019 - 6 Month Cash Reserves vs Cash Reserve Target**

Fund	Cash Reserves	Budgeted Cash Reserve Target	Amount Above/ (Below) Target	Notes	Trend
Railroad Fund (5030 and 5031)	<p>\$517,749 + Budgeted Operating Expenses w/o Depreciation</p> <p>\$12,092 + Budgeted Interest Expense</p> <p>\$0 + Budgeted Bank and Paying Agent Fees</p> <p>\$0 + Budgeted Operating Transfers to Other Funds</p> <p>\$79,290 + Budgeted Principal Payments</p> <p>\$0 + Budgeted Capital Additions</p> <p>\$100,000 + Ent Rev Budgeted for Capital Projects</p> <p>\$709,131 = Total Budgeted Financial Uses</p> <p>\$100,000 - Ent Rev Budgeted for Capital Projects</p> <p>\$609,131 = Total Budgeted Financial Uses</p> <p>x 20% x Cash Reserve Target Percent</p> <p>\$121,826 = Budgeted Cash Reserve Target for Operations</p> <p>\$100,000 + Ent Rev Budgeted for Capital Projects</p> <p><b>\$542,864 = Ending Cash Reserves</b></p>	<p>\$517,749 + Budgeted Operating Expenses w/o Depreciation</p> <p>\$12,092 + Budgeted Interest Expense</p> <p>\$0 + Budgeted Bank and Paying Agent Fees</p> <p>\$0 + Budgeted Operating Transfers to Other Funds</p> <p>\$79,290 + Budgeted Principal Payments</p> <p>\$0 + Budgeted Capital Additions</p> <p>\$100,000 + Ent Rev Budgeted for Capital Projects</p> <p>\$709,131 = Total Budgeted Financial Uses</p> <p>\$100,000 - Ent Rev Budgeted for Capital Projects</p> <p>\$609,131 = Total Budgeted Financial Uses</p> <p>x 20% x Cash Reserve Target Percent</p> <p>\$121,826 = Budgeted Cash Reserve Target for Operations</p> <p>\$100,000 + Ent Rev Budgeted for Capital Projects</p> <p><b>\$221,826 = Budgeted Cash Reserve Target</b> (2019 BD page 584)</p>	\$321,038	<p>All of the sources in the Railroad Fund must be used for expenses within this fund.</p> <p>Excess funds are often built up over time and used in future years to fund capital projects on a pay as you go basis since Railroad has not used bonds to fund capital projects in the past.</p> <p>There is concern that this operation will not generate enough reserves to properly fund infrastructure replacement in the future.</p>	<p><b>Railroad Fund Ending Unassigned Cash Reserve</b></p> <p>The chart displays two data series: 'Unassigned Cash Reserve' (blue line) and 'Cash Reserve Target' (black line). The Y-axis represents millions of dollars, ranging from \$0 to \$20. The X-axis shows fiscal years from '09 to '19 (6M). The 'Unassigned Cash Reserve' starts at approximately \$0.5 million in '09, peaks slightly around '11, and then generally declines to about \$0.2 million by '19. The 'Cash Reserve Target' remains consistently low, near \$0 throughout the entire period.</p>
(Enterprise Fund)	<p>Notes: For 3 month, 6 month, and 9 month reporting periods, the Financial Management Information Supplement (FMIS) is prepared instead of the CAFR.</p> <p>Cash and Cash Equivalent in the CAFR is calculated by taking the Cash and Cash Equivalents in the FMIS plus the Cash and Marketable Securities Restricted for Capital Projects in the FMIS.</p>				

# FY 2019 - 6 Month Cash Reserves vs Cash Reserve Target

Fund	Cash Reserves	Budgeted Cash Reserve Target	Amount Above/ (Below) Target	Notes	Trend
Transload Fund (5040)		$\$215,412 + \text{Budgeted Operating Expenses w/o Depreciation}$ $\$0 + \text{Budgeted Interest Expense}$ $\$0 + \text{Budgeted Bank and Paying Agent Fees}$ $\$100,307 + \text{Budgeted Operating Transfers to Other Funds}$ $\$0 + \text{Budgeted Principal}$ $\$0 + \text{Budgeted Capital Additions}$  $\$0 + \text{Ent Rev Budgeted for Capital Projects}$ $\$315,719 = \text{Total Budgeted Financial}$ $\$0 - \text{Ent Rev Budgeted for Capital Projects}$ $\$315,719 = \text{Total Budgeted Financial}$ $\times 20\% \times \text{Cash Reserve Target Percent}$ $\$63,144 = \text{Budgeted Cash Reserve Target for Operations}$ $\$0 + \text{Ent Rev Budgeted for Capital Projects}$		<p>All of the sources in the Transload Fund must be used for expenses within this fund.</p> <p>In previous years, there were fewer customers so employees were utilized in the Electric Fund.</p> <p>As business volume has increased, employees are charging more of their time to the Transload budget.</p>	<p><b>Transload Facility Fund Ending Unassigned Cash Reserve</b></p> <p>Legend:   <span style="color: blue;">■</span> Unassigned Cash Reserve   <span style="color: black;">—</span> Cash Reserve Target </p>
	$\$560,738 + \text{Cash and Cash Equivalents (CAFR page 159)}$ $(\$15,005) - \text{Mark to Market Value - GASB 31 (Munis)}$ <b><math>\\$575,743 = \text{Ending Cash Reserves}</math></b>	$\$63,144 = \text{Total Budgeted Cash Reserve Target (2019 BD pg 592)}$	\$512,599		
(Enterprise Fund)					

**FY 2019 - 6 Month Cash Reserves vs Cash Reserve Target**

Fund	Cash Reserves	Budgeted Cash Reserve Target	Amount Above/ (Below) Target	Notes	Trend																		
Water Fund (5500 and 5502)		<div>\$15,767,569 + Budgeted Operating Expenses w/o Depreciation</div> <div>\$2,137,069 + Budgeted Interest Expense</div> <div>\$2,500 + Bank &amp; Paying Agent Fees</div> <div>\$4,833,869 + Budgeted Operating Transfers to Other Funds</div> <div>\$3,447,520 + Budgeted Principal Payments</div> <div>\$0 + Budgeted Capital Additions</div> <div>\$350,000 + Ent Rev Budgeted for Capital Projects</div> <div>\$26,538,527 = Total Budgeted Financial Uses</div>		<div>In the Comprehensive Annual Finance Report (CAFR) Water and Electric are reported as one fund. The individual amounts for Water and Electric shown can be added together to get the amount shown in the CAFR.</div> <div>All of the sources in the Water Fund must be used for expenses within this fund.</div> <div>Due to a computer system change, it was not possible to go back and break out the individual water and electric amounts prior to FY 2015.</div> <div>It is a common practice to build up reserves over time and use them down to fund capital projects in future years.</div> <div>In FY 2018 there was an increase of 2.5% in water usage billed due to a warmer and drier summer season which resulted in an increase in cash reserves.</div> <div>In FY 2019, there are several reasons why the cash reserves are currently above the cash reserve target.<ul style="list-style-type: none"><li>There was a 1% water increase that went into effect in January.</li><li>We moved approximately \$2.9 million of water connection fees from restricted cash to cash and cash equivalents as it could not be determined why these should remain restricted.</li><li>The cash reserve target is \$3.2 million lower in FY 2019 than FY 2018 due to lower capital project funding needed from enterprise revenues.</li></ul></div>	<div><div>Water Fund Ending Unassigned Cash Reserves</div><div><div>■ Unassigned Cash Reserves</div><div>— Budgeted Cash Reserve Target</div></div><table><caption>Water Fund Ending Unassigned Cash Reserves (Millions)</caption><thead><tr><th>Fiscal Year</th><th>Unassigned Cash Reserves</th><th>Budgeted Cash Reserve Target</th></tr></thead><tbody><tr><td>'15</td><td>7.2</td><td>5.0</td></tr><tr><td>'16</td><td>7.2</td><td>6.0</td></tr><tr><td>'17</td><td>4.2</td><td>8.0</td></tr><tr><td>'18</td><td>5.2</td><td>8.8</td></tr><tr><td>'19 (6M)</td><td>9.8</td><td>5.6</td></tr></tbody></table></div>	Fiscal Year	Unassigned Cash Reserves	Budgeted Cash Reserve Target	'15	7.2	5.0	'16	7.2	6.0	'17	4.2	8.0	'18	5.2	8.8	'19 (6M)	9.8	5.6
	Fiscal Year	Unassigned Cash Reserves	Budgeted Cash Reserve Target																				
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'19 (6M)	9.8	5.6																					
<div>\$16,408,163 + Cash and Cash Equivalents (CAFR page 28)</div> <div>\$9,459,784 - Cash Restricted for Capital Projects (FMIS page 76)</div> <div>(\$1,679,065) - Mark to Market Value - GASB 31 (Munis)</div> <div>\$1,179,810 + Inventory (CAFR page 28)</div> <div><b>\$9,807,254 = Ending Cash Reserves</b></div> <div>Notes: For 3 month, 6 month, and 9 month reporting periods, the Financial Management Information Supplement (FMIS) is prepared instead of the CAFR.</div> <div>Cash and Cash Equivalents in the CAFR is calculated by taking the Cash and Cash Equivalents in the FMIS plus the Cash and Marketable Securities Restricted for Capital Projects in the FMIS.</div>	<div>\$26,188,527 = Total Budgeted Financial Uses for Operations</div> <div>x 20% x Cash Reserve Percent</div> <div>\$5,237,705 = Budgeted Cash Reserve Target for Operations</div> <div>\$350,000 + Ent Rev Budgeted for Capital Projects</div> <div><b>\$5,587,705 = Total Budgeted Cash Reserve Target</b> (2019 BD pg 616)</div>	<b>\$4,219,549</b>																					
(Enterprise Funds)																							

**FY 2019 - 6 Month Cash Reserves vs Cash Reserve Target**

Fund	Cash Reserves	Budgeted Cash Reserve Target	Amount Above/ (Below) Target	Notes	Trend																				
Electric Fund (5510 and 5513)	<div><div><div><div><div>\$106,902,801 + Budgeted Operating Expenses w/o Depreciation</div><div>\$5,023,506 + Budgeted Interest Expense</div><div>\$0 + Bank &amp; Paying Agent Fees</div></div><div><div>\$13,427,527 + Budgeted Operating Transfers to Other Funds</div><div>\$6,292,480 + Budgeted Principal Payments</div><div>\$264,000 + Budgeted Capital Additions</div></div><div><div>\$5,550,000 + Ent Rev Budgeted for Capital Projects</div><div>\$137,460,314 = Total Budgeted Financial Uses</div><div>\$5,550,000 - Ent Rev Budgeted for Capital Projects</div></div><div><div>\$43,034,551 + Cash and Cash Equivalents (CAFR page 28)</div><div>\$12,676,997 - Cash Restricted for Capital Projects (FMIS page 76)</div><div>(\$503,772) - Mark to Market Value - GASB 31 (Munis)</div><div>\$5,284,269 + Inventory (CAFR page 28)</div></div><div><div>\$36,145,595 = Ending Cash Reserves</div></div></div><div><div>Notes:</div><div>For 3 month, 6 month, and 9 month reporting periods, the Financial Management Information Supplement (FMIS) is prepared instead of the CAFR.</div><div>Cash and Cash Equivalentents in the CAFR is calculated by taking the Cash and Cash Equivalentents in the FMIS plus the Cash and Marketable Securities Restricted for Capital Projects in the FMIS.</div></div></div><div><div><div>\$106,902,801 + Budgeted Operating Expenses w/o Depreciation</div><div>\$5,023,506 + Budgeted Interest Expense</div><div>\$0 + Bank &amp; Paying Agent Fees</div></div><div><div>\$13,427,527 + Budgeted Operating Transfers to Other Funds</div><div>\$6,292,480 + Budgeted Principal Payments</div><div>\$264,000 + Budgeted Capital Additions</div></div><div><div>\$5,550,000 + Ent Rev Budgeted for Capital Projects</div><div>\$137,460,314 = Total Budgeted Financial Uses</div><div>\$5,550,000 - Ent Rev Budgeted for Capital Projects</div></div><div><div>\$131,910,314 =Total Budgeted Financial Uses for Operations</div><div>x 20% x Cash Reserve Percent</div></div><div><div>\$26,382,063 = Budgeted Cash Reserve Target for Operations</div><div>\$5,550,000 + Ent Rev Budgeted for Capital Projects</div><div>\$31,932,063 = Total Budgeted Cash Reserve Target (2019 BD pg 636)</div></div></div><div>\$4,213,532</div><div><div>In the Comprehensive Annual Finance Report (CAFR) Water and Electric are reported as one fund. The individual amounts for Water and Electric shown can be added together to get the amount shown in the CAFR.</div><div>All of the sources in the Electric Fund must be used for expenses within this fund.</div><div>It is a common practice to build up reserves over time and use them down to fund capital projects in future years.</div><div>Due to a computer system change, it was not possible to go back and break out the individual water and electric amounts prior to FY 2015.</div><div>FY 2018 ended with cash reserves above the cash reserve target due to a 3.3% increase in electric usage billed as a result of a warmer summer season. A similar level of enterprise funded capital projects are planned during FY 2019.</div><div>In FY 2019 a 2.5% rate increase took effect in October. In addition, the electric usage billed through the first six months of FY 2019 is up 1.3% over the same time last year.</div></div><div><div><div>Electric Fund Ending Unassigned Cash Reserves</div><div><div>Unassigned Cash Reserves</div><div>Budgeted Cash Reserve Target</div></div><table><caption>Electric Fund Ending Unassigned Cash Reserves (Millions)</caption><thead><tr><th>Fiscal Year</th><th>Unassigned Cash Reserves</th><th>Budgeted Cash Reserve Target</th></tr></thead><tbody><tr><td>'15</td><td>\$21.5</td><td>\$31.5</td></tr><tr><td>'16</td><td>\$28.5</td><td>\$30.5</td></tr><tr><td>'17</td><td>\$30.5</td><td>\$31.5</td></tr><tr><td>'18</td><td>\$34.5</td><td>\$32.5</td></tr><tr><td>'19 (6M)</td><td>\$36.5</td><td>\$32.5</td></tr></tbody></table></div></div></div> <tr><td>(Enterprise Funds)</td><td></td><td></td><td></td><td></td><td></td></tr>	Fiscal Year	Unassigned Cash Reserves	Budgeted Cash Reserve Target	'15	\$21.5	\$31.5	'16	\$28.5	\$30.5	'17	\$30.5	\$31.5	'18	\$34.5	\$32.5	'19 (6M)	\$36.5	\$32.5	(Enterprise Funds)					
Fiscal Year	Unassigned Cash Reserves	Budgeted Cash Reserve Target																							
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(Enterprise Funds)																									

**FY 2019 - 6 Month Cash Reserves vs Cash Reserve Target**

Fund	Cash Reserves	Budgeted Cash Reserve Target	Amount Above/ (Below) Target	Notes	Trend																																				
Recreation Services Fund (5520 and 5521)	<div><div>\$8,618,337 + Current Assets (CAFR page 158)</div><div>\$77,402 - RFUFE Cash - From Rec User Fees For Capital Improvements (Munis)</div><div>\$10,824 - RGCIF Cash - From Golf Course Fees - For Golf Capital Projects (Munis)</div><div>\$127,940 - RRCIF Cash - From ARC User Fees For ARC Capital Projects (Munis)</div><div>\$220,129 - Mark to Market Value - GASB 31 (Munis)</div><div>\$6,038,717 - Cash and Marketable Securities Restricted for Cap Projects (FMIS page 77)</div><div>\$244,656 - Current Liabilities (CAFR page 158)</div><div>\$146,852 + Construction Contracts Payable (CAFR page 158)</div></div>	<div><div>\$7,075,848 + Budgeted Operating Expenses w/o Depreciation</div><div>\$70,500 - Operating Expenses Offset By Restricted Fees (Munis)</div><div>\$38,894 + Budgeted Interest Expense</div><div>\$430,118 + Budgeted Bank and Paying Agent Fees</div><div>\$0 + Budgeted Operating Transfers to Other Funds</div><div>\$0 + Budgeted Principal Payments</div><div>\$469,012 - Principal and Interest Payments From Restricted Fees</div><div>\$148,500 + Budgeted Capital Additions</div></div>		<div>All of the sources in the Recreation Services Fund must be used for recreation related expenses.</div> <div>The cash related to user fees that are dedicated for funding capital projects and equipment replacements have been subtracted to identify the reserves available for operations.</div> <div>Most of the expenses for this fund occur in the summer.</div> <div>The forecast for the next five years shows declining reserves.</div>	<div>Recreation Services Fund Ending Unassigned Cash Reserve</div> <div><div>Unassigned Cash Reserve</div><div>Cash Reserve Target</div></div> <table><caption>Unassigned Cash Reserve Data (Estimated from Graph)</caption><thead><tr><th>Fiscal Year</th><th>Unassigned Cash Reserve (Millions)</th><th>Cash Reserve Target (Millions)</th></tr></thead><tbody><tr><td>'09</td><td>0.5</td><td>1.5</td></tr><tr><td>'10</td><td>0.8</td><td>1.5</td></tr><tr><td>'11</td><td>0.7</td><td>1.5</td></tr><tr><td>'12</td><td>0.8</td><td>1.5</td></tr><tr><td>'13</td><td>0.6</td><td>1.5</td></tr><tr><td>'14</td><td>0.5</td><td>1.5</td></tr><tr><td>'15</td><td>0.5</td><td>1.5</td></tr><tr><td>'16</td><td>0.5</td><td>1.5</td></tr><tr><td>'17</td><td>1.5</td><td>1.5</td></tr><tr><td>'18</td><td>1.8</td><td>1.5</td></tr><tr><td>'19 (6M)</td><td>2.2</td><td>1.5</td></tr></tbody></table>	Fiscal Year	Unassigned Cash Reserve (Millions)	Cash Reserve Target (Millions)	'09	0.5	1.5	'10	0.8	1.5	'11	0.7	1.5	'12	0.8	1.5	'13	0.6	1.5	'14	0.5	1.5	'15	0.5	1.5	'16	0.5	1.5	'17	1.5	1.5	'18	1.8	1.5	'19 (6M)	2.2	1.5
Fiscal Year	Unassigned Cash Reserve (Millions)	Cash Reserve Target (Millions)																																							
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(Enterprise Funds)	<div><div>\$2,045,521 = Ending Cash Reserves for Operations</div><div>Notes: For 3 month, 6 month, and 9 month reporting periods, the Financial Management Information Supplement (FMIS) is prepared instead of the CAFR.</div><div>Current Assets in the CAFR is calculated by taking the Cash and Cash Equivalents in the FMIS plus the Cash and Marketable Securities Restricted for Capital Projects in the FMIS.</div><div>Current Liabilities in the CAFR is calculated by taking the Total Current Liabilities in the FMIS plus Current Liabilities Payable from Restricted Assets: Construction Contracts Payable in the FMIS minus the Non-current Liabilities: Accrued Compensated Absences in last year's CAFR.</div></div>	<div><div>\$7,153,848 = Budgeted Total Financial Uses</div><div>x 20% x Cash Reserve Percent</div><div>\$1,430,770 = Budgeted Cash Reserve Target (2019 BD pg 328)</div></div>	\$614,751																																						

**FY 2019 - 6 Month Cash Reserves vs Cash Reserve Target**

Fund	Cash Reserves	Budgeted Cash Reserve Target	Amount Above/ (Below) Target	Notes	Trend
Transit Fund (5530 and 5531)		<p>\$6,743,196 + Budgeted Operating Expenses w/o Depreciation \$139,986 + Budgeted Interest Expense</p> <p>\$0 + Budgeted Paying Agent Fees \$2,295 + Budgeted Operating Transfers to Other Funds \$374,370 + Budgeted Principal Payments \$0 + Budgeted Capital Additions</p> <p>\$0 + Ent Rev Budgeted for Capital Projects \$1,595,423 - University Shuttle Operating Expenses \$5,664,424 = Total Budgeted Financial Uses</p> <p>\$0 - Ent Rev Budgeted for Cap Proj \$5,664,424 = Total Budgeted Financial Uses for Operations x 20% x Cash Reserve Percent</p> <p>\$1,132,885 = Budgeted Cash Reserve Target for Operations \$0 + Ent Rev Budgeted for Capital Projects <b>\$1,132,885 = Total Budgeted Cash Reserve Target</b></p>		<p>All of the sources in the Transit Fund must be used for expenses within this fund.</p> <p>The Cash Reserve Target calculated to the left differs from the FY 2019 Adopted Budget in that this calculation now reduces the total budgeted financial uses by the amount of University Shuttle Operating Expenses. During a review of cash reserve targets with management in FY 2019, it was decided that the cash reserve target should not include the university shuttle operating expenses since this is a contracted service that is offset by revenues from the University. The non-operating expenses (interest) expense for University are still included in the cash reserve target because they are for the leased electric buses which would be utilized in the fixed route system if we were not providing the University Shuttle service. This resulted in a cash reserve target that is \$319,084 lower than was shown in the Adopted FY 2019 budget.</p> <p>Cash reserves are above the target for two primary reasons:</p> <ul style="list-style-type: none"> <li>The first six months of FY 2019 include a reduction of one hour of service on weekdays and Saturday and the dis-continuation of the pilot flex route (effective October 1st).</li> <li>The cash reserve target was lowered by \$319,084 when University Shuttle expenses were removed from the target calculation.</li> </ul> <p>Additional changes in service (change in routes, change in Saturday service, and eliminating service for Roots 'n Blues and True/False Film Festival service) will begin on June 1st.</p>	<p><b>Transit Fund Ending Unassigned Cash Reserve</b></p> <p>Legend: ■ Unassigned Cash Reserve — Budgeted Cash Reserve Target</p> <p>Millions</p> <p>Fiscal Year</p>
(Enterprise Funds)	<p>\$3,171,915 + Current Assets (CAFR page 159) \$1,624,245 - Cash Restricted for Capital Projects (FMIS page 81) (\$54,760) - Mark to Market Value - GASB 31 (Munis) \$415,142 - Current Liabilities (CAFR page 159) \$18,058 + Construction Contracts Payable (CAFR page 159) <b>\$1,205,346 = Ending Cash Reserves</b></p> <p>Notes: For 3 month, 6 month, and 9 month reporting periods, the Financial Management Information Supplement (FMIS) is prepared instead of the CAFR.</p> <p>Current Assets in the CAFR is calculated by taking the Cash and Cash Equivalents in the FMIS plus the Cash and Marketable Securities Restricted for Capital Projects in the FMIS.</p> <p>Current Liabilities in the CAFR is calculated by taking the Total Current Liabilities in the FMIS plus Current Liabilities Payable from Restricted Assets: Construction Contracts Payable in the FMIS minus the Non-current Liabilities: Accrued Compensated Absences in last year's CAFR.</p>		<b>\$72,461</b>		

**FY 2019 - 6 Month Cash Reserves vs Cash Reserve Target**

Fund	Cash Reserves	Budgeted Cash Reserve Target	Amount Above/ (Below) Target	Notes	Trend
Airport Fund (5540 and 5541)	<div>\$8,739,830 + Current Assets (CAFR page 159) (\$242,822) - Mark to Market Value - GASB 31 (Munis) \$7,935,913 - Cash Restricted for Capital Projects (FMIS page 76) \$270,888 - Current Liabilities (CAFR page 159) \$127,848 + Construction Contracts Payable (CAFR page 159) \$0 + Due to Other Funds (Revenue Guarantee) (Munis)</div> <div><b>\$903,699 = Ending Cash Reserves</b></div>	<div>\$2,942,711 + Budgeted Operating Expenses w/o Depreciation \$2,065 + Budgeted Interest Expense  \$0 + Budgeted Bank &amp; Paying Agent Fees \$30,000 + Budgeted Operating Transfers to Other Funds \$27,935 + Budgeted Principal Payments \$0 + Budgeted Capital Additions  \$362,541 + Ent Rev Budgeted for Capital Projects</div> <div><b>\$3,365,252 = Total Budgeted Financial Uses</b></div> <div><div>\$362,541 - Ent Rev Budgeted for Capital Projects</div><div><b>\$3,002,711 = Total Budgeted Financial Uses for Operations</b></div><div>x 20% x Cash Reserve Percent</div></div> <div><b>\$600,542 = Budgeted Cash Reserve Target for Operations</b></div> <div><div>\$362,541 + Ent Rev Budgeted for Capital Projects</div><div><b>\$963,083 = Budgeted Cash Reserve Target (2019 BD Page 514)</b></div></div>	<div></div> <div><b>(\$59,384)</b></div>	All of the sources in the Airport Fund must be used for expenses within this fund.  It is a common practice for this fund to build up reserves over time and then use them down to fund a future capital project.  Cash reserves are below the target for the first six months of FY 2019 primarily due to four reasons: <ul style="list-style-type: none"><li>• Winter operating costs were higher due to more winter events requiring snow and ice removal from runways and sidewalks.</li><li>• Additional costs related to monitoring and repairs to ther terminal building due to settling issues.</li><li>• Additional costs spent for marketing - some were offset by grant funds received.</li><li>• The cash reserve target is \$362,541 higher for FY 2019 due to enterprise revenues being used to fund capital projects.</li></ul>	<div><b>Airport Fund Ending Unassigned Cash Reserve</b></div> <div><div>■ Unassigned Cash Reserve</div><div>— Budgeted Cash Reserve Target</div></div> <div><div>Millions</div><div><div>\$20</div><div>\$18</div><div>\$16</div><div>\$14</div><div>\$12</div><div>\$10</div><div>\$8</div><div>\$6</div><div>\$4</div><div>\$2</div><div>\$0</div></div><div><div>'09</div><div>'10</div><div>'11</div><div>'12</div><div>'13</div><div>'14</div><div>'15</div><div>'16</div><div>'17</div><div>'18</div><div>'19 (6M)</div></div><div><b>Fiscal Year</b></div></div>
(Enterprise Funds)	<div>Notes: For 3 month, 6 month, and 9 month reporting periods, the Financial Management Information Supplement (FMIS) is prepared instead of the CAFR.</div> <div>Current Assets in the CAFR is calculated by taking the Cash and Cash Equivalents in the FMIS plus the Cash and Marketable Securities Restricted for Capital Projects in the FMIS.</div> <div>Current Liabilities in the CAFR is calculated by taking the Total Current Liabilities in the FMIS plus Current Liabilities Payable from Restricted Assets: Construction Contracts Payable in the FMIS minus the Non-current Liabilities: Accrued Compensated Absences in last year's CAFR.</div>				

**FY 2019 - 6 Month Cash Reserves vs Cash Reserve Target**

Fund	Cash Reserves	Budgeted Cash Reserve Target	Amount Above/ (Below) Target	Notes	Trend
<div>Sewer Fund (5550 and 5551)</div> <div>(Enterprise Funds)</div>	<div><div><div>\$27,638,035 + Cash and Cash Equivalents (CAFR page 28)</div><div>(\$2,084,838) - Mark to Market Value - GASB 31 (Munis)</div><div>\$13,651,244 - Cash Restricted for Capital Projects (FMIS page 76)</div><div>\$9,498 + Inventory (CAFR page 28)</div><div>\$16,081,127 = Ending Cash Reserves</div></div><div><div>Notes:</div><div>For 3 month, 6 month, and 9 month reporting periods, the Financial Management Information Supplement (FMIS) is prepared instead of the CAFR.</div><div>Cash and Cash Equivalents in the CAFR is calculated by taking the Cash and Cash Equivalents in the FMIS plus the Cash and Marketable Securities Restricted for Capital Projects in the FMIS.</div></div></div>	<div><div>\$13,677,236 + Budgeted Operating</div><div>\$2,924,388 + Budgeted Interest Expense</div><div>\$340,000 + Budgeted Bank &amp; Paying</div><div>\$17,150 + Budgeted Operating</div><div>\$5,738,900 + Budgeted Principal</div><div>\$1,192,500 + Budgeted Capital Additions</div><div>\$3,175,000 + Ent Rev Budgeted for</div><div>\$27,065,174 = Total Budgeted Financial Uses</div><div>\$3,175,000 - Ent Rev Budgeted for Capital Projects</div><div>\$23,890,174 = Total Budgeted Financial Uses for Operations</div><div>x 20% x Cash Reserve Percent</div><div>\$4,778,035 = Budgeted Cash Reserve Target for Operations</div><div>\$3,175,000 + Ent Rev Budgeted for Capital Projects</div><div>\$7,953,035 = Total Budgeted Cash Reserve Target (2019 BD pg 664)</div></div>	\$8,128,092	<div>All of the sources in the Parking Fund must be used for expenses within this fund.</div> <div>It is a common practice for this fund to build up reserves over time and then use them down to fund a future capital project.</div> <div>There are three items that contributed to the reserve being significantly above the target at the end of FY 2018:</div> <div><div>Between January 2016 and July 2017 (during the conversion to a new computer system) journal entries related to the 2010 SRF Bond which should have reduced the restricted cash were not made which caused restricted cash to be overstated and cash and cash equivalents to be understated. This was corrected in August 2017 when discovered and resulted in a \$6.69 million increase in cash and cash equivalents. Steps have been put into place to insure this does not happen again.</div><div>A few large developments chose to pay connection fees prior to the most recent fee increase which resulted in revenue being \$1.38 million higher than usual for that fiscal year.</div><div>Revenue estimates are typically conservative and in FY 2017 actual revenues were \$1.26 million above projections.</div></div> <div>The department plans to fund the remaining 2013 ballot projects with the excess reserves delaying the sale of the remaining bonds.</div>	<div><div>Sewer Fund Ending Unassigned Cash Reserves</div><div><div>Unassigned Cash Reserves</div><div>Budgeted Cash Reserve Target</div></div><div><div>Millions</div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></di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**FY 2019 - 6 Month Cash Reserves vs Cash Reserve Target**

Fund	Cash Reserves	Budgeted Cash Reserve Target	Amount Above/ (Below) Target	Notes	Trend
Parking Fund (5560 and 5561)	<div><div></div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></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**FY 2019 - 6 Month Cash Reserves vs Cash Reserve Target**

Fund	Cash Reserves	Budgeted Cash Reserve Target	Amount Above/ (Below) Target	Notes	Trend																																				
Solid Waste Fund (5570 and 5571)		<div>\$18,022,771 + Budgeted Operating Expenses w/o Depreciation</div> <div>\$236,597 + Budgeted Interest Expense</div> <div>\$300 + Budgeted Bank &amp; Paying Agent Fees</div> <div>\$300,224 + Budgeted Operating Transfers to Other Funds</div> <div>\$926,057 + Budgeted Principal Payments</div> <div>\$4,209,000 + Budgeted Capital Additions</div> <div>\$1,555,000 + Ent Rev Budgeted for Capital Projects</div> <div>\$25,249,949 = Total Budgeted Financial Uses</div> <div>\$1,555,000 - Ent Rev Budgeted for Capital Projects</div> <div>\$23,694,949 = Total Budgeted Financial Uses for Operations</div> <div>x 20% x Cash Reserve Percent</div> <div>\$4,738,990 = Budgeted Cash Reserve Target for Operations</div> <div>\$1,555,000 + Ent Rev Budgeted for Capital Projects</div> <div>\$6,293,990 = Total Budgeted Cash Reserve Target</div>		<div>All of the sources in the Solid Waste Fund must be used for expenses within this fund.</div> <div>The cash reserve calculated to the left differs from the FY 2019 Adopted budget document in that it shows the correct Adopted FY 2018 amount in the Ent Rev Budgeted for Capital Projects line. The FY 2019 budget document erroneously included a budget amendment amount on this line.</div> <div>The increase in cash reserves in FY 2018 was due to increases in residential, commercial, and landfill rates, coal combustion residuals, and lower expenses.</div> <div>It is a common practice for this fund to build up reserves over time and then use them down to fund future capital projects. There are several significant capital projects planned for future years which include:</div> <div><ul style="list-style-type: none"><li>\$200,000 Landfill Expansion Permitting (FY 2020)</li><li>\$350,000 Household Hazardous Waste Collection Facility (FY 2020 - FY 2021)</li><li>\$140,000 Landfill Employee Parking Lot (FY 2021)</li><li>\$300,000 Landfill Station Facility Improvements Phase 2 (FY 2020)</li><li>\$70,000 Landfill Gate Improvements (FY 2020)</li><li>\$500,000 Landfill Heavy Equipment Storage Shelter (FY 2021 - FY 2022)</li><li>\$150,000 North Route B Recycling Drop-off Site (FY 2020)</li><li>\$300,000 Small Vehicle Drop-Off Facility (FY 2020)</li><li>\$225,000 Vehicle Storage Shelters (FY 2020)</li><li>\$700,000 Vehicle Wash Bay (FY 2020)</li><li>\$2,500,000 Landfill Scale House Relocation and Road Improvement (FY 2022 - FY 2023)</li><li>\$11,150,000 Material Recovery Facility Expansion Phase 2 (FY 2021 - FY 2024)</li><li>\$9,000,000 Bioreactor Landfill Cell #7 (FY 2024 - FY 2027)</li></ul></div>	<div><div>Solid Waste Fund Ending Unassigned Cash Reserves</div><div><div>Cash and Other Resources</div><div>Budgeted Cash Reserve Target</div></div><div><table border="1"><caption>Estimated Data for Solid Waste Fund Ending Unassigned Cash Reserves (Millions)</caption><thead><tr><th>Fiscal Year</th><th>Cash and Other Resources</th><th>Budgeted Cash Reserve Target</th></tr></thead><tbody><tr><td>'09</td><td>4.0</td><td>3.5</td></tr><tr><td>'10</td><td>6.0</td><td>2.5</td></tr><tr><td>'11</td><td>4.5</td><td>6.5</td></tr><tr><td>'12</td><td>5.5</td><td>3.5</td></tr><tr><td>'13</td><td>6.5</td><td>4.5</td></tr><tr><td>'14</td><td>8.0</td><td>3.5</td></tr><tr><td>'15</td><td>8.0</td><td>6.0</td></tr><tr><td>'16</td><td>6.5</td><td>5.0</td></tr><tr><td>'17</td><td>6.0</td><td>5.0</td></tr><tr><td>'18</td><td>11.5</td><td>5.0</td></tr><tr><td>'19 (6M)</td><td>13.5</td><td>6.0</td></tr></tbody></table></div></div>	Fiscal Year	Cash and Other Resources	Budgeted Cash Reserve Target	'09	4.0	3.5	'10	6.0	2.5	'11	4.5	6.5	'12	5.5	3.5	'13	6.5	4.5	'14	8.0	3.5	'15	8.0	6.0	'16	6.5	5.0	'17	6.0	5.0	'18	11.5	5.0	'19 (6M)	13.5	6.0
	Fiscal Year	Cash and Other Resources	Budgeted Cash Reserve Target																																						
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(Enterprise Funds)	<div>Notes: For 3 month, 6 month, and 9 month reporting periods, the Financial Management Information Supplement (FMIS) is prepared instead of the CAFR.</div> <div>Cash and Cash Equivalents in the CAFR is calculated by taking the Cash and Cash Equivalents in the FMIS plus the Cash and Marketable Securities Restricted for Capital Projects in the FMIS.</div>																																								

**FY 2019 - 6 Month Cash Reserves vs Cash Reserve Target**

Fund	Cash Reserves	Budgeted Cash Reserve Target	Amount Above/ (Below) Target	Notes	Trend
Storm Water Fund (5580 and 5581)	<p>\$3,763,629 + Cash and Cash Equivalents (CAFR page 158)</p> <p>(\$147,154) - Mark to Market Value - GASB 31 (Munis)</p> <p>\$2,250,598 - Cash Restricted for Capital Projects (FMIS page 78)</p> <p>\$0 + Inventory (CAFR page 158)</p> <hr/> <p><b>\$1,660,185 = Ending Cash Reserves</b></p>	<p>\$1,545,404 + Budgeted Operating Expenses w/o Depreciation</p> <p>\$0 + Budgeted Interest Expense</p> <p>\$0 + Budgeted Bank &amp; Paying Agent Fees</p> <p>\$117,198 + Budgeted Operating Transfers to Other Funds</p> <p>\$0 + Budgeted Principal Payments</p> <p>\$178,000 + Budgeted Capital Additions</p> <p>\$975,000 + Ent Rev Budgeted for Capital Projects</p> <hr/> <p>\$2,815,602 = Total Budgeted Financial Uses</p> <p>\$975,000 - Ent Rev Budgeted for Capital Projects</p> <hr/> <p>\$1,840,602 = Total Budgeted Financial Uses for Operations x 20% x Cash Reserve Percent</p> <p>\$368,120 = Budgeted Cash Reserve Target for Operations</p> <p>\$975,000 + Ent Rev Budgeted for Capital Projects</p> <hr/> <p><b>\$1,343,120 = Budgeted Cash Reserve Target</b> (2019 BD pg 710)</p>		<p>All of the sources in the Storm Water Fund must be used for expenses within this fund.</p> <p>It is a common practice for this fund to build up reserves over time and then use them down to fund future capital projects. There are a number of significant capital projects planned for future years including Alan Lane, Capri Estates Drainage, Hickman and 6th and 7th, Quail Drive, Braemore Drainage, Nebraska Avenue, Rockhill Road, Seventh and Locust, Sexton Road at Jackson, Vandiver/Sylvan Storm Drainage, Worley Again East Phase I, and Royal Lytham - Fallwood.</p>	<p style="text-align: center;"><b>Storm Water Ending Unassigned Cash Reserves</b></p> <div style="margin-top: 10px;"> <span style="color: blue;">■</span> Unassigned Cash Reserves  <span style="color: black;">—</span> Budgeted Cash Reserve Target         </div>
(Enterprise Funds)	<p>Notes: For 3 month, 6 month, and 9 month reporting periods, the Financial Management Information Supplement (FMIS) is prepared instead of the CAFR.</p> <p>Cash and Cash Equivalents in the CAFR is calculated by taking the Cash and Cash Equivalents in the FMIS plus the Cash and Marketable Securities Restricted for Capital Projects in the FMIS.</p>		\$317,065		

**FY 2019 - 6 Month Cash Reserves vs Cash Reserve Target**

[illegible]

<b>FY 2019 - 6 Month Cash Reserves vs Cash Reserve Target</b>					
<b>Cash Reserve Target</b>	<b>\$1,780,000</b>	<b>\$1,780,000</b>	<b>\$1,780,000</b>	<b>\$1,780,000</b>	<b>\$1,780,000</b>
<b>Cash Reserves</b>	<b>\$1,780,000</b>	<b>\$1,780,000</b>	<b>\$1,780,000</b>	<b>\$1,780,000</b>	<b>\$1,780,000</b>
<b>Difference</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

Fund	Cash Reserves	Budgeted Cash Reserve Target	Amount Above/ (Below) Target	Notes	Trend																																				
Self Insurance Fund				All of the sources in the Self Insurance Reserve Fund must be used for expenses within this fund.	<div>Self Insurance Fund Ending Unassigned Cash Reserve</div> <div>Unassigned Cash Reserve</div> <div>Cash Reserve Target</div> <table><caption>Self Insurance Fund Ending Unassigned Cash Reserve Data (Estimated from Graph)</caption><thead><tr><th>Fiscal Year</th><th>Unassigned Cash Reserve (Millions)</th><th>Cash Reserve Target (Millions)</th></tr></thead><tbody><tr><td>'09</td><td>1.0</td><td>4.0</td></tr><tr><td>'10</td><td>1.2</td><td>4.0</td></tr><tr><td>'11</td><td>1.5</td><td>4.2</td></tr><tr><td>'12</td><td>2.5</td><td>4.5</td></tr><tr><td>'13</td><td>4.0</td><td>4.5</td></tr><tr><td>'14</td><td>3.8</td><td>4.8</td></tr><tr><td>'15</td><td>3.8</td><td>5.2</td></tr><tr><td>'16</td><td>5.5</td><td>5.5</td></tr><tr><td>'17</td><td>7.5</td><td>6.0</td></tr><tr><td>'18</td><td>10.0</td><td>5.5</td></tr><tr><td>'19 (6M)</td><td>10.5</td><td>6.0</td></tr></tbody></table>	Fiscal Year	Unassigned Cash Reserve (Millions)	Cash Reserve Target (Millions)	'09	1.0	4.0	'10	1.2	4.0	'11	1.5	4.2	'12	2.5	4.5	'13	4.0	4.5	'14	3.8	4.8	'15	3.8	5.2	'16	5.5	5.5	'17	7.5	6.0	'18	10.0	5.5	'19 (6M)	10.5	6.0
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'18	10.0	5.5																																							
'19 (6M)	10.5	6.0																																							
(Internal Service Fund)	<div>Current Assets (CAFR page 169)</div> <div>\$17,303,841 (\$449,375) - Mark to Market Value - GASB 31 (Munis)</div> <div>\$1,299,274 - Investments (Required to remain self insured) (CAFR page 169)</div> <div>\$2,008,710 - Current Liabilities (CAFR page 169)</div> <div>\$4,148,535 - Non Current Claims Payable (CAFR page 169)</div> <div><b>\$10,296,697 = Ending Cash Reserves</b></div>	<div>\$4,764,342 + Budgeted Claims (Actuarial Study 90% confidence level)</div> <div>\$1,382,500 + Budgeted Insurance Premiums (Munis)</div> <div><b>\$6,146,842 = Budgeted Cash Reserve Target</b></div>	<b>\$4,149,855</b>	<div>Since claims and premiums are the primary expenses for this fund, the cash reserve target is set to recover those costs. The claims number is obtained from an actuarial study each year.</div> <div>The City experienced lower claims in FY 2018 resulting in an increase to unassigned cash reserves. Fees to departments were lowered in FY 2019 and will also be lowered in FY 2020 in an effort to use down excess cash reserves.</div> <div>Claims expenses for the rest of FY 2019 are expected to be significantly higher and the fund is expected to use down cash in FY 2019. Management continues to monitor these trends and adjusts fees charged to departments annually in order to maintain adequate reserves.</div>																																					

## FY 2019 - 6 Month Cash Reserves vs Cash Reserve Target

Fund	Cash Reserves	Budgeted Cash Reserve Target	Amount Above/ (Below) Target	Notes	Trend
<b>Custodial and Building Maintenance Fund</b>  <b>(Internal Service Fund)</b>	$\$1,299,208$ + Current Assets (CAFR page 168) $(\$61,451)$ - Mark to Market Value - GASB 31 (Munis) $\$34,286$ - Current Liabilities (CAFR page 169) <b><math>\\$1,326,373</math> = Ending Cash Reserves</b>	$\$1,722,737$ + Budgeted Operating Expenses w/o Depreciation $\$65,100$ + Budgeted Operating Transfers to Other Funds $\$0$ + Budgeted Interest Expense $\$0$ + Budgeted Principal Payments $\$26,721$ + Budgeted Capital Additions <hr/> $\$1,814,558$ = Total Budgeted Financial Uses x 20% <hr/> <b><math>\\$362,912</math> = Budgeted Cash Reserve Target</b> (BD page 395)	<b>\$963,461</b>	<p>All of the sources in the Custodial and Building Maintenance Fund must be used for expenses within this fund.</p> <p>Excess reserves resulted from vacancies over the past few years and the time it took to fill those vacancies. These excess reserves will be used down over the next five years through the charging of lower fees to departments than the expected expenses for the operation, the development of a building facility major maintenance plan, and the hiring of staff to administer that plan.</p>	<p><b>Custodial and Building Maintenance Fund Ending Unassigned Cash Reserve</b></p>
<b>Fleet Operations Fund</b>  <b>(Internal Service Fund)</b>	$\$2,384,194$ Current Assets (CAFR page 169) $(\$112,850)$ - Mark to Market Value - GASB 31 (Munis) $\$342,428$ - Current Liabilities (CAFR page 169) <b><math>\\$2,154,616</math> = Ending Cash Reserves</b>	$\$8,416,602$ + Budgeted Operating Expenses w/o Depreciation $\$4,883$ + Budgeted Operating Transfers to Other Funds $\$0$ + Budgeted Interest Expense $\$0$ + Budgeted Principal Payments $\$0$ + Budgeted Capital Additions <hr/> $\$8,421,485$ = Total Budgeted Financial Uses x 20% <hr/> <b><math>\\$1,684,297</math> = Budgeted Cash Reserve Target</b> (BD page 405)	<b>\$470,319</b>	<p>All of the sources in the Fleet Operations Fund must be used for expenses within this fund.</p> <p>Reserves have increased from \$81,985 over the FY 2018 target to \$470,319 over the FY 2019 target due in part to a lower budgeted cash reserve target in FY 2019. The FY 2019 budgeted cash target is \$182,117 lower than it was in FY 2018 because certain expenses (parts and fuel) were budgeted at lower amounts to be more in line with previous year trends.</p>	<p><b>Fleet Operations Fund Unassigned Cash Reserve</b></p>

## FY 2019 - 6 Month Cash Reserves vs Cash Reserve Target

Fund	Cash Reserves	Budgeted Cash Reserve Target	Amount Above/ (Below) Target	Notes	Trend
<b>Information Technology (IT) Fund</b>  <b>(Internal Service Fund)</b>	\$3,286,062 + Current Assets (CAFR page 168) (\$175,740) - Mark to Market Value - GASB 31 (Munis) \$332,976 - Current Liabilities (CAFR page 168) \$61,200 - Cash Set Aside for GIS Special Projects (Accounting) \$322,023 - Cash Set Aside for Computer Replacements (Acctg) <b>\$2,745,603 = Ending Cash Reserves</b>	\$8,216,793 + Budgeted Operating Expenses w/o Depreciation \$162,195 + Budgeted Operating Transfers to Other Funds \$94 + Budgeted Interest Expense  \$0 + Budgeted Principal Payments \$308,500 + Budgeted Capital Additions  \$8,687,582 = Total Budgeted Financial Uses x 20%  <b>\$1,737,516 = Budgeted Cash Reserve Target</b> (BD page 423)	<b>\$1,008,087</b>	<p>All of the sources in the IT Fund must be used for expenses within this fund.</p> <p>There were a number of reasons the cash reserves increased by \$847,268 from FY 2017 to FY 2018.</p> <ul style="list-style-type: none"> <li>Interest income (without including the GASB 31 adjustment) increased \$77,650 over FY 2017.</li> <li>There was a \$154,000 transfer from the Capital Projects Fund in FY 2018 to purchase disaster recovery hardware and software that was not paid for until FY 2019.</li> <li>There was a \$552,315 transfer from the GIS Fund during FY 2018 to close that fund into the IT Fund.</li> </ul> <p>Cash reserves decreased in the first quarter of FY 2019 due to several items purchased in FY 2018 which were not paid for until FY 2019.</p> <p>FY 2020 fees to departments will be lower to help use down excess reserves.</p>	<b>Information Technology Fund Ending Unassigned Cash Reserve</b> <p>Legend: Unassigned Cash Reserve, Cash Reserve Target</p> <p>Fiscal Year</p>
<b>Community Relations Fund</b>  <b>(Internal Service Fund)</b>	\$1,681,874 + Current Assets (CAFR page 168) (\$85,688) - Mark to Market Value - GASB 31 (Munis) \$135,297 - Current Liabilities (CAFR page 168) <b>\$1,632,265 = Ending Cash Reserves</b>	\$2,617,609 + Budgeted Operating Expenses w/o Depreciation \$237,893 + Budgeted Operating Transfers to Other Funds \$0 + Budgeted Interest Expense  \$0 + Budgeted Principal Payments \$0 + Budgeted Capital Additions  \$2,855,502 = Total Budgeted Financial Uses x 20%  <b>\$571,100 = Budgeted Cash Reserve Target</b> (BD page 429)	<b>\$1,061,165</b>	<p>All of the sources in the Community Relations Fund must be used for expenses within this fund.</p> <p>There was no increase in fees to departments for FY 2019 in order to use down some of the excess cash reserves and future year increases will be lower than expense increases in order to continue using down excess reserves over the next five years. The department also has several capital purchases planned which will also utilize some of this excess reserves. These include:</p> <ul style="list-style-type: none"> <li>Updating Council Chambers audiovisual system</li> <li>Replacement of video editing software that is no longer supported</li> <li>Replacement of City Channel cameras</li> <li>Replacement of Broadcast server and cable bulleting board systems.</li> </ul>	<b>Community Relations Fund Ending Unassigned Cash Reserve</b> <p>Legend: Unassigned Cash Reserve, Cash Reserve Target</p> <p>Fiscal Year</p>

## FY 2019 - 6 Month Cash Reserves vs Cash Reserve Target

Fund	Cash Reserves	Budgeted Cash Reserve Target	Amount Above/ (Below) Target	Notes	Trend
Utility Customer Services Fund   <					

<b>Totals</b>	\$213,106,085	\$90,381,843
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## General Fund Revenues at 6 Months - Summary

53 Separate General Fund Revenues Listed in the FMIS

	2018		2019	
	#	Amount	#	Amount
Revenues that Increased (6 Months This Year vs 6 Months Last Year)	32	\$3,212,724	18	\$2,094,787
Revenues That Decreased (6 Months This Year vs 6 Months Last Year)	17	(\$1,417,826)	31	(\$3,032,319)
<b>Total Change in Revenues at 6 Months over previous year</b>		<b><u>\$1,794,898</u></b>		<b><u>(\$937,532)</u></b>
Less: Increase in FY 2018 revenues due to a one-time payment from the state for sales taxes they were late in processing after they converted to a new software system. If these sales tax receipts had been processed by the state on time, the City would have received them one month sooner and this amount would have been included in the FY 2017 general fund revenues. This delay in processing caused our FY 2018 revenues to be higher than they would have been if the processing had occurred as it normally does.		(\$494,887)		
Less: Extra County Health Payments reflected in FY 2018. Last year there were 3 quarters recorded at six months		(\$372,720)		
Plus: County Health Billings that should have occurred by six months of FY 2019 but did not due to a delay in getting the contract signed				\$375,466
		<b><u>\$927,291</u></b>		<b><u>(\$562,067)</u></b>

## General Fund Revenues FY 2019 vs FY 2018 (6 Months)



			6 Months FY 2018	FY 2018 Over/ (Under) FY 2017	FY 2019 Over/ (Under) FY 2018	Percent Change Over Last Year	FY 2019 % of Budget	Notes
<b>FY 2019 Revenues That Are Higher than FY 2018:</b>								
1	Investment Revenue		(\$103,915)	\$56,978	\$991,202	(953.86%)	98.59%	Investment Revenue includes a GASB 31 mark to market adjustment. Without that adjustment, FY 2019 investment revenue is \$127,385 above FY 2018 while FY 2018 was \$711,971 above FY 2017 at six months
2	G&A Fees	Intragovernmental Revenues	\$2,407,378	\$33,003	\$480,054	19.94%	50.00%	
3	General property taxes		\$8,241,838	\$240,739	\$295,167	3.58%	100.97%	
4	Water PILOT	Intragovernmental Revenues	\$2,176,050	\$405,192	\$70,419	3.24%	47.53%	
5	Transfer from Park Sales Tax	Operating Transfers from Other Funds	\$873,342	\$39,931	\$69,267	7.93%	50.00%	
6	Miscellaneous		\$566,854	(\$146,293)	\$66,659	11.76%	70.62%	
7	Transfer from CVB	Operating Transfers from Other Funds	\$94,603	\$12,443	\$40,278	42.58%	61.37%	
8	Transfer from Airport	Operating Transfers from Other Funds	\$0	\$0	\$30,000		100.00%	
9	Transfer from Capital Projects Fund	Operating Transfers from Other Funds	\$30,000	(\$321,000)	\$17,192	57.31%	100.00%	
10	Transfer from UCS	Operating Transfers from Other Funds	\$15,281	(\$5,312)	\$8,029	52.54%	100.00%	
11	Parks & Recreation	Federal and State Grants	\$0	\$0	\$6,878		98.26%	
12	Transfer From Electric	Operating Transfers from Other Funds	\$62,421	\$2,648	\$6,754	10.82%	50.72%	
13	Street Maintenance	Fees and Service Charges	\$0	\$0	\$5,197			
14	Transfer From Storm Water	Operating Transfers from Other Funds	\$54,257	\$2,363	\$3,117	5.74%	50.00%	
15	Animal Control Fees	Fees and Service Charges	\$5,540	(\$386)	\$1,787	32.26%	57.58%	
16	Transfer From Solid Waste	Operating Transfers from Other Funds	\$107,651	\$1,963	\$1,325	1.23%	50.00%	
17	Transfer from Contributions Fund	Operating Transfers from Other Funds	\$12,320	(\$18,320)	\$1,079	8.76%	73.29%	
18	Transfer from Transit Fund	Operating Transfers from Other Funds	\$765	\$0	\$383	50.07%	50.02%	
			<b>\$14,544,385</b>	<b>\$303,949</b>	<b>\$2,094,787</b>			

## General Fund Revenues FY 2019 vs FY 2018 (6 Months)



			6 Months FY 2018	FY 2018 Over/ (Under) FY 2017	FY 2019 Over/ (Under) FY 2018	Percent Change Over Last Year	FY 2019 % of Budget	Notes
<b>FY 2019 Revenues That Stayed the Same as FY 2018:</b>								
1	Transfer from Transportation Sales Tax Fd	Operating Transfers from Other Funds	\$2,999,138	\$14,850	\$0	0.00%	50.00%	
2	Transfer from Fleet Operations Fund	Operating Transfers from Other Funds	\$1,148	\$0	\$0	0.00%	50.02%	
3	Joint Communications	Federal and State Grants	\$0	(\$57,812)	\$0		0.00%	Joint Communications is no longer a part of the City
4	Transfer from Water Fund	Operating Transfers from Other Funds	\$590	\$1	\$0	0.00%	50.04%	
			<b>\$3,000,876</b>		<b>\$0</b>			
<b>FY 2019 Revenues That Are Lower Than FY 2018 6 Months:</b>								
1	Health Department	County Grants	\$889,972	\$358,855	(\$607,468)	(68.26%)	21.30%	No 2Q FY 2019 payment (\$317,970) due to contract delay, timing - 3 Qtrly payments occurred in FY 2018, (\$38,941) decrease in Live Well Boone Cnty, (\$12,705) decrease in TOP
2	Sales Taxes		\$10,614,216	\$112,391	(\$558,247)	(5.26%)	44.02%	FY 2018 included a one-time payment of \$494,886.65 due to the state implementing new software and catching up with distributions. This payment will not occur in FY 2019
3	Construction Inspection	Fees and Service Charges	\$879,014	(\$132,687)	(\$376,224)	(42.80%)	24.90%	
4	Natural Gas Tax	Other Local Taxes	\$2,052,014	\$747,817	(\$280,988)	(13.69%)	82.25%	
5	Health, General	Federal and State Grants	\$588,926	(\$51,477)	(\$177,152)	(30.08%)	51.04%	(\$181,375) CHIP Grant ended
6	Electric PILOT	Intragovernmental Revenues	\$6,115,982	\$369,399	(\$140,518)	(2.30%)	46.47%	
7	Animal Control	County Grants	\$176,897	\$69,351	(\$138,059)	(78.04%)	16.29%	No 2Q FY 2019 payment (\$57,496) due to contract delay, timing - 3 Qtrly payments occurred in FY 2018
8	Meter Fines	Fines	\$458,504	\$32,002	(\$124,039)	(27.05%)	37.16%	
9	Boone Electric Tax	Other Local Taxes	\$611,950	\$19,418	(\$93,162)	(15.22%)	42.86%	
10	Public Works	Federal and State Grants	\$87,800	\$87,800	(\$87,800)	(100.00%)		FY 2018 included FEMA for 2016 flood event
11	Police	Federal and State Grants	\$153,574	\$109,441	(\$71,822)	(46.77%)	20.40%	(\$61,175) decrease in COPS Grant, (\$11,979) decrease in Domestic Violence Enforcemen Grant

## General Fund Revenues FY 2019 vs FY 2018 (6 Months)



			6 Months FY 2018	FY 2018 Over/ (Under) FY 2017	FY 2019 Over/ (Under) FY 2018	Percent Change Over Last Year	FY 2019 % of Budget	Notes
<b>FY 2019 Revenues That Are Lower Than FY 2018 6 Months (Continued):</b>								
12	MODOT - Highway	Federal and State Grants	\$70,565	(\$20,498)	(\$52,764)	(74.77%)	8.86%	(\$43,618) Incorrect credit in FY 2018 that was reversed after March 30th, (\$9,146) Lower funding in CATSO due to vacancy and timing
13	Health Fees	Fees and Service Charges	\$310,640	\$55,792	(\$52,440)	(16.88%)	34.26%	
14	CATV Franchise Tax	Other Local Taxes	\$149,215	\$108,391	(\$34,953)	(23.42%)	45.06%	
15	Disaster Preparedness	County Grants	\$25,455	\$25,455	(\$25,455)	(100.00%)		
16	Corporation Court Files	Fines	\$268,974	\$25,504	(\$24,654)	(9.17%)	46.98%	
17	Motor Vehicle Tax	Other Local Taxes	\$657,854	\$107,156	(\$23,292)	(3.54%)	72.63%	
18	Transfer from CDBG Fund	Operating Transfers from Other Funds	\$30,639	\$23,804	(\$23,239)	(75.85%)	15.32%	
19	Transfer from Parking Fund	Operating Transfers from Other Funds	\$31,583	\$19,801	(\$19,800)	(62.69%)	50.00%	
20	Health - WIC	Federal and State Grants	\$187,801	(\$1,447)	(\$18,655)	(9.93%)	35.73%	Decrease due to timing issues
21	Uniform Ticket Fines	Fines	\$104,622	(\$1,593)	(\$18,410)	(17.60%)	43.11%	
22	Gasoline Tax	Other Local Taxes	\$1,435,711	\$207,923	(\$17,389)	(1.21%)	47.54%	
23	Cigarette Tax	Other Local Taxes	\$222,148	(\$35,983)	(\$17,095)	(7.70%)	39.24%	
24	Cultural Affairs	Federal and State Grants	\$12,477	\$12,477	(\$12,477)	(100.00%)	0.00%	Timing Issue, Expect to receive more than last year
25	Telephone Tax	Other Local Taxes	\$1,229,942	(\$344,016)	(\$8,762)	(0.71%)	50.21%	
26	Liceses and Permits		\$103,225	(\$11,871)	(\$8,417)	(8.15%)	8.66%	
27	Miscellaneous	Fees and Service Charges	\$97,839	(\$16,531)	(\$7,884)	(8.06%)	59.08%	
28	Sustainability Grant	Federal and State Grants	\$36,160	\$5,160	(\$5,160)	(14.27%)	100.00%	
29	Alarm Violations	Fines	\$3,400	(\$2,600)	(\$3,400)	(100.00%)	0.00%	

## General Fund Revenues FY 2019 vs FY 2018 (6 Months)



			6 Months FY 2018	FY 2018 Over/ (Under) FY 2017	FY 2019 Over/ (Under) FY 2018	Percent Change Over Last Year	FY 2019 % of Budget	Notes
<b>FY 2019 Revenues That Are Lower Than FY 2018 6 Months (Continued):</b>								
30	Right of Way	Fees and Service Charges	\$28,976	\$4,640	(\$2,558)	(8.83%)	30.65%	
31	Fire	Federal and State Grants	\$36	\$36	(\$36)	(100.00%)		
			<b>\$27,636,111</b>	<b>\$1,883,910</b>	<b>(\$3,032,319)</b>			
<b>Appropriated Fund Balance</b>			<b>\$0</b>	<b>(\$250,000)</b>	<b>\$0</b>			
<b>Total General Fund Revenues</b>			<b>\$45,181,372</b>	<b>\$1,894,898</b>	<b>(\$937,532)</b>			

## General Fund Expenditures FY 2019 vs FY 2018 (6 Months)

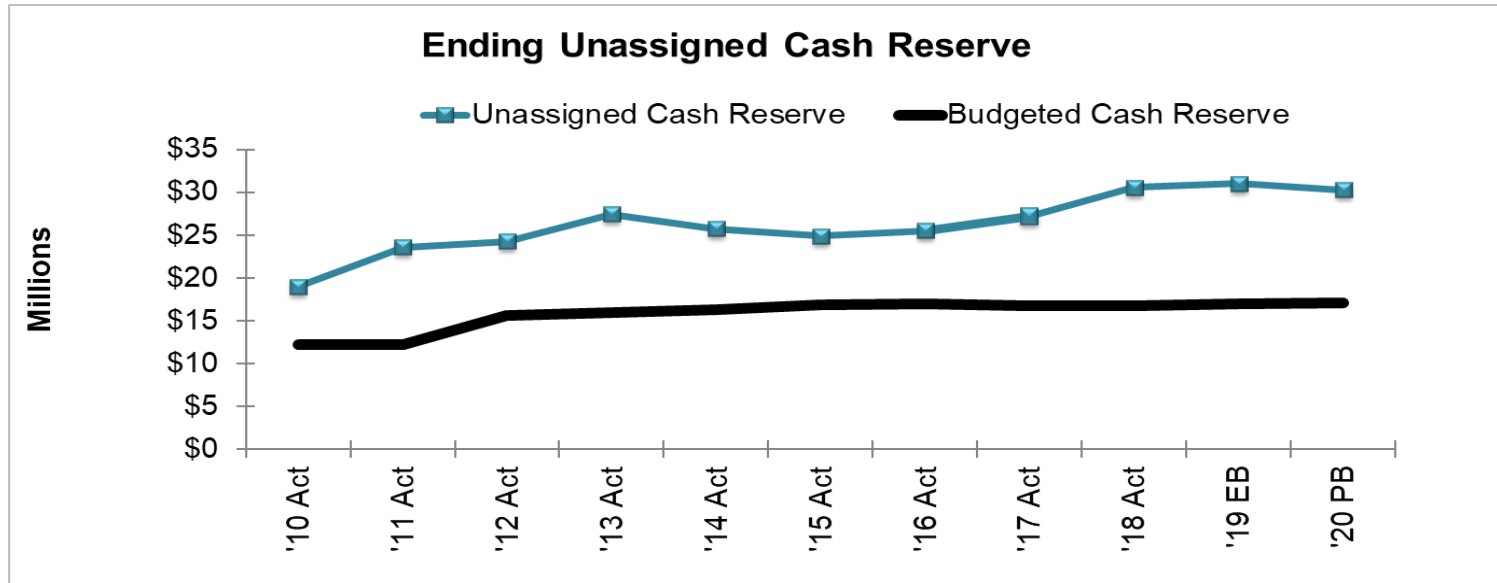


	6 Months FY 2017	6 Months FY 2018	FY 2018 Over/ (Under) FY 2017	FY 2019 Over/ (Under) FY 2018	Percent Change Over Last Year	FY 2019 % of Budget	Notes
Policy development and administration	\$4,330,936	\$4,737,494	\$406,558	\$161,068	3.40%	41.57%	
Public safety	\$19,691,854	\$21,007,226	\$1,315,372	\$76,755	0.37%	49.16%	
Transportation	\$3,499,427	\$4,370,930	\$871,503	\$535,121	12.24%	57.02%	More snow events in FY 2019
Health and environment	\$5,018,785	\$4,899,966	(\$118,819)	(\$102,732)	(2.10%)	42.18%	
Personal development	\$3,633,051	\$3,593,363	(\$39,688)	\$143,330	3.99%	46.30%	
Miscellaneous nonprogrammed activities	\$174,610	\$180,717	\$6,107	\$17,024	9.42%	30.24%	
<b>Total Expenditures</b>	<b>\$36,348,663</b>	<b>\$38,789,696</b>	<b>\$2,441,033</b>	<b>\$830,566</b>	<b>2.14%</b>	<b>47.52%</b>	
Transfers To Other Funds	\$934,631	\$997,146	\$62,515	\$17,306	1.74%	50.24%	
<b>Total Expenditures and Other Financing Uses</b>	<b>\$37,283,294</b>	<b>\$39,786,842</b>	<b>\$2,503,548</b>	<b>\$847,872</b>	<b>2.13%</b>	<b>47.59%</b>	

# Here's What the General Fund Budget Looks Like Right Now

## Disclaimers:

Budgeting has not yet reviewed all of the budgets  
 The City Manager has not yet met with the departments on their budgets  
 There are no pay plan costs included in the budget



### FY 2019 Estimated General Fund:

- Revenues are estimated to be \$1,097,165 below budget or 98.72%. This is primarily in Meter Fines and Construction Fees
- YTD Sales Taxes are 5.78% below last year. If the supplemental payment in FY 2018 is removed, the decrease is 1.76% from last year. We have applied that decrease to the remaining months and are estimating Sales Taxes to be \$22,862,911 which is slightly above the FY 2019 budget. This is an optimistic estimate and will be adjusted as we receive more months of receipts.
- Expenses are estimated to be \$1,479,900 below budget or 98.27%. This is primarily due to lower personnel costs as a result of turnover
- Financial Sources are estimated to be over Financial Uses by \$407,029
- Excess Reserves are estimated to be \$13,972,506 at the end of FY 2019

### FY 2020 Projected General Fund:

- Revenues are projected to be \$891,666 below FY 2019 budget primarily due to the assumption of 1.76% decline in sales taxes (based on current trend) and lower G&A Fees (due to a calculation error last year). G&A Fees will be revised once a pay package decision is made
- Expenses are projected to be \$129,866 below FY 2019 due to several positions being deleted and lower pension rates for LAGERS-General and Police. There does not include any pay plan changes
- Financial Sources are estimated to be under Financial Uses by \$737,506 (causing a gap between expenses and revenues)
- Excess Reserves are estimated to be \$13,188,023 for FY 2020

## General Fund Fleet Replacements Needed

## FY 2020 General Fund Fleet Replacements Needed

Department	Org Code	Object	Description	Amount	Dept Total
POLICE	11002120	506525	<b>Rpl. #1197-37970: 2010 Crown Vic Patrol Car (82,863 miles {N-Use,Y-Age}) w/ Police 2WD Tahoe (Net Cost \$57,350)</b>	\$36,000	
POLICE	11002120	501410	Veh#1197 - Parts/Equipment for replacement vehicle	\$6,000	
POLICE	11002120	501470	Veh#1197 - Radar/Radio/Video System replacements	\$11,650	
POLICE	11002120	504810	Veh#1197 - Vehicle Build Labor (Grissum)	\$3,000	
POLICE	11002120	501612	Veh#1197 - Striping/markings	\$700	
POLICE	11002120	506525	<b>Rpl. #1150-33596: 2014 Ford Explorer SUV PPV (90,758 miles {N-Use,Y-Age}) w/ Police 2WD Tahoe (Net Cost \$57,350)</b>	\$36,000	
POLICE	11002120	501410	Veh#1150 - Parts/Equipment for replacement vehicle	\$6,000	
POLICE	11002120	501470	Veh#1150 - Radar/Radio/Video System replacements	\$11,650	
POLICE	11002120	504810	Veh#1150 - Vehicle Build Labor (Grissum)	\$3,000	
POLICE	11002120	501612	Veh#1150 - Striping/markings	\$700	
POLICE	11002120	506525	<b>Rpl. #1149-33599: 2014 Ford Explorer SUV PPV (85,974 miles {N-Use,Y-Age}) w/ Police 2WD Tahoe (Net Cost \$57,350)</b>	\$36,000	
POLICE	11002120	501410	Veh#1149 - Parts/Equipment for replacement vehicle	\$6,000	
POLICE	11002120	501470	Veh#1149 - Radar/Radio/Video System replacements	\$11,650	
POLICE	11002120	504810	Veh#1149 - Vehicle Build Labor (Grissum)	\$3,000	
POLICE	11002120	501612	Veh#1149 - Striping/markings	\$700	
POLICE	11002120	506525	<b>Rpl. #1135-78599: 2016 Explorer Interceptor PPV (88,261 miles {N-Use,Y-Age}) w/ Police 2WD Tahoe (Net Cost \$57,350)</b>	\$36,000	
POLICE	11002120	501410	Veh#1135 - Parts/Equipment for replacement vehicle	\$6,000	
POLICE	11002120	501470	Veh#1135 - Radar/Radio/Video System replacements	\$11,650	
POLICE	11002120	504810	Veh#1135 - Vehicle Build Labor (Grissum)	\$3,000	
POLICE	11002120	501612	Veh#1135 - Striping/markings	\$700	
POLICE	11002120	506525	<b>Rpl. #838-78597: 2016 Explorer Interceptor PPV (88,311 miles {N-Use,Y-Age}) w/ Police 2WD Tahoe (Net Cost \$57,350)</b>	\$36,000	
POLICE	11002120	501410	Veh#838 - Parts/Equipment for replacement vehicle	\$6,000	
POLICE	11002120	501470	Veh#838 - Radar/Radio/Video System replacements	\$11,650	
POLICE	11002120	504810	Veh#838 - Vehicle Build Labor (Grissum)	\$3,000	
POLICE	11002120	501612	Veh#838 - Striping/markings	\$700	
POLICE	11002120	506525	<b>Rpl. #1148-33598: 2014 Ford Explorer SUV PPV (69,464 miles {N-Use,Y-Age}) w/ Police 2WD Tahoe (Net Cost \$57,350)</b>	\$36,000	
POLICE	11002120	501410	Veh#1148 - Parts/Equipment for replacement vehicle	\$6,000	
POLICE	11002120	501470	Veh#1148 - Radar/Radio/Video System replacements	\$11,650	
POLICE	11002120	504810	Veh#1148 - Vehicle Build Labor (Grissum)	\$3,000	
POLICE	11002120	501612	Veh#1148 - Striping/markings	\$700	
POLICE	11002120	506525	<b>Rpl. #1140-37821: 2013 Chev Tahoe 2WD PPV (85,946 miles {N-Use,Y-Age}) w/ Police 2WD Tahoe (Net Cost \$57,350)</b>	\$36,000	
POLICE	11002120	501410	Veh#1140 - Parts/Equipment for replacement vehicle	\$6,000	
POLICE	11002120	501470	Veh#1140 - Radar/Radio/Video System replacements	\$11,650	
POLICE	11002120	504810	Veh#1140 - Vehicle Build Labor (Grissum)	\$3,000	
POLICE	11002120	504810	Veh#1140 - Striping/markings	\$700	
POLICE	11002131	506525	<b>Rpl. #1111-59662: 2005 Chevy Silverado (100,264 miles {Y-Use,Y-Age}) w/ 1/2 Ton Crew Cab Truck</b>	\$35,000	
POLICE	11002151	506520	Rpl. #1122-02367: 2007 Chevy Impala (95,369 miles {N-Use,Y-Age}) w/ AWD Equinox	\$25,000	
POLICE	11002151	506520	Rpl. #1126-97174: 2007 Chevy Impala (83,902 miles {N-Use,Y-Age}) w/ AWD Equinox	\$25,000	
POLICE	11002151	506520	Rpl. #1180-26174: 2008 Chevy Impala (88,750 miles {N-Use,Y-Age}) w/ AWD Equinox	\$25,000	
POLICE	11002151	506520	Rpl. #1175-16973: 2010 Chevy Impala (81,000 miles {N-Use,Y-Age}) w/ AWD Equinox	\$25,000	
			<b>Total Police</b>		<b>\$536,450</b>
FIRE	11002320	506525	Replace #34-78742 2007 Chevrolet Suburban (100,473 miles) (Age=Y, Usage=Y) with Suburban or equivalent	\$55,000	
FIRE	11002320	501470	Equipment (strobes, lightbars, streamlighting, relay & reflective lettering)	\$8,500	
FIRE	11002320	501450	Radio, Modem/Charger	\$5,500	

## General Fund Fleet Replacements Needed

## FY 2020 General Fund Fleet Replacements Needed

Department	Org Code	Object	Description	Amount	Dept Total
<b>Total Fire</b>					<b>\$69,000</b>
PARKS AND RECREATION	11005430	506525	Rpl #3005 (E#3005-65976) 1999 Ford F350 Flatbed (50,082 miles) (Age=Y, Usage=N)	\$44,000	
PARKS AND RECREATION	11005430	506525	Rpl #3077 (E#3077-25546) 2002 Ford F350 Flatbed (75,614 miles) (Age=Y, Usage=N)	\$46,000	
PARKS AND RECREATION	11005430	506640	Rpl #3131 (E#3131-13094) 2006 Bobcat Skid Steer (1,792 hours) (Age=Y, Usage=N)	\$50,000	
PARKS AND RECREATION	11005430	506525	Rpl #3092 (E#3092-91703) 2003 Grand Caravan SE (61,135 miles) (Age=Y, Usage=N)	\$25,000	
PARKS AND RECREATION	11005430	506640	Rpl #3166 (E#3166-60847) 2008 John Deere Gator HPX (1,436 hours) (Age=Y, Usage=N)	\$20,000	
PARKS AND RECREATION	11005430	506525	Rpl #3095 (E#3095-74756) 2003 Ford F350 Pickup (72,740 miles) (Age=Y, Usage=N)	\$46,000	
PARKS AND RECREATION	11005430	506640	Rpl #3200 (E#3200-80219) 2010 JD 1600 Wide Area Mower (2,550 hours) (Age=Y, Usage=Y)	\$62,000	
PARKS AND RECREATION	11005430	506525	Rpl #1452 (E#1452-0868L) 1990 TRK, Water (43,689 miles) with truck with dumping flatbed and removable water tank (Age=Y, Usage=N)	\$42,000	
<b>Total Parks and Recreation</b>					<b>\$335,000</b>
STREETS AND ENGINEERING	11006022	506525	Rpl. #1978-29230 2005 Chevrolet Kodiak Dump Truck (3,213 Hrs) (Age=Y, Usage=N)	\$200,000	
STREETS AND ENGINEERING	11006022	506525	Rpl. #1975-72055 2005 Ford F350 (166,340 miles) (Age=Y, Usage=Y)	\$100,000	
STREETS AND ENGINEERING	11006022	506525	Rpl. #1609-10373 2005 Chevrolet Dump Truck (8,394 Hrs) (Age=Y, Usage=N)	\$200,000	
STREETS AND ENGINEERING	11006022	506640	Rpl. #1540-10767 2006 CASE 580 SUPER M BACKHOE (3,595 Hrs) (Age=Y, Usage=N)	\$146,000	
STREETS AND ENGINEERING	11006022	506640	(1) Additional Hot Box Trailer	\$21,340	
<b>Total Streets and Engineering</b>					<b>\$667,340</b>
<b>Total FY 2020 General Fund Fleet Supplemental Items</b>					<b>\$1,607,790</b>

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

printed 4/22/2019

Effective April 15, 2019

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<b>A1</b>					<b>Annual</b>	<b>19,022</b>	<b>22,350</b>	<b>27,360</b>
					2080 Hourly	9.145	10.745	13.154
<b>A2</b>					<b>Annual</b>	<b>19,972</b>	<b>23,469</b>	<b>28,729</b>
					2080 Hourly	9.602	11.283	13.812
<b>A3</b>					<b>Annual</b>	<b>20,971</b>	<b>24,642</b>	<b>30,166</b>
					2080 Hourly	10.082	11.847	14.503
<b>A4</b>					<b>Annual</b>	<b>22,543</b>	<b>26,489</b>	<b>32,427</b>
					2080 Hourly	10.838	12.735	15.590
	2001 Custodian	Operator	Non-Exempt	8				
	2003 Custodian - 773	Operator	Non-Exempt	8				
	2220 Traffic Control Operator - 773	Operator	Non-Exempt	8				
<b>A5</b>					<b>Annual</b>	<b>24,234</b>	<b>28,475</b>	<b>34,861</b>
					2080 Hourly	11.651	13.690	16.760
	2210 Material Handler - 773	Operator	Non-Exempt	8				
	6101 Storeroom Assistant	Operator	Non-Exempt	6				
<b>A6</b>					<b>Annual</b>	<b>26,052</b>	<b>30,611</b>	<b>37,473</b>
					2080 Hourly	12.525	14.717	18.016
	7810 Document Support Services Clerk	Operator	Non-Exempt	8				
	2299 Equipment Operator - 773	Operator	Non-Exempt	7				
	2301 Equipment Operator	Operator	Non-Exempt	7				
	2397 Maintenance Assistant - 773	Operator	Non-Exempt	8				
	2870 Meter Reader	Operator	Non-Exempt	8				
	3018 Parking Meter Repair Assistant - 773	Operator	Non-Exempt	8				
	2212 Refuse Collector I - 773	Operator	Non-Exempt	8				
	6107 Warehouse Operator	Operator	Non-Exempt	7				
	6108 Warehouse Operator - 773	Operator	Non-Exempt	7				

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

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						Minimum	Midpoint	Maximum
<b>A7</b>					<b>Annual</b>	<b>28,656</b>	<b>33,671</b>	<b>41,221</b>
					2080 Hourly	13.777	16.188	19.818
	2502 Bus Driver-773	Operator	Non-Exempt	8				
	2780 Consulting Utility Forester	Operator	Non-Exempt	7				
	2395 Maintenance Associate - 773	Technician	Non-Exempt	8				
	3032 Parking Meter Repair Technician - 773	Technician	Non-Exempt	7				
	2213 Refuse Collector II - 773	Operator	Non-Exempt	8				
	2880 Utility Service Worker	Operator	Non-Exempt	7				
	2102 Vehicle Service Worker - 773	Operator	Non-Exempt	7				
<b>A8</b>					<b>Annual</b>	<b>31,522</b>	<b>37,041</b>	<b>45,344</b>
					2080 Hourly	15.155	17.808	21.800
	7101 Animal Control Officer	Technician	Non-Exempt	8				
	2631 Associate Power Plant Operator	Operator	Non-Exempt	7				
	2390 Building Maintenance Mechanic - 773	Technician	Non-Exempt	7				
	2380 Construction Mechanic - 773	Operator	Non-Exempt	7				
	2375 Equipment Mechanic - 773	Technician	Non-Exempt	7				
	2503 Lead Bus Driver - 773	Operator	Non-Exempt	8				
	2883 Lead Utility Service Worker	Operator	Non-Exempt	7				
	3021 Parking Enforcement Agent	Operator	Non-Exempt	8				
	2412 Parks & Grounds Technician - 773	Technician	Non-Exempt	8				
	2874 Senior Meter Reader	Technician	Non-Exempt	8				
	2431 Utility Locator	Operator	Non-Exempt	7				
	2296 Water Distribution Operator	Technician	Non-Exempt	7				
	2641 Water Treatment Plant Operator I	Technician	Non-Exempt	7				
	2601 WWTP Operator - 773	Technician	Non-Exempt	7				

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

printed 4/22/2019

Effective April 15, 2019

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						Minimum	Midpoint	Maximum
<b>A9</b>					<b>Annual</b>	<b>33,259</b>	<b>40,743</b>	<b>51,386</b>
					2080 Hourly	15.990	19.588	24.705
5000	Associate Engineering Technician	Technician	Non-Exempt	3				
2419	Associate Utility Maintenance Mechanic - 773	Operator	Non-Exempt	7				
2422	Associate Utility Maintenance Mechanic	Operator	Non-Exempt	7				
9933	Audio Visual Technician	Technician	Non-Exempt	3				
2379	Construction Technician - 773	Technician	Non-Exempt	7				
2222	Container Maintenance Technician - 773	Technician	Non-Exempt	8				
4995	Data Technician	Technician	Non-Exempt	5				
2860	Electronic Data Specialist	Technician	Non-Exempt	6				
5040	Laboratory Technician - 773	Technician	Non-Exempt	3				
5041	Laboratory Technician	Technician	Non-Exempt	3				
3022	Lead Parking Enforcement Agent	Operator	Non-Exempt	8				
2404	Maintenance Mechanic -773	Operator	Non-Exempt	7				
2396	Maintenance Technician - 773	Technician	Non-Exempt	7				
2626	Railroad Operator	Technician	Non-Exempt	8				
2298	Senior Equipment Operator	Technician	Non-Exempt	7				
2303	Senior Equipment Operator - 773	Technician	Non-Exempt	7				
2214	Senior Refuse Collector - 773	Operator	Non-Exempt	8				
3034	Sign Technician - 773	Technician	Non-Exempt	7				
2297	Water Distribution Lead Operator	Technician	Non-Exempt	7				
2312	Water Distribution Technician	Technician	Non-Exempt	7				
2642	Water Treatment Plant Operator II	Technician	Non-Exempt	7				
<b>A10</b>					<b>Annual</b>	<b>36,585</b>	<b>44,818</b>	<b>56,524</b>
					2080 Hourly	17.589	21.547	27.175
1215	Billing Auditor	Technician	Non-Exempt	6				
7920	Computer Support Technician	Technician	Non-Exempt	3				
2405	Construction Specialist - 773	Technician	Non-Exempt	7				

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

printed 4/22/2019

Effective April 15, 2019

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						Minimum	Midpoint	Maximum
<b>A10</b>					<b>Annual</b>	<b>36,585</b>	<b>44,818</b>	<b>56,524</b>
					2080 Hourly	17.589	21.547	27.175
2801	Electric Meter Repair Worker	Technician	Non-Exempt	7				
2411	Electrician - 773	Technician	Non-Exempt	7				
4521	Energy Technician	Technician	Non-Exempt	7				
5003	Engineering Technician	Technician	Non-Exempt	3				
1402	Human Resources Technician	Technician	Non-Exempt	5				
2884	Jet Lead Operator - 773	Technician	Non-Exempt	7				
2781	Lead Consulting Utility Forester	Operator	Non-Exempt	7				
2877	Lead Meter Reader	Technician	Non-Exempt	8				
2403	Maintenance Specialist - 773	Technician	Non-Exempt	7				
2370	Parks & Grounds Specialist - 773	Technician	Non-Exempt	7				
2694	Power Plant Operator	Operator	Non-Exempt	7				
4998	Project Compliance Inspector	Technician	Non-Exempt	1				
2410	Railroad Maintenance Specialist	Technician	Non-Exempt	7				
2590	Sewer Utility Lead Operator - 773	Technician	Non-Exempt	7				
3033	Traffic Signal Technician	Technician	Non-Exempt	7				
2432	Utility Locator Foreman	Technician	Non-Exempt	7				
2425	Utility Maintenance Mechanic	Technician	Non-Exempt	7				
2429	Utility Maintenance Mechanic - 773	Technician	Non-Exempt	7				
2107	Vehicle Mechanic - 773	Technician	Non-Exempt	7				
2314	Water Distribution Foreman	Technician	Non-Exempt	7				
2643	Water Treatment Plant Operator III	Technician	Non-Exempt	7				
2885	Wetlands Lead Operator - 773	Technician	Non-Exempt	7				
<b>A11</b>					<b>Annual</b>	<b>41,159</b>	<b>50,419</b>	<b>63,590</b>
					2080 Hourly	19.788	24.240	30.572
2160	Addressing Specialist	Technician	Non-Exempt	3				
2400	Airport Maintenance Foreman	Technician	Non-Exempt	7				

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

printed 4/22/2019

**Effective April 15, 2019**

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						Minimum	Midpoint	Maximum
<b>A11</b>					<b>Annual</b>	<b>41,159</b>	<b>50,419</b>	<b>63,590</b>
					2080 Hourly	19.788	24.240	30.572
5022	Assistant City Land Surveyor	Technician	Non-Exempt	2				
3202	Building Inspector	Technician	Non-Exempt	1				
2320	CCTV Technician - 773	Technician	Non-Exempt	7				
4650	Code Enforcement Specialist	Technician	Non-Exempt	1				
3960	Housing Specialist	Technician	Non-Exempt	5				
2324	Instrument Technician - 773	Technician	Non-Exempt	7				
2325	Instrument Technician	Technician	Non-Exempt	7				
4999	Pretreatment Inspector	Technician	Non-Exempt	3				
2394	Senior Building Maintenance Mechanic - 773	Technician	Non-Exempt	7				
5004	Senior Engineering Technician	Technician	Non-Exempt	3				
2420	Senior Utility Maintenance Mechanic - 773	Technician	Non-Exempt	7				
2421	Senior Utility Maintenance Mechanic	Technician	Non-Exempt	7				
2438	Sewer Technician	Technician	Exempt	3				
2582	Storm Water MS4 Technician	Technician	Exempt	3				
9934	Video Engineering Specialist	Technician	Non-Exempt	3				
<b>A12</b>					<b>Annual</b>	<b>46,305</b>	<b>56,724</b>	<b>71,540</b>
					2080 Hourly	22.262	27.271	34.394
2630	Apprentice Balancing Authority Operator	Technician	Non-Exempt	8				
2330	Apprentice Communication Technician	Technician	Non-Exempt	8				
2701	Apprentice Lineworker	Technician	Non-Exempt	8				
2333	Apprentice Substation Technician	Technician	Non-Exempt	8				
7693	Biogas Plant Technician	Technician	Non-Exempt	7				
7692	CEC Technician	Technician	Non-Exempt	7				
2851	Electric Distribution Coordinator	Technician	Non-Exempt	7				
2803	Lead Electric Meter Repair Worker	Technician	Non-Exempt	7				
2695	Lead Power Plant Operator	Technician	Non-Exempt	7				

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

printed 4/22/2019

Effective April 15, 2019

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						Minimum	Midpoint	Maximum
<b>A12</b>					<b>Annual</b>	<b>46,305</b>	<b>56,724</b>	<b>71,540</b>
					2080 Hourly	22.262	27.271	34.394
	4996 Senior Project Compliance Inspector	Technician	Non-Exempt	1				
	5013 Right of Way Technician	Technician	Exempt	3				
	3203 Senior Building Inspector	Technician	Non-Exempt	1				
	4652 Senior Code Enforcement Specialist	Technician	Non-Exempt	1				
<b>A13</b>					<b>Annual</b>	<b>52,092</b>	<b>63,812</b>	<b>80,481</b>
					2080 Hourly	25.044	30.679	38.693
	2331 Journey man Communication Technician	Technician	Non-Exempt	7				
	2334 Journey man 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>71,789</b>	<b>90,542</b>
					2080 Hourly	28.175	34.514	43.530
	2332 Communication Technician Foreman	Technician	Non-Exempt	7				
	2703 Journey man 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>65,936</b>	<b>80,766</b>	<b>101,858</b>
					2080 Hourly	31.700	38.830	48.970
	2706 Line Foreman	Technician	Non-Exempt	7				

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

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						Minimum	Midpoint	Maximum
<b>B1</b>					<b>Annual</b>	<b>18,936</b>	<b>22,724</b>	<b>32,136</b>
					2080 Hourly	9.104	10.925	15.450
1201	Cashier	Clerical	Non-Exempt	6				
<b>B2</b>					<b>Annual</b>	<b>20,359</b>	<b>24,430</b>	<b>32,136</b>
					2080 Hourly	9.788	11.745	15.450
<b>B3</b>					<b>Annual</b>	<b>21,884</b>	<b>26,260</b>	<b>32,598</b>
					2080 Hourly	10.521	12.625	15.672
1200	Lead Cashier	Clerical	Non-Exempt	5				
<b>B4</b>					<b>Annual</b>	<b>23,527</b>	<b>28,232</b>	<b>35,044</b>
					2080 Hourly	11.311	13.573	16.848
8510	Recreation Leader	Clerical	Non-Exempt	5				
<b>B5</b>					<b>Annual</b>	<b>25,877</b>	<b>31,054</b>	<b>38,549</b>
					2080 Hourly	12.441	14.930	18.533
1005	Administrative Support Assistant	Clerical	Non-Exempt	6				
1211	Customer Service Rep I	Clerical	Non-Exempt	6				
2114	Equipment Technician	Clerical	Non-Exempt	6				
6100	Stores Clerk - 773	Clerical	Non-Exempt	6				
6102	Stores Clerk	Clerical	Non-Exempt	6				
6106	Stores Clerk	Clerical	Non-Exempt	6				
7451	WIC Office Specialist	Clerical	Non-Exempt	6				
<b>B6</b>					<b>Annual</b>	<b>28,467</b>	<b>34,160</b>	<b>42,403</b>
					2080 Hourly	13.686	16.423	20.386
1213	Customer Service Rep II	Clerical	Non-Exempt	6				
1010	Information Specialist	Clerical	Non-Exempt	6				
1030	Medical Billing Clerk	Clerical	Non-Exempt	6				
3013	Property and Evidence Technician	Clerical	Non-Exempt	6				
1006	Senior Administrative Support Assistant	Clerical	Non-Exempt	6				

City of Columbia, Missouri  
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						Minimum	Midpoint	Maximum
<b>B7</b>					<b>Annual</b>	<b>31,312</b>	<b>37,575</b>	<b>46,644</b>
					2080 Hourly	15.054	18.065	22.425
	1203 Accounting Assistant	Clerical	Non-Exempt	6				
	6507 Business Services Technician	Clerical	Non-Exempt	5				
<b>B8</b>					<b>Annual</b>	<b>35,227</b>	<b>42,272</b>	<b>52,474</b>
					2080 Hourly	16.936	20.323	25.228
	1400 Administrative Technician	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>47,555</b>	<b>59,032</b>
					2080 Hourly	19.053	22.863	28.381
<b>B10</b>					<b>Annual</b>	<b>44,585</b>	<b>53,502</b>	<b>66,412</b>
					2080 Hourly	21.435	25.722	31.929

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						Minimum	Midpoint	Maximum
<b>C1</b>					<b>Annual</b>	<b>26,048</b>	<b>31,256</b>	<b>38,725</b>
					2080 Hourly	12.523	15.027	18.618
<b>C2</b>					<b>Annual</b>	<b>28,652</b>	<b>34,382</b>	<b>42,598</b>
					2080 Hourly	13.775	16.530	20.480
<b>C3</b>					<b>Annual</b>	<b>32,234</b>	<b>38,680</b>	<b>47,925</b>
					2080 Hourly	15.497	18.596	23.041
	9950 City Management Fellowship*	Specialist	Non-Exempt	2				
	4575 Training Assistant	Specialist	Non-Exempt	6				
<b>C4</b>					<b>Annual</b>	<b>35,522</b>	<b>43,516</b>	<b>54,702</b>
					2080 Hourly	17.078	20.921	26.299
	6208 Accountant I	Professional	Exempt	2				
	4801 Community Relations Specialist	Specialist	Non-Exempt	2				
	4200 Financial Specialist	Specialist	Non-Exempt	2				
	2190 GIS Technician	Specialist	Non-Exempt	3				
	4310 Industry Relations Specialist	Specialist	Non-Exempt	2				
	4810 Marketing Specialist	Specialist	Non-Exempt	2				
	4627 Program Specialist	Specialist	Non-Exempt	2				
	7301 Social Services Clinic Specialist	Professional	Non-Exempt	2				
	7299 Social Services Home Visit Specialist	Professional	Non-Exempt	2				
	4300 Tourism Services Specialist	Professional	Non-Exempt	2				
	9932 Video Producer	Specialist	Non-Exempt	2				
	4615 Volunteer Program Specialist	Specialist	Non-Exempt	2				
	4533 Waste Minimization Coordinator	Specialist	Non-Exempt	2				
	9940 Web Content Editor	Specialist	Non-Exempt	2				
	4580 Wellness Educator	Specialist	Exempt	2				

\* Denotes Unclassified Employee

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

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						Minimum	Midpoint	Maximum
<b>C5</b>					<b>Annual</b>	<b>39,963</b>	<b>48,955</b>	<b>61,539</b>
					2080 Hourly	19.213	23.536	29.586
6207	Accountant II	Professional	Exempt	2				
2560	Assistant to Airport Manager	Professional	Exempt	2				
7309	Communicable Disease Specialist	Professional	Non-Exempt	2				
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				
5135	Water Quality Compliance Officer	Professional	Exempt	2				
<b>C6</b>					<b>Annual</b>	<b>44,957</b>	<b>55,074</b>	<b>69,231</b>
					2080 Hourly	21.614	26.478	33.284
5114	Bioreactor Specialist	Professional	Exempt	2				
5007	City Arborist	Professional	Exempt	2				
9917	Community Conservationist	Specialist	Exempt	2				
3015	Crime Analyst	Professional	Non-Exempt	2				
2995	Digital Forensic Investigator	Specialist	Non-Exempt	2				
4509	Energy Educator	Specialist	Exempt	2				
8903	Entrepreneurship Program Coordinator	Professional	Exempt	2				

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

printed 4/22/2019

Effective April 15, 2019

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Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range		
						Minimum	Midpoint	Maximum
<b>C6</b>					<b>Annual</b>	<b>44,957</b>	<b>55,074</b>	<b>69,231</b>
					2080 Hourly	21.614	26.478	33.284
6204	Financial Analyst	Professional	Exempt	2				
2173	GIS Data Analyst	Professional	Non-Exempt	2				
4601	Human Resources Analyst	Professional	Exempt	2				
4610	Internal Auditor*	Professional	Exempt	2				
7928	Junior System Administrator	Specialist	Non-Exempt	5				
4104	Neighborhood Communications Coordinator	Specialist	Non-Exempt	2				
3290	Paralegal	Professional	Non-Exempt	5				
4101	Planner	Specialist	Exempt	2				
3008	Police Trainer	Professional	Exempt	2				
7503	Public Health Nurse	Professional	Exempt	2				
4501	Rate Analyst	Professional	Exempt	2				
6595	Risk Management Specialist	Professional	Exempt	2				
4108	Senior Plan Reviewer	Professional	Exempt	3				
6307	Senior Procurement Officer	Specialist	Exempt	2				
2584	Storm Water Educator	Specialist	Exempt	5				
7931	Technical Trainer	Specialist	Exempt	2				
4309	Tourism Operations Analyst	Professional	Exempt	2				
4570	Training Coordinator	Professional	Exempt	2				
<b>C7</b>					<b>Annual</b>	<b>49,566</b>	<b>61,959</b>	<b>78,959</b>
					2080 Hourly	23.830	29.788	37.961
6604	Budget Analyst	Professional	Exempt	2				
7930	Business Analyst	Professional	Exempt	2				
5098	Engineering Specialist	Professional	Exempt	3				
2175	GIS Analyst	Professional	Exempt	2				

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

printed 4/22/2019

**Effective April 15, 2019**

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						Minimum	Midpoint	Maximum
<b>C7</b>					<b>Annual</b>	<b>49,566</b>	<b>61,959</b>	<b>78,959</b>
					2080 Hourly	23.830	29.788	37.961
5015	Property Acquisition Coordinator	Professional	Exempt	2				
6203	Senior Accountant*	Professional	Exempt	2				
4103	Senior Planner	Professional	Exempt	2				
4502	Senior Rate Analyst	Professional	Exempt	2				
<b>C8</b>					<b>Annual</b>	<b>55,763</b>	<b>69,703</b>	<b>88,828</b>
					2080 Hourly	26.809	33.511	42.706
9955	Civic Relations Officer*	Professional	Exempt	2				
7919	Cyber Security Analyst	Professional	Exempt	2				
7924	Database Administrator	Professional	Exempt	2				
4500	Energy Market Analyst	Professional	Exempt	2				
5113	Engineer	Professional	Exempt	2				
7918	Network Engineer	Professional	Exempt	2				
7942	Project Leader	Professional	Exempt	2				
6603	Senior Budget Analyst	Professional	Exempt	2				
7927	Systems Administrator	Professional	Exempt	2				
7922	Systems Analyst	Professional	Exempt	2				
4619	Trust Administrator*	Professional	Exempt	1				
<b>C9</b>					<b>Annual</b>	<b>62,733</b>	<b>78,416</b>	<b>99,932</b>
					2080 Hourly	30.160	37.700	48.044
3301	Assistant City Counselor*	Professional	Exempt	2				
7506	Nurse Practitioner	Professional	Exempt	2				
<b>C10</b>					<b>Annual</b>	<b>70,574</b>	<b>88,217</b>	<b>112,424</b>
					2080 Hourly	33.930	42.412	54.050
<b>C11</b>					<b>Annual</b>	<b>79,396</b>	<b>99,243</b>	<b>126,476</b>
					2080 Hourly	38.171	47.713	60.806

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

printed 4/22/2019

Effective April 15, 2019

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

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

printed 4/22/2019

**Effective April 15, 2019**

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

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

printed 4/22/2019

Effective April 15, 2019

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						Minimum	Midpoint	Maximum
<b>D7</b>					<b>Annual</b>	<b>45,246</b>	<b>55,428</b>	<b>69,545</b>
					2080 Hourly	21.753	26.648	33.435
7375	Public Health Promotion Supervisor	Supervisor	Exempt	2				
2307	Public Works Supervisor III	Supervisor	Exempt	7				
8530	Recreation Supervisor	Supervisor	Exempt	2				
2428	Sewer Maintenance Supervisor	Supervisor	Exempt	7				
2218	Solid Waste Supervisor III	Supervisor	Exempt	7				
6105	Stores Superintendent	Supervisor	Exempt	1				
2585	Storm Water Supervisor	Supervisor	Exempt	7				
4302	Tourism Services Supervisor	Supervisor	Exempt	2				
2505	Transportation Superintendent	Supervisor	Exempt	1				
1210	Treasury Support Supervisor	Supervisor	Exempt	2				
2434	Utility Locator Supervisor	Supervisor	Exempt	7				
2426	Utility Maintenance Supervisor	Supervisor	Exempt	7				
2104	Vehicle Maintenance Supervisor	Supervisor	Exempt	7				
2614	Wastewater Operations Supervisor	Supervisor	Exempt	7				
<b>D8</b>					<b>Annual</b>	<b>48,776</b>	<b>60,971</b>	<b>77,555</b>
					2080 Hourly	23.450	29.313	37.286
9911	Assistant to City Manager*	Supervisor	Exempt	2				
5800	Assistant to the Public Works Director	Supervisor	Exempt	2				
7694	Biogas Plant Supervisor	Supervisor	Non-Exempt	7				
5023	City Land Surveyor	Supervisor	Exempt	2				
4513	Energy Services Supervisor	Supervisor	Exempt	2				
2100	Fleet Operations Supt	Supervisor	Exempt	1				
3402	Municipal Court Administrator*	Supervisor	Exempt	2				
7515	Nursing Supervisor	Supervisor	Exempt	2				
2317	Water Distribution Supervisor	Supervisor	Exempt	7				
<b>* Denotes Unclassified Employee</b>								
<b>D9</b>					<b>Annual</b>	<b>53,654</b>	<b>67,068</b>	<b>85,309</b>
					2080 Hourly	25.795	32.244	41.014
6201	Accounting Supervisor*	Supervisor	Exempt	2				
7695	CEC Supervisor	Supervisor	Non-Exempt	7				
2408	Construction Project Supervisor	Supervisor	Exempt	2				
2770	Electric Services Superintendent	Supervisor	Exempt	1				
2185	GIS Supervisor	Supervisor	Exempt	2				
7913	Help Desk Supervisor	Supervisor	Exempt	3				
5134	Laboratory Supervisor	Supervisor	Exempt	2				

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

printed 4/22/2019

Effective April 15, 2019

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						Minimum	Midpoint	Maximum
2207	Landfill Superintendent	Supervisor	Exempt	1				
8710	Parks Development Superintendent	Supervisor	Exempt	1				
2637	Power Plant Tech Supervisor	Supervisor	Exempt	7				
7308	Public Health Planning Supervisor	Supervisor	Exempt	2				
2209	Recovery Superintendent	Supervisor	Exempt	1				
8610	Recreation & Community Programs Superintendent	Supervisor	Exempt	1				
2206	Solid Waste Collection Superintendent	Supervisor	Exempt	1				
2655	Water Distribution Superintendent	Supervisor	Exempt	1				
2645	Water Production Superintendent	Supervisor	Exempt	1				
<b>D10</b>						<b>Annual</b>	<b>59,020</b>	<b>73,773</b>
					2080 Hourly	28.375	35.468	45.116
6206	Assistant Controller*	Supervisor	Exempt	2				
2635	Assistant Power Production Superintendent	Supervisor	Exempt	2				
2606	Assistant WWTP Superintendent	Supervisor	Exempt	1				
6606	Budget Supervisor*	Supervisor	Exempt	2				
3205	Building Regulations Supervisor	Supervisor	Exempt	1				

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

printed 4/22/2019

Effective April 15, 2019

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						Minimum	Midpoint	Maximum
<b>D10</b>					<b>Annual</b>	<b>59,020</b>	<b>73,773</b>	<b>93,841</b>
					2080 Hourly	28.375	35.468	45.116
	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>81,151</b>	<b>101,200</b>
					2080 Hourly	30.600	39.015	48.654
	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>89,265</b>	<b>111,320</b>
					2080 Hourly	33.660	42.916	53.519

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

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

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**City of Columbia, Missouri**  
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						Minimum	Midpoint	Maximum
<b>E5</b>					<b>Annual</b>	<b>55,902</b>	<b>71,275</b>	<b>91,761</b>
					2080 Hourly	26.876	34.267	44.116
6401	Purchasing Agent*	Manager	Exempt	1				
6600	Risk Manager*	Manager	Exempt	1				
4702	Transit & Parking Manager	Manager	Exempt	1				
6700	Treasurer*	Manager	Exempt	1				
<b>E6</b>					<b>Annual</b>	<b>62,891</b>	<b>80,186</b>	<b>103,232</b>
					2080 Hourly	30.236	38.551	49.631
6605	Budget Officer*	Manager	Exempt	1				
6205	Controller*	Manager	Exempt	1				
4107	Development Services Manager	Manager	Exempt	1				
2125	Geospatial Services Manager*	Manager	Exempt	1				
7926	Information Technology Manager*	Manager	Exempt	1				
8750	Parks & Recreation Manager	Manager	Exempt	1				
2636	Power Prod Superintendent	Manager	Exempt	1				
2205	Solid Waste Manager	Manager	Exempt	1				
2690	Water Distribution Manager	Manager	Exempt	1				
2661	Water Production Manager	Manager	Exempt	1				
<b>E7</b>					<b>Annual</b>	<b>72,324</b>	<b>92,215</b>	<b>118,718</b>
					2080 Hourly	34.771	44.334	57.076
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				

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**Revised - FY 2019 Classification and Pay Plan**

printed 4/22/2019

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						Minimum	Midpoint	Maximum
<b>E7</b>						<b>Annual</b>	<b>72,324</b>	<b>92,215</b>
					2080 Hourly	<b>34.771</b>	<b>44.334</b>	<b>57.076</b>
2855	Electric Distribution Manager	Manager	Exempt	1				
5107	Engineering & Operations Manager*	Manager	Exempt	1				
5108	Engineering Manager	Manager	Exempt	1				
7940	PMO Manager*	Manager	Exempt	1				
4514	Utility Services Manager	Manager	Exempt	1				
<b>E8</b>						<b>Annual</b>	<b>80,034</b>	<b>106,047</b>
					2080 Hourly	<b>38.478</b>	<b>50.984</b>	<b>67.235</b>
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				
3006	Deputy Police 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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City of Columbia, Missouri  
Revised - FY 2019 Classification and Pay Plan

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Effective April 15, 2019

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						Minimum	Midpoint	Maximum
<b>E9</b>					<b>Annual</b>	<b>92,040</b>	<b>121,952</b>	<b>160,826</b>
					2080 Hourly	44.250	58.631	77.320
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>140,244</b>	<b>184,949</b>
					2080 Hourly	50.888	67.425	88.918
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>161,281</b>	<b>212,690</b>
					2080 Hourly	58.520	77.539	102.255
9998	City Manager*	Charter	Exempt	1				

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City of Columbia, Missouri  
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<b>F1</b>					<b>Annual</b>	<b>30,137</b>	<b>36,165</b>	<b>44,809</b>
					2080 Hourly	14.489	17.387	21.543
<b>F2</b>					<b>Annual</b>	<b>32,396</b>	<b>38,877</b>	<b>48,169</b>
					2080 Hourly	15.575	18.691	23.158
	3011 Community Service Aide	Public Safety Non-Exempt		4				
<b>F3</b>					<b>Annual</b>	<b>34,828</b>	<b>41,793</b>	<b>51,782</b>
					2080 Hourly	16.744	20.093	24.895
<b>F4</b>					<b>Annual</b>	<b>38,309</b>	<b>45,972</b>	<b>56,959</b>
					2080 Hourly	18.418	22.102	27.384
					2912 Hourly	13.156	15.787	19.560
	2550 Airport Safety Officer	Public Safety Non-Exempt		4				
	3101 Firefighter I - 1055**	Public Safety Non-Exempt		4				
	8690 Park Ranger	Public Safety Non-Exempt		4				
	3000 Police Officer in Training	Public Safety Non-Exempt		4				
<b>F5</b>					<b>Annual</b>	<b>42,141</b>	<b>50,569</b>	<b>62,656</b>
					2080 Hourly	20.260	24.312	30.123
					2912 Hourly	14.471	17.366	21.516
	3102 Firefighter II - 1055**	Public Safety Non-Exempt		4				
	3001 Police Officer - CPOA	Public Safety Non-Exempt		4				
<b>F6</b>					<b>Annual</b>	<b>46,355</b>	<b>55,625</b>	<b>68,921</b>
					2080 Hourly	22.286	26.743	33.135
					2912 Hourly	15.919	19.102	23.668
	3103 Fire Engineer - 1055**	Public Safety Non-Exempt		4				
	8689 Park Ranger Supervisor	Public Safety Non-Exempt		3				

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

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

printed 4/22/2019

Effective April 15, 2019

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

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

\* **Denotes Unclassified Employee**

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

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

printed 4/22/2019

Effective April 15, 2019

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

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range		
						Minimum	Midpoint	Maximum
F11					Annual	71,668	89,586	114,169
					2080 Hourly	34.456	43.070	54.889
F12					Annual	78,836	98,544	125,586
					2080 Hourly	37.902	47.377	60.378

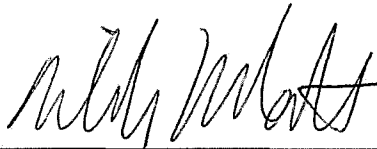
**CITY OF COLUMBIA  
GUIDELINES FOR ADMINISTRATION OF  
EQUIPMENT OPERATORS**

Effective September 23, 2018 – September 30, 2019

The following guidelines are for the administration of the pay plan for Equipment Operators.

**CDL Training Period:** All employees hired into an Equipment Operator classification without a CDL will be paid a starting wage of \$15.00 per hour. The employee is required to obtain their CDL within a six month probationary period as a condition of employment. Employees that do not obtain their CDL within the probationary period will be subject to termination.

**Successful Completion of CDL Training Period:** After obtaining and maintaining a CDL for six months, the employee will receive a \$0.50 per hour pay increase effective at the beginning of the pay period after the six month requirement is met.

APPROVED:   
Mike Matthes, City Manager

DATE: 9-20-18

**CITY OF COLUMBIA**  
**GUIDELINES FOR ADMINISTRATION OF**  
**LINEWORKER, LINE FOREMAN, SUBSTATION TECHNICIAN, SUBSTATION**  
**TECHNICIAN FOREMAN, COMMUNICATION TECHNICIAN AND**  
**COMMUNICATION TECHNICIAN FOREMAN**  
**PAY IN THE CITY UTILITIES DEPARTMENT**

Effective March 7, 2019 – September 30, 2019

The following guidelines are for the administration of the pay plan for City Utilities Department apprentices, lineworkers, line foreman, substation technicians, substation technician foreman, communication technicians and communication technician foreman.

**APPRENTICESHIP:** An apprenticeship program has been established to provide a training program where employees may be trained and learn to become fully qualified lineworkers, line foreman, substation technicians, substation technician foreman, communication technicians and/or communication technician foreman. For an average employee who receives a score of meets expectations or better at the established review periods, the apprenticeship will be for a four year period. Employees may be held back in any period if, in the judgment of their supervisors, they need development in their training, and any employee who is held back more than twice will be judged as not having the capability of performing the work and will be subject to removal from the position. The normal review periods will be after the first six months, after the first year, and annually thereafter. If the apprentice meets expectations, completes the assigned material and is judged to have made the necessary progress to be moved to the next level of training, he/she will be eligible to receive a salary increase based on the following table:

After first 6 months:	16% between the minimum and midpoint for apprentice classification
After first year:	33% between the minimum and midpoint for apprentice classification
After second year:	66% between the minimum and midpoint for apprentice classification
After third year:	Midpoint for apprentice classification

After completing all the required coursework for the apprenticeship program, the employee will again be reviewed, and upon receiving a score of meets expectations or better will be promoted to the journeyman position for which he/she was training.

**LINEWORKER, LINE FOREMAN, SUBSTATION TECHNICIAN, SUBSTATION TECHNICIAN FOREMAN, COMMUNICATION TECHNICIAN AND COMMUNICATION TECHNICIAN FOREMAN:** After the employee is promoted to the journeyman or foreman position, they will be placed at the midpoint for the appropriate journeyman or foreman classification.

**NEW APPRENTICES:** New apprentices will generally start at the minimum of the apprentice classification and progress through as defined above. If a new apprentice candidate has completed coursework in an accredited apprenticeship program prior to beginning Water and Light's program, then he/she will be placed at the appropriate apprentice level based upon the coursework completed.

APPROVED:   
John Glascock, Interim City Manager

DATE: 3/7/2019

**CITY OF COLUMBIA**  
**GUIDELINES FOR ADMINISTRATION OF**  
**NERC CERTIFIED BALANCING AUTHORITY OPERATOR**  
**AND NERC COMPLIANCE OFFICER**  
**IN THE CITY UTILITIES DEPARTMENT**

Effective October 1, 2018 – September 30, 2019

The following guidelines are for the administration of the pay plan for City Utilities Department NERC Certified Balancing Authority Operator and NERC Compliance Officer as it pertains to the required NERC certification of Balancing-Interchange-Transmission Operator (BITO) (Minimum) or Reliability Coordinator (RC) (Preferred).

**NERC Certified Balancing Authority Operator:** A program has been established to provide training where employees may be trained and tested to become NERC Certified Balancing Authority Operators. An employee will start as an Apprentice Balancing Authority Operator. The pay increase for a promotion from Apprentice to NERC Balancing Authority Operator will be the greater of the midpoint of the Balancing Authority Operator classification or a 10% pay increase, not to exceed the maximum of the classification.

**NERC Compliance Officer:** A program has been established to provide training where employees may be trained and tested to obtain NERC Certification. An employee will start following standard hiring procedures for the NERC Compliance Officer. The pay increase for obtaining NERC Certification will be the greater of the midpoint of the NERC Certified Balancing Authority Operator classification or a 10% pay increase, not to exceed the maximum of the NERC Compliance Officer classification.

Employees may be held back at any time during the review period if they are not receiving a score of meets expectations or better at the established review periods. Employees unable to successfully obtain NERC certification within one year will be subject to removal. The normal review periods will be at 6 months and one year. These positions are subject to the normal review periods and pay for performance as set by city policy for all workers each year.

APPROVED: \_\_\_\_\_

Mike Matthes, City Manager

DATE: \_\_\_\_\_

10-15-18

RECEIVED

OCT 16 2018

CITY OF COLUMBIA  
HUMAN RESOURCES DEPT.

**CITY OF COLUMBIA  
GUIDELINES FOR ADMINISTRATION OF  
REFUSE COLLECTOR I**

Effective September 23, 2018 – September 30, 2019

The following guidelines are for the administration of the pay plan for Refuse Collector I.

**CDL Training Period:** All employees hired into a Refuse Collector I classification without a CDL will be paid a minimum of \$15.00 per hour. The employee is required to obtain their CDL within a six month probationary period as a condition of employment. Employees that do not obtain their CDL within the probationary period will be subject to termination.

**Successful Completion of CDL Training Period:** After obtaining and maintaining a CDL for six months, the employee will receive a \$0.50 per hour pay increase effective at the beginning of the pay period after the six month requirement is met.

APPROVED: \_\_\_\_\_

Mike Matthes, City Manager

DATE: \_\_\_\_\_

10-3-18

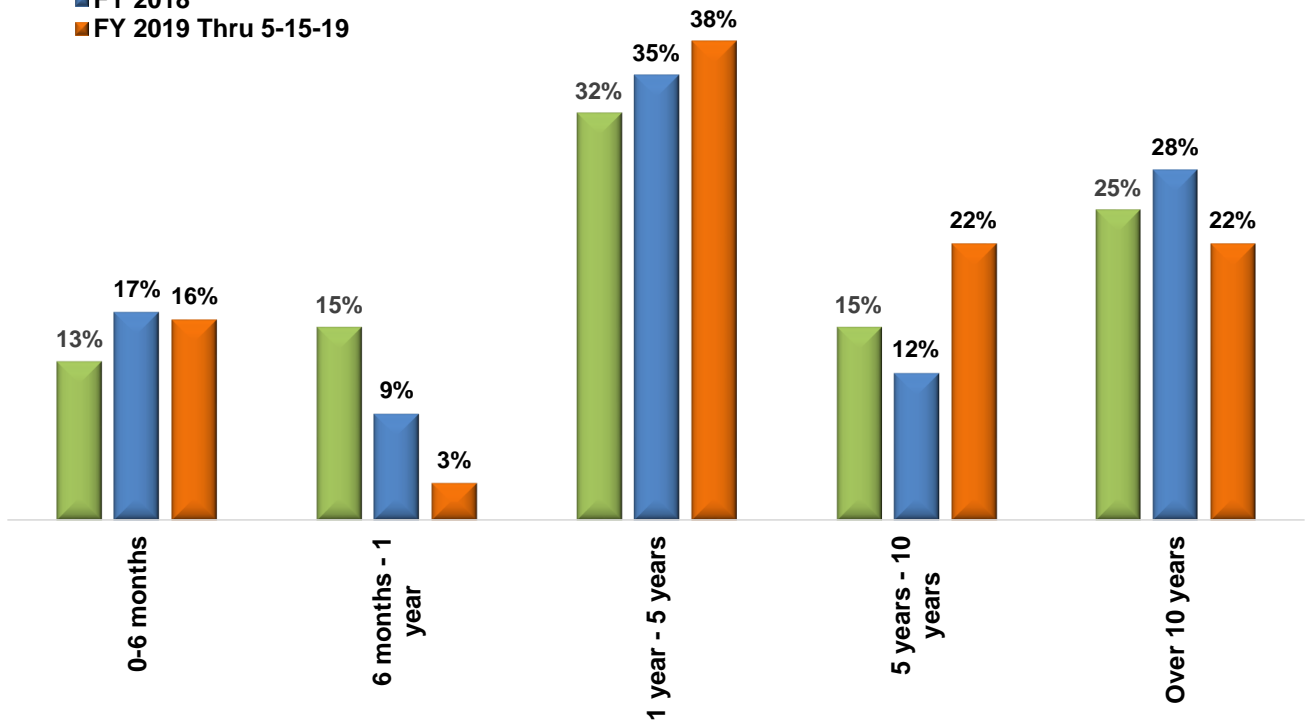
RECEIVED

OCT 04 2018

CITY OF COLUMBIA  
HUMAN RESOURCES DEPT.

## Turnover By Tenure

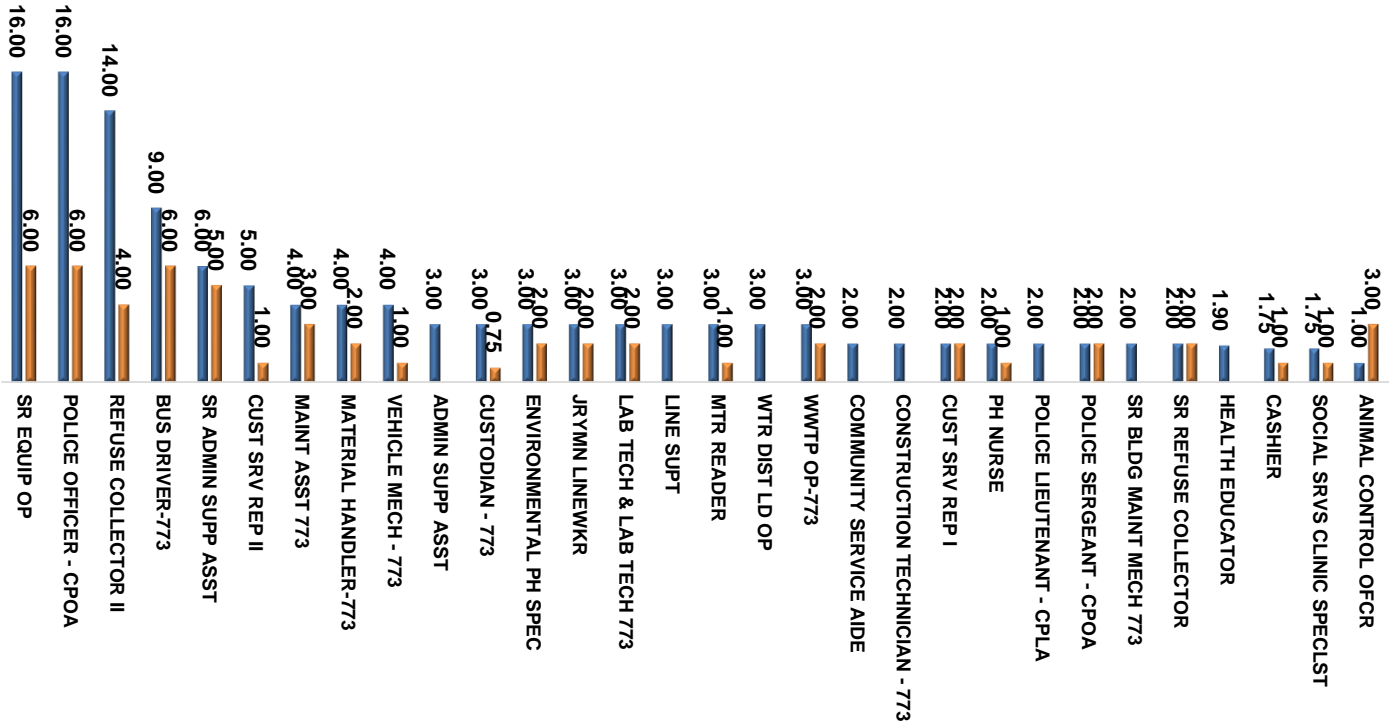
■ FY 2017  
■ FY 2018  
■ FY 2019 Thru 5-15-19



	FY 2017	FY 2018	FY 2019 Thru 5-15-19
<b>Turnover Percent</b>			
0-6 months	13%	17%	16%
6 months - 1 year	15%	9%	3%
1 year - 5 years	32%	35%	38%
5 years - 10 years	15%	12%	22%
Over 10 years	25%	28%	22%
<b>Number of Positions</b>			
0-6 months	23	31	16
6 months - 1 year	28	16	3
1 year - 5 years	59	66	38
5 years - 10 years	28	22	22
Over 10 years	45	52	22

## Positions With Turnover of More Than 1 Employee in Either FY 2018 or FY 2019 thru 5-15-19

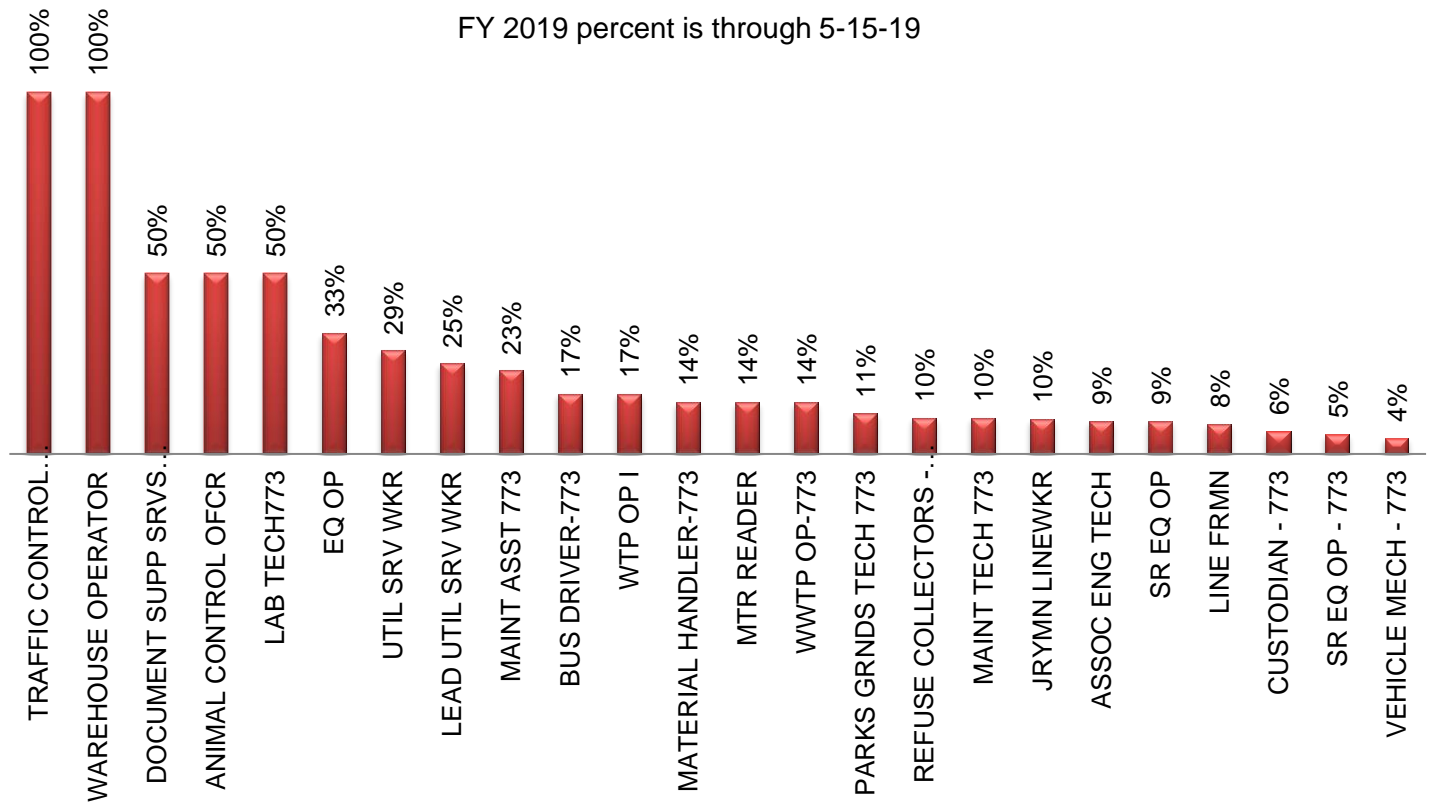
■ FY 2018 ■ FY 2019



Position	Turnover Number		Turnover %		Pay Bands	
	FY 2018	FY 2019	FY 2018	FY 2019	FY 2019	Proposed FY 2020
SR EQUIP OP	16.00	6.00	18%	8%	A9	
POLICE OFFICER - CPOA	16.00	6.00	12%	5%	F5	F6
REFUSE COLLECTOR II	14.00	4.00	93%	27%	A7	A8
BUS DRIVER-773	9.00	6.00	25%	17%	A7	A8
SR ADMIN SUPP ASST	6.00	5.00	14%	9%	B6	
CUST SRV REP II	5.00	1.00	29%	6%	B6	
MAINT ASST 773	4.00	3.00	40%	23%	A6	A7
MATERIAL HANDLER-773	4.00	2.00	29%	14%	A5	A6
VEHICLE MECH - 773	4.00	1.00	17%	4%	A10	
ADMIN SUPP ASST	3.00		18%	0%	B5	
CUSTODIAN - 773	3.00	0.75	26%	6%	A4	A6
ENVIRONMENTAL PH SPEC	3.00	2.00	43%	29%	C5	
JRYMN LINEWKR	3.00	2.00	10%	10%	A14	
LAB TECH & LAB TECH 773	3.00	2.00	50%	50%	A9	A10
LINE SUPT	3.00		150%	0%	D10	D11
MTR READER	3.00	1.00	50%	14%	A6	A8
WTR DIST LD OP	3.00		43%	0%	A9	A10
WWTP OP-773	3.00	2.00	21%	14%	A8	A9
COMMUNITY SERVICE AIDE	2.00		25%	0%	F2	F3
CONSTRUCTION TECHNICIAN - 773	2.00		67%	0%	A9	
CUST SRV REP I	2.00	2.00	29%	29%	B5	
PH NURSE	2.00	1.00	25%	13%	C6	
POLICE LIEUTENANT - CPLA	2.00		33%	0%	F10	
POLICE SERGEANT - CPOA	2.00	2.00	8%	8%	F8	
SR BLDG MAINT MECH 773	2.00		100%	0%	A11	
SR REFUSE COLLECTOR	2.00	2.00	5%	5%	A9	
HEALTH EDUCATOR	1.90		40%	0%	C5	
CASHIER	1.75	1.00	21%	11%	B1	B4
SOCIAL SRVS CLINIC SPECLST	1.75	1.00	64%	6%	C4	
ANIMAL CONTROL OFCR	1.00	3.00	17%	50%	A8	

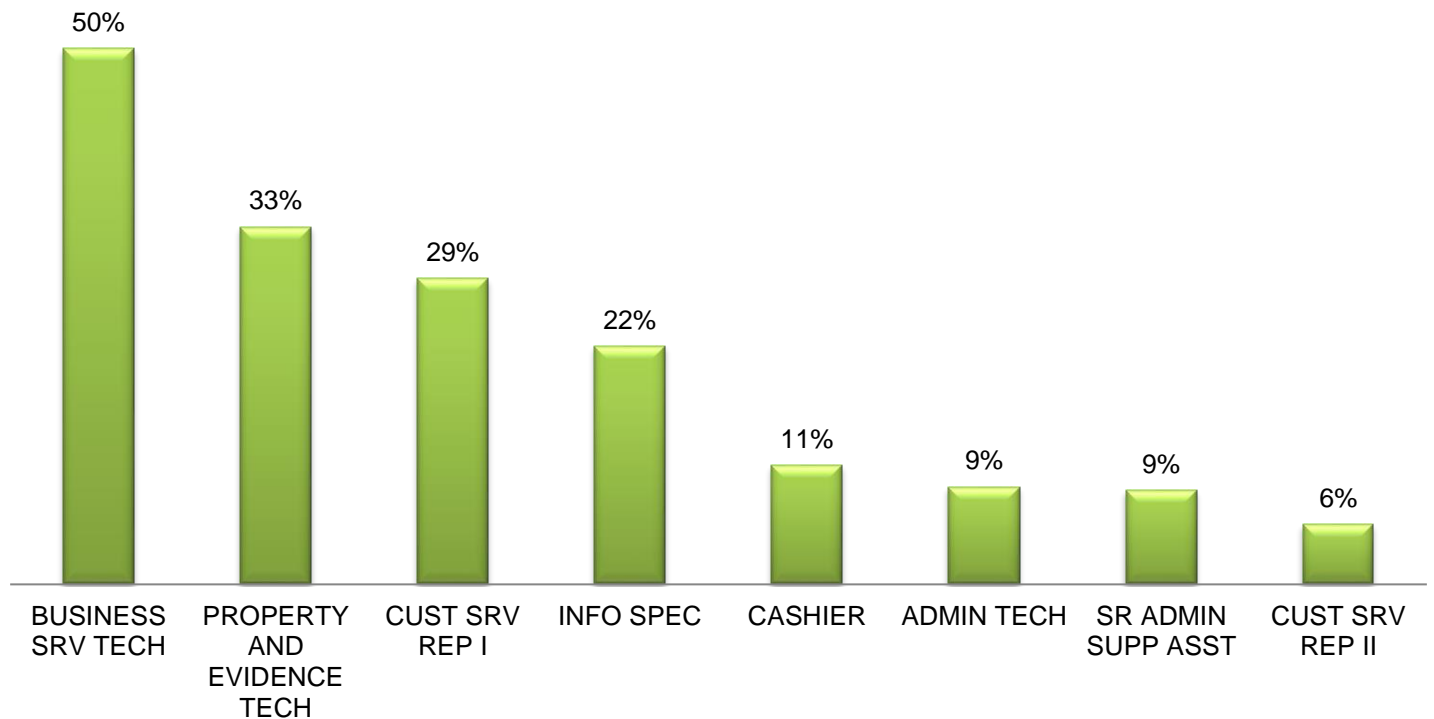
## FY 2019 YTD Turnover Percent in Pay Grade A

FY 2019 percent is through 5-15-19



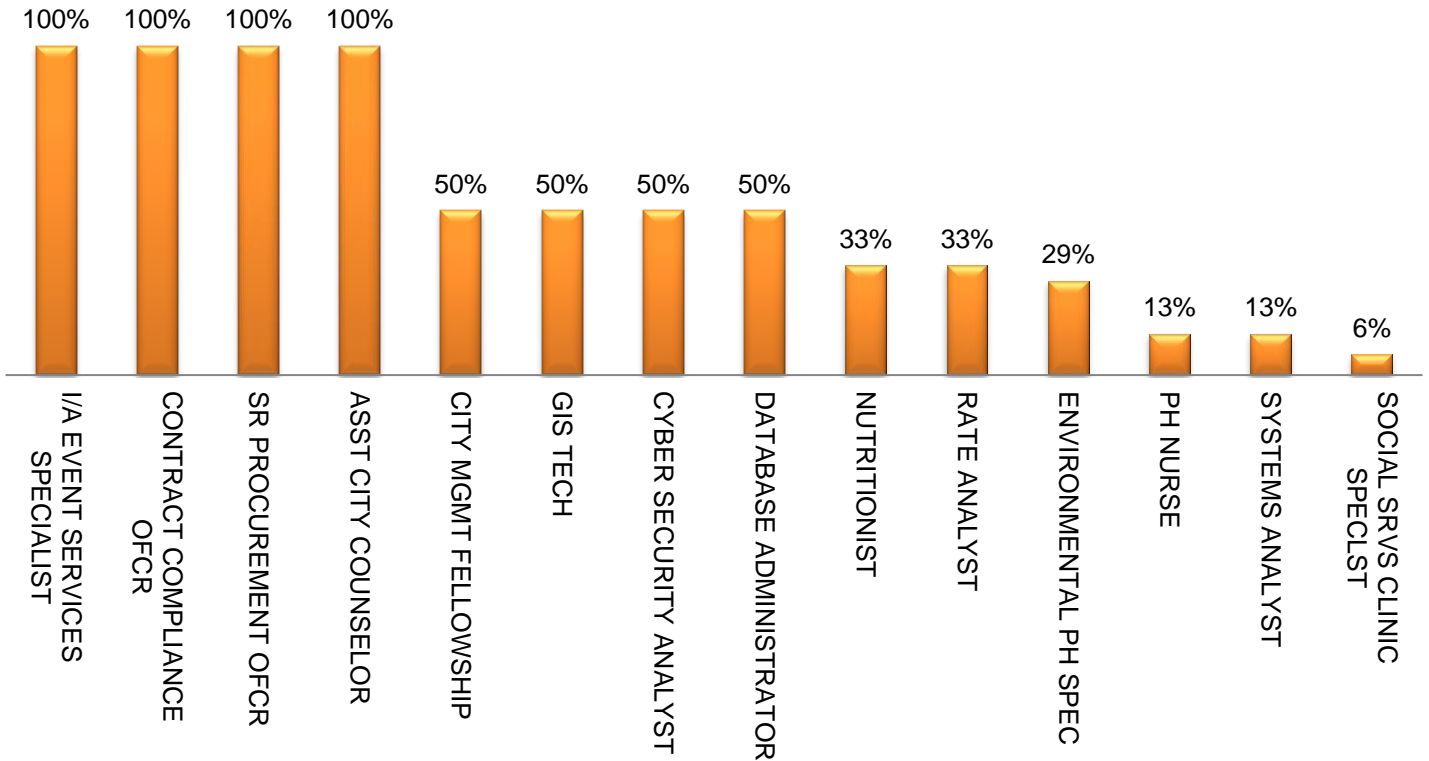
## FY 2019 YTD Turnover Percent in Pay Grade B

FY 2019 percent is through 5-15-19



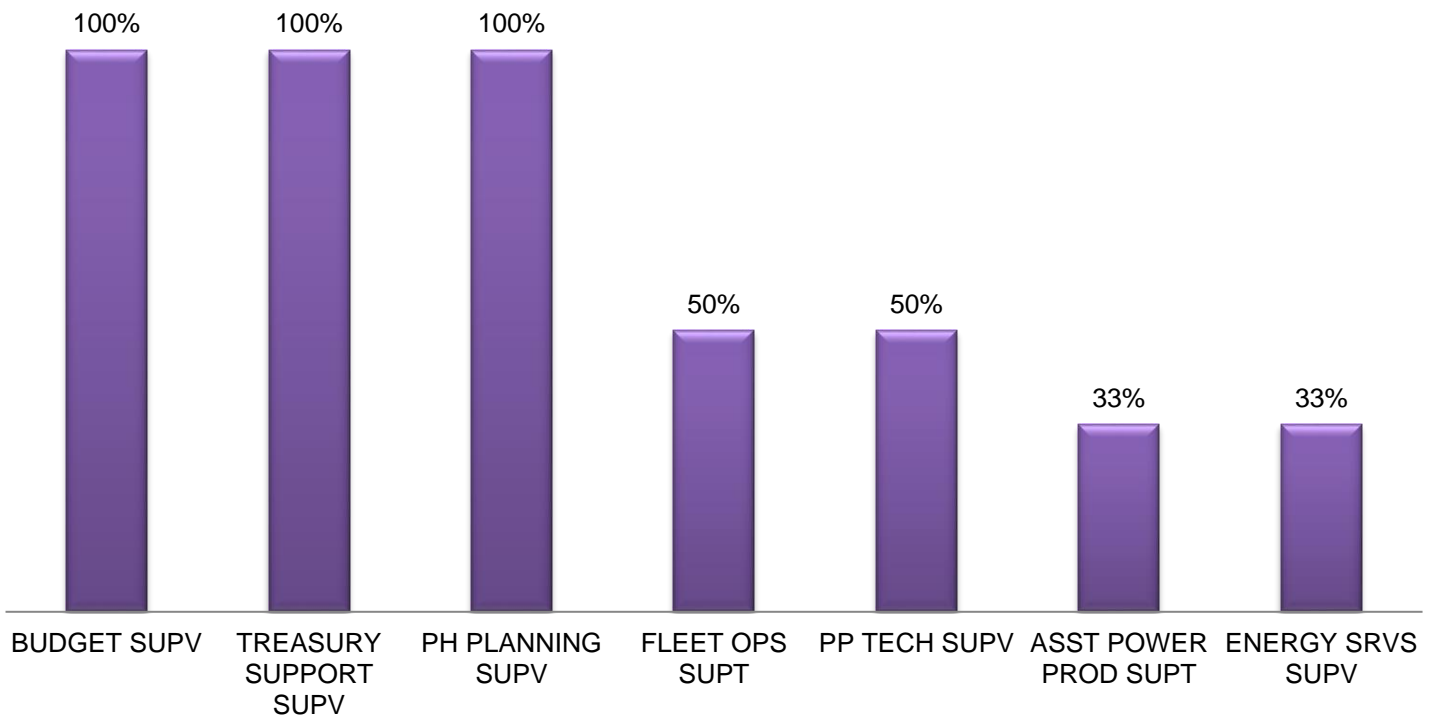
## FY 2019 YTD Turnover Percent in Pay Grade C

FY 2019 percent is through 5-15-19



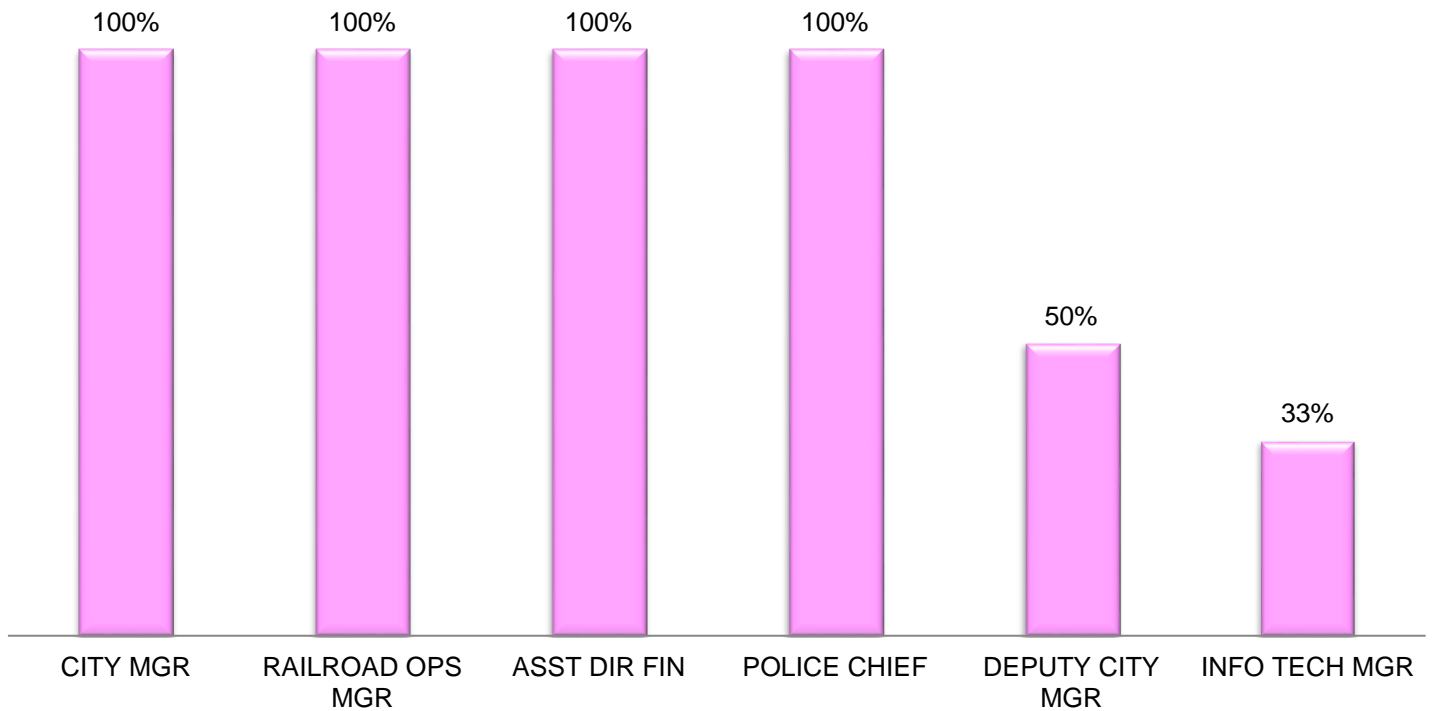
## FY 2019 YTD Turnover Percent in Pay Grade D

FY 2019 percent is through 5-15-19



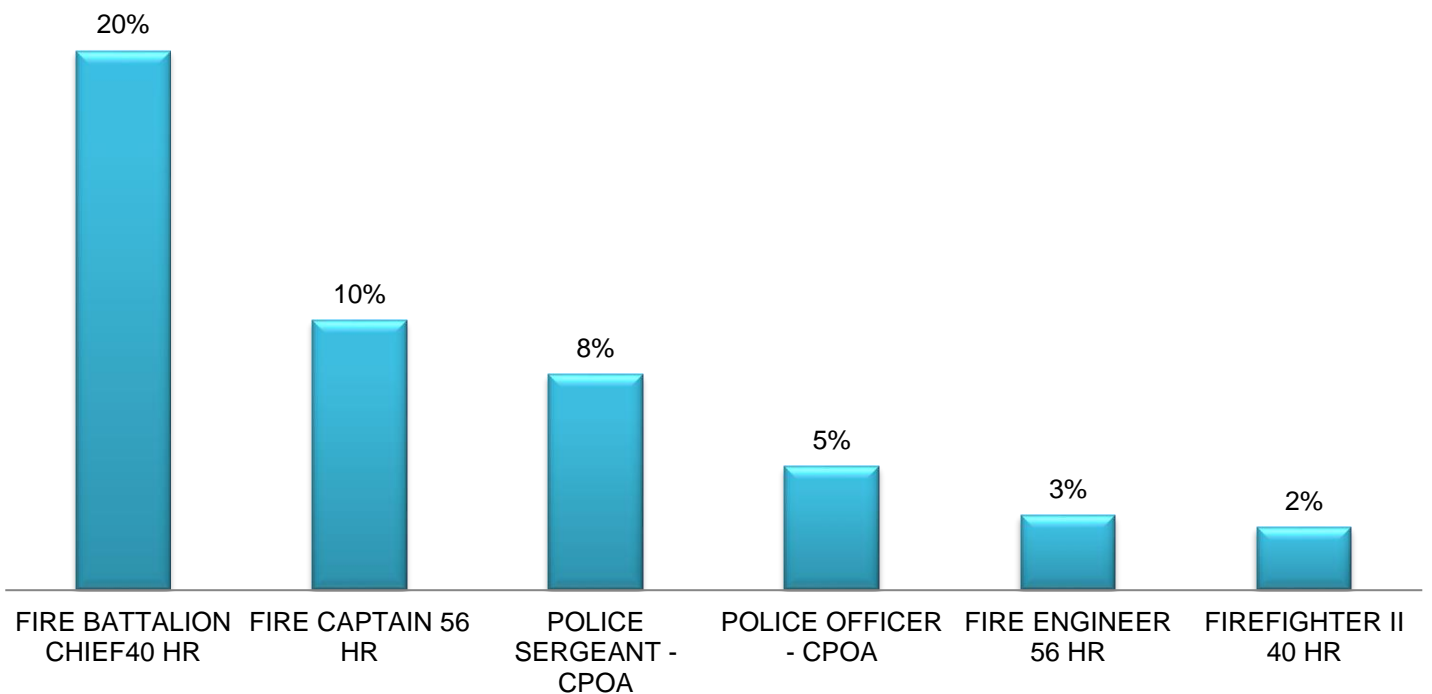
## FY 2019 YTD Turnover Percent In Pay Grade E

FY 2019 percent is through 5-15-19



## FY 2019 YTD Turnover Percent in Pay Grade F

FY 2019 percent is through 5-15-19



**City of Columbia, Missouri  
Classification and Compensation  
Data Consultation Services  
Summary Report**

Paypoint HR, LLC  
695 Santa Maria Lane  
Davidsonville, MD 21035  
(443) 336 - 4272

## Table of Contents

Executive Summary .....	2
Comparators – General and Executive .....	4
Comparators – Electric Positions within City Utilities Department.....	6
External Market Comparison.....	8
Recommendations .....	9
New Salary Scale.....	12

## List of Tables

Table 1 – Potential Missouri Comparators.....	4
Table 2 – Potential Non-Missouri Comparators .....	4
Table 3 – Municipalities with Electric Positions, Potential Comparators .....	6
Table 4 – Missouri Electric Cooperatives, Potential Comparators .....	6
Table 5 – Positions Compensated Substantially Below Market (% Diff < -10%).....	8
Table 6 – External Market Recommendations .....	9
Table 7 – Job Series Recommendations .....	11

## *Executive Summary*

Paypoint HR, working in collaboration with the City of Columbia, Missouri's project team, is pleased to present to the City this summary of the Classification and Compensation Study for all employees on May 16, 2019.

Budget preparation for the City begins each year in January. The proposed City budget is delivered to the City Council by the end of July for approval in late September. The City expects to consider the data provided as a result of this study during the FY 2020 budget process. It was determined by the Project Team the best approach was to break the study into multiple sections with project milestones.

The full scope of the project included Paypoint HR developing a methodology for the evaluation of the City's current plan covering approximately 1,498 employees in roughly 396 distinct job titles. The current pay plan consists of six pay bands (A-F) with multiple pay grades. Each have an established minimum, midpoint, and maximum.

The first portion of the study looked at 31 job titles covered under pay band E with changes approved by City Council in April 2019. The second portion of the study looked at the 44 electric positions in the City Utilities Department under pay bands A, D, and E. The third portion of the study looked at the 21 job titles involved with Public Safety in Economic Development, the Fire Department, the Police Department, and the Parks and Recreation Department. The fourth portion of the study looked at the balance of employees across the City.

The intent of the Executive Summary is to give an overview of the most important issues and opportunities identified by the consulting team during the study. Paypoint HR has identified opportunities, but it is up to the City of Columbia's City Council and City Manager to determine which are most appropriate as well as the timing of implementation.

Comprehensive surveys such as this establish a credible pay structure that is both fair for the work completed and that will strategically position the City competitively in the labor market. The desired result is the improved ability to attract and retain quality staff who perform at optimal levels and can meet the growing demands of the community.

The goals for this project were to update market comparisons and evaluate current pay ranges for each position based on:

- A market analysis of similar positions in comparable jurisdictions locally, statewide, regionally, and/or nationally depending on the recruitment market for the various position groupings;
- A market analysis of similar positions in the private and non-profit sectors in relevant labor markets; and
- An internal equity review and analysis among comparable positions within the City of Columbia.

The study took into consideration the duties, responsibilities, tasks, and authority level of each of the City's employee classifications.

## Comparators – General and Executive

### Purpose

Paypoint HR determined economically comparable organizations for inclusion in the external market study by comparing economic metrics of Columbia to those of other communities. Thirty-two (32) communities within Missouri were examined for all job titles excluding electric positions in the City Utilities Department (see following section in report). An additional forty-seven (47) communities outside of the state with a similar population to Columbia were added to the thirty-two when examining executive positions.

### Methodology

The goal was to understand how each of the seven-nine (79) communities compared with Columbia. Seven (7) metrics that were chosen for evaluation were population, unemployment rate, labor force participation rate, median household income, cost of living adjustment, median housing price, and High School graduation rate. Each metric was assumed to be equally important. Comparators marked in **red** in Table 1 and Table 2 were determined to be dissimilar organizations. Comparators marked in **green** were considered to be valid comparators by the project team.

**Table 1 – Potential Missouri Comparators**

Blue Springs	Boone County	Buchanan County	Cape Girardeau County
Cass County	<b>Chesterfield</b>	Christian County	Clay County
Cole County	Florissant	Franklin County	<b>Greene County</b>
Independence	Jasper County	Jefferson City	Jefferson County
Johnson County	Joplin	<b>Kansas City</b>	<b>Lee's Summit</b>
Lincoln County	Newton County	<b>O'Fallon</b>	Platte County
Pulaski County	Springfield	<b>St. Francois County</b>	St. Charles
St. Joseph	<b>St. Louis</b>	St. Peters	Taney County

**Table 2 – Potential Non-Missouri Comparators**

Abilene, TX	<b>Allentown, PA</b>	<b>Ames, IA</b>	Ann Arbor, MI
<b>Antioch, CA</b>	Arvada, CO	Athens, GA	Beaumont, TX
Billings, MT	Clearwater, FL	College Station, TX	Columbia, SC
<b>Elgin, IL</b>	<b>Elizabeth, NJ</b>	Evansville, IN	<b>Fairfield, CA</b>
Fargo, ND	<b>Gainesville, FL</b>	Gresham, OR	<b>Hartford, CT</b>
High Point, NC	Kent, WA	Lafayette, LA	<b>Lansing, MI</b>

Lawrence, KS	Lowell, MA	Miami Gardens, FL	Murrieta, CA
New Haven, CT	Norman, OK	Odessa, TX	Overland Park, KS
Palm Bay, FL	Pearland, TX	Peoria, IL	Provo, UT
Pueblo, CO	Richardson, TX	Rochester, MN	Round Rock, TX
Springfield, IL	Tuscaloosa, AL	Vallejo, CA	Victorville, CA
West Jordan, UT	Westminster, CO	Wilmington, NC	

### Summary of External Survey Findings

The response rates from external market surveys generally are between 5% to 10% of those polled. The response rate for the Columbia external survey yielded a 53% (33 of 62) response rate. Paypoint HR was diligent in reaching out to the appropriate contacts in the various organizations. Surveys were emailed and follow-up phone calls were made to confirm receipt and to inquire on the progress of their completion. Paypoint HR also sent Freedom of Information Act (FOIA) requests to comparators to insure the validity of findings.

The following organizations submitted responses to the external survey.

#### Missouri Data Sources

Blue Springs	Boone County
Cape Girardeau County	Cass County
Clay County	Florissant
Independence	Jefferson City
Joplin	Kansas City
Springfield	St. Charles
St. Louis	St. Joseph

#### Other Data Sources

Abilene, TX	Ames, IA
Ann Arbor, MI	Athens, GA
Arvada, CO	Billings, MT
Clearwater, FL	Columbia, SC
Evansville, IN	Gresham, OR
High Point, NC	Lafayette, LA
Lawrence, KS	Norman, OK
Overland Park, KS	Palm Bay, FL
Peoria, IL	West Jordan, UT
Wilmington, NC	

2016 American Planning Association APA/AICP Planners Salary Survey  
2018 American Public Works Compensation Report  
2018 American Water Works Association Compensation Survey

## Comparators – Electric Positions within City Utilities Department

Municipalities in Missouri with electric positions, Table 3, and Missouri Electric Cooperatives, Table 4, were considered as potential comparators for the electric positions within the City of Columbia’s City Utilities Department and are listed below.

**Table 3 – Municipalities with Electric Positions, Potential Comparators**

Bentonville	Carthage	Farmington	Fulton
Hannibal	Harrisonville	Independence	Jackson
Kennett	Kirkwood	Lebanon	Marshall
Moberly	Nixa	Poplar Bluff	Republic
Rolla	Sikeston	Springfield	West Plains

**Table 4 – Missouri Electric Cooperatives, Potential Comparators**

Associated	Crawford	Macon	Sac Osage
Atchison-Holt	Cuivre River	Missouri Rural	Se-Ma-No
Barry	Farers	N.W. Electric Power	SEMO
Barton County	Gascosage	New-Mac	Sho-Me Power
Black River	Grundy	North Central Missouri	Southwest
Boone	Howard	Northeast Missouri Electric	Three Rivers
Callaway	Howell-Oregon	Osage Valley	Tri-County
Central Electric Power	Intercounty	Ozark	United
Central Missouri	KAMO Power	Ozark Border	Webster
Citizens	Laclede	Pemiscot-Dunklin	West Central
Co-Mo	Lewis County Rural	Platte-Clay	White River Valley
Consolidated	M & A Electric Power	Ralls County	

## **Summary of External Survey Findings**

The following organizations submitted responses to the external survey covering electric positions.

### **Municipality Data Sources**

Bentonville	Carthage
Farmington	Hannibal
Independence	Jackson
Kirkwood	Lebanon
Marshall	Nixa
Poplar Bluff	Rolla
Sikeston	Springfield
West Plains	

### **Co-op Data Sources**

Barry Electric Cooperative	Boone Electric Cooperative
Co-Mo Electric Cooperative	Howard Board of Public Works
Northeast Missouri Electric	Ozark Border Electric Coop
Pemiscot-Dunklin Electric Cooperative	SEMO Electric Cooperative
Sho-Me Power Electric Cooperative	Southwest Electric Cooperative
Tri-County Electric Coop	

## External Market Comparison

A summary of the findings of the external market analysis is presented in Table 5 for all employees currently compensated substantially below market. For each job title, the current midpoint was compared to the **50<sup>th</sup> percentile** from the external market. Positions substantially below market were those that were more than 10% below market.

**Table 5 – Positions Compensated Substantially Below Market (% Diff < -10%)**

Airport Safety Officer	Parking Meter Repair Assistant
Bus Driver	Parking Meter Repair Technician
Cashier	Police Officer
Community Service Aide	Project Compliance Inspector
Custodian	Recreation Leader
Document Support Services Clerk	Refuse Collector I
Equipment Operator	Refuse Collector II
Fire Battalion Chief (2912 hrs)	Storeroom Assistant
Fire Captain (2912 hrs)	Traffic Control Operator
Firefighter I (2912 hrs)	Treasurer
Firefighter II (2912 hrs)	Vehicle Service Worker
Human Resources Manager	Warehouse Operator
Information Technology Manager	Wastewater Treatment Plant Operator
Journeyman Lineworker	Water Distribution Foreman
Laboratory Technician	Water Distribution Lead Operator
Lead Cashier	Water Distribution Operator
Maintenance Assistant	Water Distribution Technician
Maintenance Associate	Water Treatment Plant Operator I
Material Handler	Water Treatment Plant Operator II
Meter Reader	Water Treatment Plant Operator III
Park Ranger	

## Recommendations

Listed below are the commended changes for all positions based upon the findings of the external market survey. For positions that are currently compensated substantially below market, see Table 5, it is recommended that the position be moved to the higher grade indicated in Table 6.

**Table 6 – External Market Recommendations**

Job Title	Current Grade	Proposed Grade
<b>Grade A</b>		
Bus Driver	A07	A08
Custodian	A04	A06
Document Support Services Clerk	A06	A07
Equipment Operator	A06	A08
Journeyman Lineworker	A13	A14
Laboratory Technician	A09	A10
Maintenance Assistant	A06	A07
Maintenance Associate	A07	A08
Material Handler	A05	A06
Meter Reader	A06	A08
Parking Meter Repair Assistant	A06	A07
Parking Meter Repair Technician	A07	A08
Project Compliance Inspector	A10	A11
Refuse Collector I	A06	A07
Refuse Collector II	A07	A08
Storeroom Assistant	A05	A06
Traffic Control Operator	A04	A06
Vehicle Service Worker	A07	A08
Warehouse Operator	A06	A07
Wastewater Treatment Plant Operator	A08	A09
Water Distribution Foreman	A10	A11
Water Distribution Lead Operator	A09	A10
Water Distribution Operator	A08	A09
Water Distribution Technician	A09	A10

Water Treatment Plant Operator I	A08	A09
Water Treatment Plant Operator II	A09	A10
Water Treatment Plant Operator III	A10	A11
<b>Grade B</b>		
Cashier	B01	B04
Lead Cashier	B03	B05
Recreation Leader	B04	B05
<b>Grade E</b>		
Human Resources Manager	E05	E06
Information Technology Manager	E06	E07
Treasurer	E05	E06
<b>Grade F</b>		
Airport Safety Officer	F04	F05
Community Service Aide	F02	F03
Fire Battalion Chief (2912 hrs)	F09	F10
Fire Captain (2912 hrs)	F08	F09
Firefighter I (2912 hrs)	F04	F05
Firefighter II (2912 hrs)	F05	F06
Park Ranger	F04	F05
Police Officer	F05	F06

Note: Pay grade change for Journeyman Lineworker was approved by City Council in April 2019.

To maintain the structure within job series the following changes shown in Table 7 are recommended.

**Table 7 – Job Series Recommendations**

Job Title	Current Grade	Proposed Grade
<b>Grade A</b>		
Line Foreman	A14	A15
Senior Meter Reader	A08	A09
<b>Grade B</b>		
None		
<b>Grade C</b>		
None		
<b>Grade D</b>		
Line Superintendent	D10	D11
<b>Grade E</b>		
Electric Distribution Manager	E06	E07
<b>Grade F</b>		
Fire Division Chief (2912 hrs)	F10	F11
Fire Engineer (2912 hrs)	F06	F07
Fire Lieutenant (2912 hrs)	F07	F08

Note: Pay grade changes for Line Foreman, Line Superintendent, and Electric Distribution Manager were approved by City Council in April 2019.

## New Salary Scale

Listed below is the recommended adjustments to the salary scales.

	Annual Min	Annual Mid	Annual Max	Hourly Min	Hourly Mid	Hourly Max
<b>Grade A</b>						
A01	\$19,022	\$23,191	\$27,360	\$9.15	\$11.15	\$13.15
A02	\$19,972	\$24,351	\$28,729	\$9.60	\$11.71	\$13.81
A03	\$20,971	\$25,568	\$30,166	\$10.08	\$12.29	\$14.50
A04	\$22,543	\$27,485	\$32,427	\$10.84	\$13.21	\$15.59
A05	\$24,234	\$29,547	\$34,861	\$11.65	\$14.21	\$16.76
A06	\$26,052	\$31,763	\$37,473	\$12.53	\$15.27	\$18.02
A07	\$28,656	\$34,939	\$41,221	\$13.78	\$16.80	\$19.82
A08	\$31,522	\$38,433	\$45,344	\$15.16	\$18.48	\$21.80
A09	\$33,259	\$42,323	\$51,386	\$15.99	\$20.35	\$24.71
A10	\$36,585	\$46,555	\$56,524	\$17.59	\$22.38	\$27.18
A11	\$41,159	\$52,374	\$63,590	\$19.79	\$25.18	\$30.57
A12	\$46,305	\$58,922	\$71,540	\$22.26	\$28.33	\$34.39
A13	\$52,092	\$66,286	\$80,481	\$25.04	\$31.87	\$38.69
A14	\$58,604	\$74,573	\$90,542	\$28.18	\$35.85	\$43.53
A15	\$65,931	\$80,764	\$101,862	\$31.70	\$38.83	\$48.97
<b>Grade B</b>						
B01	\$18,936	\$25,536	\$32,136	\$9.10	\$12.28	\$15.45
B02	\$20,359	\$26,248	\$32,136	\$9.79	\$12.62	\$15.45
B03	\$21,884	\$27,241	\$32,598	\$10.52	\$13.10	\$15.67
B04	\$23,527	\$29,285	\$35,044	\$11.31	\$14.08	\$16.85
B05	\$25,877	\$32,213	\$38,549	\$12.44	\$15.49	\$18.53
B06	\$28,467	\$35,435	\$42,403	\$13.69	\$17.04	\$20.39
B07	\$31,312	\$38,978	\$46,644	\$15.05	\$18.74	\$22.43
B08	\$35,227	\$43,851	\$52,474	\$16.94	\$21.08	\$25.23
B09	\$39,630	\$49,331	\$59,032	\$19.05	\$23.72	\$28.38
B10	\$44,585	\$55,499	\$66,412	\$21.44	\$26.68	\$31.93

	Annual Min	Annual Mid	Annual Max	Hourly Min	Hourly Mid	Hourly Max
<b>Grade C</b>						
C01	\$26,048	\$32,387	\$38,725	\$12.52	\$15.57	\$18.62
C02	\$28,652	\$35,625	\$42,598	\$13.78	\$17.13	\$20.48
C03	\$32,234	\$40,080	\$47,925	\$15.50	\$19.27	\$23.04
C04	\$35,522	\$45,112	\$54,702	\$17.08	\$21.69	\$26.30
C05	\$39,963	\$50,751	\$61,539	\$19.21	\$24.40	\$29.59
C06	\$44,957	\$57,094	\$69,231	\$21.61	\$27.45	\$33.28
C07	\$49,566	\$64,263	\$78,959	\$23.83	\$30.90	\$37.96
C08	\$55,763	\$72,296	\$88,828	\$26.81	\$34.76	\$42.71
C09	\$62,733	\$81,332	\$99,932	\$30.16	\$39.10	\$48.04
C10	\$70,574	\$91,499	\$112,424	\$33.93	\$43.99	\$54.05
C11	\$79,396	\$102,936	\$126,476	\$38.17	\$49.49	\$60.81
<b>Grade D</b>						
D01	\$26,073	\$32,382	\$38,692	\$12.54	\$15.57	\$18.60
D02	\$28,679	\$35,620	\$42,561	\$13.79	\$17.13	\$20.46
D03	\$31,547	\$39,183	\$46,819	\$15.17	\$18.84	\$22.51
D04	\$34,703	\$43,101	\$51,499	\$16.68	\$20.72	\$24.76
D05	\$37,394	\$47,434	\$57,475	\$17.98	\$22.81	\$27.63
D06	\$41,132	\$52,177	\$63,222	\$19.78	\$25.09	\$30.40
D07	\$45,246	\$57,396	\$69,545	\$21.75	\$27.59	\$33.44
D08	\$48,776	\$63,165	\$77,555	\$23.45	\$30.37	\$37.29
D09	\$53,654	\$69,481	\$85,309	\$25.80	\$33.40	\$41.01
D10	\$59,020	\$76,431	\$93,841	\$28.38	\$36.75	\$45.12
D11	\$63,648	\$82,424	\$101,200	\$30.60	\$39.63	\$48.65
D12	\$70,013	\$90,666	\$111,320	\$33.66	\$43.59	\$53.52

	Annual Min	Annual Mid	Annual Max	Hourly Min	Hourly Mid	Hourly Max
<b>Grade E</b>						
E01	\$36,406	\$47,119	\$57,832	\$17.50	\$22.65	\$27.80
E02	\$40,048	\$51,833	\$63,617	\$19.25	\$24.92	\$30.59
E03	\$45,055	\$58,312	\$71,569	\$21.66	\$28.03	\$34.41
E04	\$50,685	\$65,600	\$80,515	\$24.37	\$31.54	\$38.71
E05	\$55,902	\$73,832	\$91,761	\$26.88	\$35.50	\$44.12
E06	\$62,891	\$83,062	\$103,232	\$30.24	\$39.93	\$49.63
E07	\$72,324	\$95,521	\$118,718	\$34.77	\$45.92	\$57.08
E08	\$80,034	\$109,942	\$139,849	\$38.48	\$52.86	\$67.24
E09	\$92,040	\$126,433	\$160,826	\$44.25	\$60.79	\$77.32
E10	\$105,847	\$145,398	\$184,949	\$50.89	\$69.90	\$88.92
E11	\$121,722	\$167,206	\$212,690	\$58.52	\$80.39	\$102.26
<b>Grade F (2080 hrs)</b>						
F01	\$30,137	\$36,165	\$44,809	\$14.49	\$17.39	\$21.54
F02	\$32,396	\$38,877	\$48,169	\$15.58	\$18.69	\$23.16
F03	\$34,828	\$41,793	\$51,782	\$16.74	\$20.09	\$24.90
F04	\$38,309	\$45,972	\$56,959	\$18.42	\$22.10	\$27.38
F05	\$42,141	\$50,569	\$62,656	\$20.26	\$24.31	\$30.12
F06	\$46,355	\$55,625	\$68,921	\$22.29	\$26.74	\$33.14
F07	\$48,951	\$61,189	\$73,426	\$23.53	\$29.42	\$35.30
F08	\$53,847	\$67,307	\$85,775	\$25.89	\$32.36	\$41.24
F09	\$59,230	\$74,038	\$94,355	\$28.48	\$35.60	\$45.36
F10	\$65,154	\$81,442	\$103,790	\$31.32	\$39.16	\$49.90
F11	\$71,668	\$89,586	\$114,169	\$34.46	\$43.07	\$54.89
F12	\$78,836	\$98,544	\$125,586	\$37.90	\$47.38	\$60.38

	Annual Min	Annual Mid	Annual Max	Hourly Min	Hourly Mid	Hourly Max
<b>Grade F (2912 hrs)</b>						
F01	\$30,137	\$36,165	\$44,809	\$10.35	\$12.42	\$15.39
F02	\$32,396	\$38,877	\$48,169	\$11.13	\$13.35	\$16.54
F03	\$34,828	\$41,793	\$51,782	\$11.96	\$14.35	\$17.78
F04	\$38,309	\$45,972	\$56,959	\$13.16	\$15.79	\$19.56
F05	\$42,141	\$50,569	\$62,656	\$14.47	\$17.37	\$21.52
F06	\$46,355	\$55,625	\$68,921	\$15.92	\$19.10	\$23.67
F07	\$48,951	\$61,189	\$73,426	\$16.81	\$21.01	\$25.21
F08	\$53,847	\$67,307	\$85,775	\$18.49	\$23.11	\$29.46
F09	\$59,230	\$74,038	\$94,355	\$20.34	\$25.43	\$32.40
F10	\$65,154	\$81,442	\$103,790	\$22.37	\$27.97	\$35.64
F11	\$71,668	\$89,586	\$114,169	\$24.61	\$30.76	\$39.21
F12	\$78,836	\$98,544	\$125,586	\$27.07	\$33.84	\$43.13

Column	Label	Explanation
A	Gr	Current position grade
B	Columbia Title	Current position title
C	Hrs	Number of work hours in year (2080 or 2912 for Fire)
D	Min	Recommended minimum salary of grade
E	Mid	Recommended midpoint salary of grade
F	Max	Recommended maximum salary of grade
G		
H	20%	20th percentile of external market survey (e.g., 1 out of every 5 communities pay less than this amount)
I	25%	25th percentile of external market survey
J	30%	30th percentile of external market survey
K	35%	35th percentile of external market survey
L	40%	40th percentile of external market survey
M	45%	45th percentile of external market survey
N	50%	50th percentile of external market survey (e.g. half of all communities pay more and half pay less than this amount)
O	55%	55th percentile of external market survey
P	60%	60th percentile of external market survey
Q	65%	65th percentile of external market survey
R	70%	70th percentile of external market survey
S	75%	75th percentile of external market survey
T	80%	80th percentile of external market survey (e.g. 1 out of every 5 communities pay more than this amount)
U		
V	Average	Average salary from external market survey
W	C-R	Comparative Ratio - measure of recommend pay relative to the 50th percentile ( recommended midpoint/50th percentile - 1)
X	New Gr	Paypoint recommendation for new grade for position
Y	CoMo	Check to see if Comparative Ratio is less than -10%, that is, if current pay is more than 10% below market
Z	Notes	Additional notes

General														
Gr	Columbia Title	Hrs	Min	Mid	Max	20%	50%	80%	C-R	New Gr	CoMo	Notes		
A11	Addressing Specialist	2080	\$19.79	\$25.18	\$30.57	\$21.16	\$26.54	\$31.46	-5.1%					+3 grades
A11	Airport Maintenance Foreman	2080	\$19.79	\$25.18	\$30.57	\$21.16	\$26.54	\$31.46	-5.1%					+2 grades
A08	Animal Control Officer	2080	\$15.16	\$18.48	\$21.80	\$16.35	\$20.47	\$25.37	-9.7%					+1 grade
A11	Assistant City Land Surveyor	2080	\$19.79	\$25.18	\$30.57	\$21.16	\$26.54	\$31.46	-5.1%					Combine classification
A09	Associate Engineering Technician	2080	\$15.99	\$20.35	\$24.71	\$17.69	\$22.17	\$27.07	-8.2%					
A09	Associate Utility Maintenance Mechanic	2080	\$15.99	\$20.35	\$24.71	\$17.69	\$22.17	\$27.07	-8.2%					
A09	Audio Visual Technician	2080	\$15.99	\$20.35	\$24.71	\$17.69	\$22.17	\$27.07	-8.2%					
A10	Billing Auditor	2080	\$17.59	\$22.38	\$27.18	\$19.15	\$24.01	\$28.92	-6.8%					
A11	Building Inspector	2080	\$19.79	\$25.18	\$30.57	\$20.91	\$25.63	\$32.07	-1.8%					
A08	Building Maintenance Mechanic	2080	\$15.16	\$18.48	\$21.80	\$16.35	\$20.47	\$25.37	-9.7%					
												Upgrade to align 50th percentile with midpoint. Recommend same pay grade as Lead Bus Driver/Combine with Lead Bus Driver		
A07	Bus Driver	2080	\$13.78	\$16.80	\$19.82	\$15.14	\$18.95	\$23.85	-11.4%	A08	UPGRADE			
A11	CCTV Technician	2080	\$19.79	\$25.18	\$30.57	\$21.16	\$26.54	\$31.46	-5.1%					
A11	Code Enforcement Specialist	2080	\$19.79	\$25.18	\$30.57	\$20.91	\$25.63	\$32.07	-1.8%					
A10	Computer Support Technician	2080	\$17.59	\$22.38	\$27.18	\$19.01	\$23.87	\$29.28	-6.2%					
A08	Construction Mechanic	2080	\$15.16	\$18.48	\$21.80	\$16.35	\$20.47	\$25.37	-9.7%					
A10	Construction Specialist	2080	\$17.59	\$22.38	\$27.18	\$19.15	\$24.01	\$28.92	-6.8%					
A09	Construction Technician	2080	\$15.99	\$20.35	\$24.71	\$17.69	\$22.17	\$27.07	-8.2%					
A09	Container Maintenance Technician	2080	\$15.99	\$20.35	\$24.71	\$17.69	\$22.17	\$27.07	-8.2%					
A04	Custodian	2080	\$10.84	\$13.21	\$15.59	\$12.23	\$15.53	\$19.02	-14.9%	A06	UPGRADE	Upgrade to align 50th percentile with midpoint		
A09	Data Technician	2080	\$15.99	\$20.35	\$24.71	\$17.69	\$22.17	\$27.07	-8.2%					
A06	Document Support Services Clerk	2080	\$12.53	\$15.27	\$18.02	\$14.05	\$17.57	\$22.46	-13.1%	A07	UPGRADE	Upgrade to align 50th percentile with midpoint		
A10	Electrician	2080	\$17.59	\$22.38	\$27.18	\$19.15	\$24.01	\$28.92	-6.8%					
A10	Energy Technician	2080	\$17.59	\$22.38	\$27.18	\$19.15	\$24.01	\$28.92	-6.8%					
A10	Engineering Technician	2080	\$17.59	\$22.38	\$27.18	\$19.15	\$24.01	\$28.92	-6.8%					
A08	Equipment Mechanic	2080	\$15.16	\$18.48	\$21.80	\$16.35	\$20.47	\$25.37	-9.7%					
A06	Equipment Operator	2080	\$12.53	\$15.27	\$18.02	\$15.00	\$19.90	\$21.78	-23.3%	A08	UPGRADE	Upgrade to align 50th percentile with midpoint		
A11	Housing Specialist	2080	\$19.79	\$25.18	\$30.57	\$20.91	\$25.63	\$32.07	-1.8%					
A10	Human Resources Technician	2080	\$17.59	\$22.38	\$27.18	\$19.15	\$24.01	\$28.92	-6.8%					
A11	Instrument Technician	2080	\$19.79	\$25.18	\$30.57	\$21.54	\$26.64	\$30.74	-5.5%					
A10	Jet Lead Operator	2080	\$17.59	\$22.38	\$27.18	\$19.15	\$24.01	\$28.92	-6.8%					
A09	Laboratory Technician	2080	\$15.99	\$20.35	\$24.71	\$18.48	\$22.78	\$27.75	-10.7%	A10	UPGRADE	Upgrade to align 50th percentile with midpoint		
A08	Lead Bus Driver	2080	\$15.16	\$18.48	\$21.80	\$16.35	\$20.47	\$25.37	-9.7%			Combine with Bus Driver		
A09	Lead Parking Enforcement Agent	2080	\$15.99	\$20.35	\$24.71	\$17.69	\$22.17	\$27.07	-8.2%			Combine with Parking Enforcement Agent		
A06	Maintenance Assistant	2080	\$12.53	\$15.27	\$18.02	\$13.89	\$17.53	\$25.60	-12.9%	A07	UPGRADE	Upgrade to align 50th percentile with midpoint		
A07	Maintenance Associate	2080	\$13.78	\$16.80	\$19.82	\$15.14	\$18.95	\$23.85	-11.4%	A08	UPGRADE	Upgrade to align 50th percentile with midpoint		
A09	Maintenance Mechanic	2080	\$15.99	\$20.35	\$24.71	\$17.69	\$22.17	\$27.07	-8.2%					
A10	Maintenance Specialist	2080	\$17.59	\$22.38	\$27.18	\$19.15	\$24.01	\$28.92	-6.8%					
A09	Maintenance Technician	2080	\$15.99	\$20.35	\$24.71	\$17.69	\$22.17	\$27.07	-8.2%					
A05	Material Handler	2080	\$11.65	\$14.21	\$16.76	\$13.28	\$16.60	\$21.49	-14.4%	A06	UPGRADE	Upgrade to align 50th percentile with midpoint		
A08	Parking Enforcement Agent	2080	\$15.16	\$18.48	\$21.80	\$16.35	\$20.47	\$25.37	-9.7%			Combine with Lead Parking Enforcement Agent		
A06	Parking Meter Repair Assistant	2080	\$12.53	\$15.27	\$18.02	\$14.05	\$17.57	\$22.46	-13.1%	A07	UPGRADE	Upgrade to align 50th percentile with midpoint		
A07	Parking Meter Repair Technician	2080	\$13.78	\$16.80	\$19.82	\$15.14	\$18.95	\$23.85	-11.4%	A08	UPGRADE	Upgrade to align 50th percentile with midpoint		
A10	Parks & Grounds Specialist	2080	\$17.59	\$22.38	\$27.18	\$19.15	\$24.01	\$28.92	-6.8%					
A08	Parks & Grounds Technician	2080	\$15.16	\$18.48	\$21.80	\$16.02	\$20.36	\$23.42	-9.2%					
A11	Pretreatment Inspector	2080	\$19.79	\$25.18	\$30.57	\$21.16	\$26.54	\$31.46	-5.1%					
A10	Project Compliance Inspector	2080	\$17.59	\$22.38	\$27.18	\$22.38	\$27.19	\$34.38	-17.7%	A11	UPGRADE	Upgrade to align 50th percentile with midpoint		
A10	Railroad Maintenance Specialist	2080	\$17.59	\$22.38	\$27.18	\$19.15	\$24.01	\$28.92	-6.8%					
A09	Railroad Operator	2080	\$15.99	\$20.35	\$24.71	\$17.69	\$22.17	\$27.07	-8.2%					

General														
Gr	Columbia Title	Hrs	Min	Mid	Max	20%	50%	80%	C-R	New Gr	CoMo	Notes		
A06	Refuse Collector I	2080	\$12.53	\$15.27	\$18.02	\$14.05	\$17.57	\$22.46	-13.1%	A07	UPGRADE	Upgrade to align 50th percentile with midpoint		
A07	Refuse Collector II	2080	\$13.78	\$16.80	\$19.82	\$15.14	\$18.95	\$23.85	-11.4%	A08	UPGRADE	Upgrade to align 50th percentile with midpoint		
A12	Right of Way Technician	2080	\$22.26	\$28.33	\$34.39	\$23.42	\$29.39	\$34.32	-3.6%					
A12	Senior Building Inspector	2080	\$22.26	\$28.33	\$34.39	\$23.42	\$29.39	\$34.32	-3.6%					
A11	Senior Building Maintenance Mechanic	2080	\$19.79	\$25.18	\$30.57	\$21.16	\$26.54	\$31.46	-5.1%					
A12	Senior Code Enforcement Specialist	2080	\$22.26	\$28.33	\$34.39	\$23.42	\$29.39	\$34.32	-3.6%					
A11	Senior Engineering Technician	2080	\$19.79	\$25.18	\$30.57	\$21.16	\$26.54	\$31.46	-5.1%					
A09	Senior Equipment Operator	2080	\$15.99	\$20.35	\$24.71	\$17.69	\$22.17	\$27.07	-8.2%					
A12	Senior Project Compliance Inspector	2080	\$22.26	\$28.33	\$34.39	\$23.42	\$29.39	\$34.32	-3.6%					
A09	Senior Refuse Collector	2080	\$15.99	\$20.35	\$24.71	\$16.43	\$20.69	\$25.11	-1.7%					
A11	Senior Utility Maintenance Mechanic	2080	\$19.79	\$25.18	\$30.57	\$21.16	\$26.54	\$31.46	-5.1%					
A11	Sewer Technician	2080	\$19.79	\$25.18	\$30.57	\$21.16	\$26.54	\$31.46	-5.1%					
A10	Sewer Utility Lead Operator	2080	\$17.59	\$22.38	\$27.18	\$19.15	\$24.01	\$28.92	-6.8%					
A09	Sign Technician	2080	\$15.99	\$20.35	\$24.71	\$17.69	\$22.17	\$27.07	-8.2%					
A05	Storeroom Assistant	2080	\$11.65	\$14.21	\$16.76	\$13.28	\$16.60	\$21.49	-14.4%	A06	UPGRADE	Upgrade to align 50th percentile with midpoint		
A11	Storm Water MS4 Technician	2080	\$19.79	\$25.18	\$30.57	\$21.16	\$26.54	\$31.46	-5.1%					
A04	Traffic Control Operator	2080	\$10.84	\$13.21	\$15.59	\$12.57	\$15.71	\$20.59	-15.9%	A06	UPGRADE	Upgrade to align 50th percentile with midpoint		
A10	Traffic Signal Technician	2080	\$17.59	\$22.38	\$27.18	\$19.15	\$24.01	\$28.92	-6.8%					
A10	Utility Maintenance Mechanic	2080	\$17.59	\$22.38	\$27.18	\$16.49	\$24.64	\$29.85	-9.2%					
A10	Vehicle Mechanic	2080	\$17.59	\$22.38	\$27.18	\$17.80	\$22.59	\$26.70	-0.9%					
A07	Vehicle Service Worker	2080	\$13.78	\$16.80	\$19.82	\$15.14	\$18.95	\$23.85	-11.4%	A08	UPGRADE	Upgrade to align 50th percentile with midpoint		
A11	Video Engineering Specialist	2080	\$19.79	\$25.18	\$30.57	\$21.16	\$26.54	\$31.46	-5.1%					
A06	Warehouse Operator	2080	\$12.53	\$15.27	\$18.02	\$14.05	\$17.57	\$22.46	-13.1%	A07	UPGRADE	Upgrade to align 50th percentile with midpoint		
A08	Wastewater Treatment Plant Operator	2080	\$15.16	\$18.48	\$21.80	\$17.80	\$21.80	\$24.96	-15.2%	A09	UPGRADE	Upgrade to align 50th percentile with midpoint		
A10	Water Distribution Foreman	2080	\$17.59	\$22.38	\$27.18	\$22.97	\$26.23	\$29.46	-14.7%	A11	UPGRADE	Upgrade to align 50th percentile with midpoint		
A09	Water Distribution Lead Operator	2080	\$15.99	\$20.35	\$24.71	\$21.67	\$24.62	\$27.40	-17.4%	A10	UPGRADE	Upgrade to align 50th percentile with midpoint		
A08	Water Distribution Operator	2080	\$15.16	\$18.48	\$21.80	\$17.80	\$21.80	\$24.96	-15.2%	A09	UPGRADE	Upgrade to align 50th percentile with midpoint		
A09	Water Distribution Technician	2080	\$15.99	\$20.35	\$24.71	\$21.67	\$24.62	\$27.40	-17.4%	A10	UPGRADE	Upgrade to align 50th percentile with midpoint		
A08	Water Treatment Plant Operator I	2080	\$15.16	\$18.48	\$21.80	\$17.80	\$21.80	\$24.96	-15.2%	A09	UPGRADE	Upgrade to align 50th percentile with midpoint		
A09	Water Treatment Plant Operator II	2080	\$15.99	\$20.35	\$24.71	\$21.67	\$24.62	\$27.40	-17.4%	A10	UPGRADE	Upgrade to align 50th percentile with midpoint		
A10	Water Treatment Plant Operator III	2080	\$17.59	\$22.38	\$27.18	\$22.97	\$26.23	\$29.46	-14.7%	A11	UPGRADE	Upgrade to align 50th percentile with midpoint		
A10	Wetlands Lead Operator	2080	\$17.59	\$22.38	\$27.18	\$19.15	\$24.01	\$28.92	-6.8%					
B07	Accounting Assistant	2080	\$15.05	\$18.74	\$22.43	\$15.38	\$18.78	\$23.23	-0.2%					
B05	Administrative Support Assistant	2080	\$12.44	\$15.49	\$18.53	\$13.40	\$17.08	\$21.21	-9.3%			Combine w/Sr. Administrative Support Assistant		
B08	Administrative Technician	2080	\$16.94	\$21.08	\$25.23	\$15.95	\$19.85	\$24.09	6.2%					
B07	Business Services Technician	2080	\$15.05	\$18.74	\$22.43	\$15.03	\$18.72	\$22.99	0.1%					
B01	Cashier	2080	\$9.10	\$12.28	\$15.45	\$11.70	\$15.45	\$19.39	-20.5%	B04	UPGRADE	Upgrade to align 50th percentile with midpoint		
B05	Customer Service Rep I	2080	\$12.44	\$15.49	\$18.53	\$13.40	\$17.08	\$21.21	-9.3%			Combine w/Customer Service Rep II		
B06	Customer Service Rep II	2080	\$13.69	\$17.04	\$20.39	\$14.18	\$17.86	\$22.06	-4.6%			Combine w/ Customer Service Rep I		
B05	Equipment Technician	2080	\$12.44	\$15.49	\$18.53	\$13.40	\$17.08	\$21.21	-9.3%					
B06	Information Specialist	2080	\$13.69	\$17.04	\$20.39	\$14.18	\$17.86	\$22.06	-4.6%					
B08	Investigative Technician	2080	\$16.94	\$21.08	\$25.23	\$16.21	\$19.90	\$24.27	6.0%			Classification eliminated April 2019		
B03	Lead Cashier	2080	\$10.52	\$13.10	\$15.67	\$12.21	\$15.88	\$19.90	-17.5%	B05	UPGRADE	Upgrade to align 50th percentile with midpoint		
B06	Medical Billing Clerk	2080	\$13.69	\$17.04	\$20.39	\$14.18	\$17.86	\$22.06	-4.6%					
B08	Payroll Specialist	2080	\$16.94	\$21.08	\$25.23	\$16.21	\$19.90	\$24.27	6.0%					
B06	Property and Evidence Technician	2080	\$13.69	\$17.04	\$20.39	\$14.18	\$17.86	\$22.06	-4.6%					
B08	Records Custodian	2080	\$16.94	\$21.08	\$25.23	\$16.21	\$19.90	\$24.27	6.0%					
B04	Recreation Leader	2080	\$11.31	\$14.08	\$16.85	\$12.70	\$16.37	\$20.44	-14.0%	B05	UPGRADE	Upgrade to align 50th percentile with midpoint		
B06	Senior Administrative Support Assistant	2080	\$13.69	\$17.04	\$20.39	\$14.18	\$17.86	\$22.06	-4.6%			Combine w/ Administrative Support Assistant		
B08	Services Coordinator	2080	\$16.94	\$21.08	\$25.23	\$16.21	\$19.90	\$24.27	6.0%					

General														
Gr	Columbia Title	Hrs	Min	Mid	Max	20%	50%	80%	C-R	New Gr	CoMo	Notes		
B05	Stores Clerk	2080	\$12.44	\$15.49	\$18.53	\$13.40	\$17.08	\$21.21	-9.3%					
B05	WIC Office Specialist	2080	\$12.44	\$15.49	\$18.53	\$13.40	\$17.08	\$21.21	-9.3%					
C04	Accountant I	2080	\$17.08	\$21.69	\$26.30	\$17.78	\$21.87	\$25.62	-0.8%					
C05	Accountant II	2080	\$19.21	\$24.40	\$29.59	\$20.00	\$24.67	\$29.46	-1.1%					
C09	Assistant City Counselor	2080	\$30.16	\$39.10	\$48.04	\$32.05	\$39.90	\$50.32	-2.0%					
C05	Assistant to Airport Manager	2080	\$19.21	\$24.40	\$29.59	\$20.00	\$24.67	\$29.46	-1.1%					
C06	Bioreactor Specialist	2080	\$21.61	\$27.45	\$33.28	\$22.50	\$27.83	\$33.79	-1.4%					
C07	Budget Analyst	2080	\$23.83	\$30.90	\$37.96	\$24.36	\$30.56	\$38.80	1.1%					
C07	Business Analyst	2080	\$23.83	\$30.90	\$37.96	\$25.33	\$31.40	\$38.68	-1.6%					
C06	City Arborist	2080	\$21.61	\$27.45	\$33.28	\$22.50	\$27.83	\$33.79	-1.4%					
C03	City Management Fellowship	2080	\$15.50	\$19.27	\$23.04	\$15.80	\$19.36	\$22.18	-0.5%					
C08	Civic Relations Officer	2080	\$26.81	\$34.76	\$42.71	\$28.49	\$35.40	\$44.16	-1.8%					
C05	Communicable Disease Specialist	2080	\$19.21	\$24.40	\$29.59	\$20.00	\$24.67	\$29.46	-1.1%					
C06	Community Conservationist	2080	\$21.61	\$27.45	\$33.28	\$22.50	\$27.83	\$33.79	-1.4%					
C04	Community Relations Specialist	2080	\$17.08	\$21.69	\$26.30	\$17.78	\$21.87	\$25.62	-0.8%					
C05	Contract Compliance Officer	2080	\$19.21	\$24.40	\$29.59	\$20.00	\$24.67	\$29.46	-1.1%					
C05	Court Services Analyst	2080	\$19.21	\$24.40	\$29.59	\$20.00	\$24.67	\$29.46	-1.1%					
C06	Crime Analyst	2080	\$21.61	\$27.45	\$33.28	\$22.50	\$27.83	\$33.79	-1.4%					
C05	Crime Scene Investigator	2080	\$19.21	\$24.40	\$29.59	\$20.00	\$24.67	\$29.46	-1.1%					
C08	Cyber Security Analyst	2080	\$26.81	\$34.76	\$42.71	\$28.49	\$35.40	\$44.16	-1.8%					
C08	Database Administrator	2080	\$26.81	\$34.76	\$42.71	\$28.49	\$35.40	\$44.16	-1.8%					
C06	Energy Educator	2080	\$21.61	\$27.45	\$33.28	\$22.50	\$27.83	\$33.79	-1.4%					
C05	Energy Management Specialist	2080	\$19.21	\$24.40	\$29.59	\$20.00	\$24.67	\$29.46	-1.1%					
C08	Energy Market Analyst	2080	\$26.81	\$34.76	\$42.71	\$28.49	\$35.40	\$44.16	-1.8%					
C08	Engineer	2080	\$26.81	\$34.76	\$42.71	\$29.15	\$36.71	\$44.90	-5.3%					
C07	Engineering Specialist	2080	\$23.83	\$30.90	\$37.96	\$25.33	\$31.40	\$38.68	-1.6%					
C06	Entrepreneurship Program Coordinator	2080	\$21.61	\$27.45	\$33.28	\$22.50	\$27.83	\$33.79	-1.4%					
C05	Environmental Public Health Specialist	2080	\$19.21	\$24.40	\$29.59	\$21.01	\$24.72	\$27.40	-1.3%					
C05	Event Services Specialist	2080	\$19.21	\$24.40	\$29.59	\$20.00	\$24.67	\$29.46	-1.1%			Classification eliminated April 2019		
C06	Financial Analyst	2080	\$21.61	\$27.45	\$33.28	\$22.50	\$27.83	\$33.79	-1.4%					
C04	Financial Specialist	2080	\$17.08	\$21.69	\$26.30	\$17.78	\$21.87	\$25.62	-0.8%					
C07	GIS Analyst	2080	\$23.83	\$30.90	\$37.96	\$25.33	\$31.40	\$38.68	-1.6%					
C06	GIS Data Analyst	2080	\$21.61	\$27.45	\$33.28	\$22.50	\$27.83	\$33.79	-1.4%					
C05	GIS Specialist	2080	\$19.21	\$24.40	\$29.59	\$20.00	\$24.67	\$29.46	-1.1%					
C04	GIS Technician	2080	\$17.08	\$21.69	\$26.30	\$17.51	\$23.00	\$27.72	-5.7%					
C05	Graphic Artist	2080	\$19.21	\$24.40	\$29.59	\$20.00	\$24.67	\$29.46	-1.1%					
C05	Health Educator	2080	\$19.21	\$24.40	\$29.59	\$20.00	\$24.67	\$29.46	-1.1%					
C06	Human Resources Analyst	2080	\$21.61	\$27.45	\$33.28	\$22.50	\$27.83	\$33.79	-1.4%					
C05	Human Resources Coordinator	2080	\$19.21	\$24.40	\$29.59	\$20.00	\$24.67	\$29.46	-1.1%					
C04	Industry Relations Specialist	2080	\$17.08	\$21.69	\$26.30	\$17.78	\$21.87	\$25.62	-0.8%					
C06	Internal Auditor	2080	\$21.61	\$27.45	\$33.28	\$22.50	\$27.83	\$33.79	-1.4%					
C06	Junior System Administrator	2080	\$21.61	\$27.45	\$33.28	\$22.50	\$27.83	\$33.79	-1.4%					
C05	Lab Analyst	2080	\$19.21	\$24.40	\$29.59	\$20.00	\$24.67	\$29.46	-1.1%					
C05	Lead Human Resources Technician	2080	\$19.21	\$24.40	\$29.59	\$20.00	\$24.67	\$29.46	-1.1%					
C04	Marketing Specialist	2080	\$17.08	\$21.69	\$26.30	\$17.78	\$21.87	\$25.62	-0.8%					
C06	Neighborhood Communications Coordinator	2080	\$21.61	\$27.45	\$33.28	\$22.50	\$27.83	\$33.79	-1.4%					
C08	Network Engineer	2080	\$26.81	\$34.76	\$42.71	\$28.49	\$35.40	\$44.16	-1.8%					
C09	Nurse Practitioner	2080	\$30.16	\$39.10	\$48.04	\$32.05	\$39.90	\$50.32	-2.0%					
C05	Nutritionist	2080	\$19.21	\$24.40	\$29.59	\$20.00	\$24.67	\$29.46	-1.1%					
C06	Paralegal	2080	\$21.61	\$27.45	\$33.28	\$22.50	\$27.83	\$33.79	-1.4%					

General														
Gr	Columbia Title	Hrs	Min	Mid	Max	20%	50%	80%	C-R	New Gr	CoMo	Notes		
C09	Pension Administrator	2080	\$30.16	\$39.10	\$48.04	\$32.05	\$39.90	\$50.32	-2.0%					
C06	Planner	2080	\$21.61	\$27.45	\$33.28	\$22.82	\$27.63	\$36.74	-0.6%					
C06	Police Trainer	2080	\$21.61	\$27.45	\$33.28	\$22.50	\$27.83	\$33.79	-1.4%					
C05	Procurement Officer	2080	\$19.21	\$24.40	\$29.59	\$20.00	\$24.67	\$29.46	-1.1%					
C04	Program Specialist	2080	\$17.08	\$21.69	\$26.30	\$17.78	\$21.87	\$25.62	-0.8%					
C08	Project Leader	2080	\$26.81	\$34.76	\$42.71	\$28.49	\$35.40	\$44.16	-1.8%					
C07	Property Acquisition Coordinator	2080	\$23.83	\$30.90	\$37.96	\$25.33	\$31.40	\$38.68	-1.6%					
C06	Public Health Nurse	2080	\$21.61	\$27.45	\$33.28	\$21.75	\$26.39	\$29.93	4.0%					
C06	Rate Analyst	2080	\$21.61	\$27.45	\$33.28	\$22.50	\$27.83	\$33.79	-1.4%					
C06	Risk Management Specialist	2080	\$21.61	\$27.45	\$33.28	\$22.50	\$27.83	\$33.79	-1.4%					
C07	Senior Accountant	2080	\$23.83	\$30.90	\$37.96	\$25.33	\$31.40	\$38.68	-1.6%					
C08	Senior Budget Analyst	2080	\$26.81	\$34.76	\$42.71	\$28.49	\$35.40	\$44.16	-1.8%					
C06	Senior Plan Reviewer	2080	\$21.61	\$27.45	\$33.28	\$22.50	\$27.83	\$33.79	-1.4%					
C07	Senior Planner	2080	\$23.83	\$30.90	\$37.96	\$25.33	\$31.40	\$38.68	-1.6%					
C06	Senior Procurement Officer	2080	\$21.61	\$27.45	\$33.28	\$22.50	\$27.83	\$33.79	-1.4%					
C07	Senior Rate Analyst	2080	\$23.83	\$30.90	\$37.96	\$25.33	\$31.40	\$38.68	-1.6%					
C04	Social Services Clinic Specialist	2080	\$17.08	\$21.69	\$26.30	\$17.78	\$21.87	\$25.62	-0.8%					
C04	Social Services Home Visit Specialist	2080	\$17.08	\$21.69	\$26.30	\$17.78	\$21.87	\$25.62	-0.8%					
C06	Storm Water Educator	2080	\$21.61	\$27.45	\$33.28	\$22.50	\$27.83	\$33.79	-1.4%					
C08	Systems Administrator	2080	\$26.81	\$34.76	\$42.71	\$28.49	\$35.40	\$44.16	-1.8%					
C08	Systems Analyst	2080	\$26.81	\$34.76	\$42.71	\$28.49	\$35.40	\$44.16	-1.8%					
C06	Technical Trainer	2080	\$21.61	\$27.45	\$33.28	\$22.50	\$27.83	\$33.79	-1.4%					
C06	Tourism Operations Analyst	2080	\$21.61	\$27.45	\$33.28	\$22.50	\$27.83	\$33.79	-1.4%					
C04	Tourism Services Specialist	2080	\$17.08	\$21.69	\$26.30	\$17.78	\$21.87	\$25.62	-0.8%					
C03	Training Assistant	2080	\$15.50	\$19.27	\$23.04	\$15.80	\$19.36	\$22.18	-0.5%					
C06	Training Coordinator	2080	\$21.61	\$27.45	\$33.28	\$22.50	\$27.83	\$33.79	-1.4%					
C08	Trust Administrator	2080	\$26.81	\$34.76	\$42.71	\$28.49	\$35.40	\$44.16	-1.8%					
C04	Video Producer	2080	\$17.08	\$21.69	\$26.30	\$17.78	\$21.87	\$25.62	-0.8%					
C04	Volunteer Program Specialist	2080	\$17.08	\$21.69	\$26.30	\$17.78	\$21.87	\$25.62	-0.8%					
C04	Waste Minimization Coordinator	2080	\$17.08	\$21.69	\$26.30	\$17.78	\$21.87	\$25.62	-0.8%					
C05	Water Quality Compliance Officer	2080	\$19.21	\$24.40	\$29.59	\$20.00	\$24.67	\$29.46	-1.1%					
C04	Web Content Editor	2080	\$17.08	\$21.69	\$26.30	\$17.78	\$21.87	\$25.62	-0.8%					
C04	Wellness Educator	2080	\$17.08	\$21.69	\$26.30	\$17.78	\$21.87	\$25.62	-0.8%					
D09	Accounting Supervisor	2080	\$25.80	\$33.40	\$41.01	\$30.07	\$35.88	\$40.60	-6.9%					
D05	Administrative Supervisor	2080	\$17.98	\$22.81	\$27.63	\$17.32	\$23.50	\$30.25	-2.9%					
D05	Animal Control Supervisor	2080	\$17.98	\$22.81	\$27.63	\$17.32	\$23.50	\$30.25	-2.9%					
D10	Assistant Controller	2080	\$28.38	\$36.75	\$45.12	\$32.21	\$38.01	\$45.58	-3.3%					
D06	Assistant to City Counselor	2080	\$19.78	\$25.09	\$30.40	\$19.76	\$25.87	\$32.76	-3.0%					
D08	Assistant to City Manager	2080	\$23.45	\$30.37	\$37.29	\$25.40	\$31.37	\$38.57	-3.2%					
D07	Assistant to the Parks & Recreation Director	2080	\$21.75	\$27.59	\$33.44	\$22.44	\$28.48	\$35.52	-3.1%					
D08	Assistant to the Public Works Director	2080	\$23.45	\$30.37	\$37.29	\$25.40	\$31.37	\$38.57	-3.2%					
D10	Assistant WWTP Superintendent	2080	\$28.38	\$36.75	\$45.12	\$32.21	\$38.01	\$45.58	-3.3%					
D10	Budget Supervisor	2080	\$28.38	\$36.75	\$45.12	\$32.21	\$38.01	\$45.58	-3.3%					
D07	Building & Grounds Supervisor	2080	\$21.75	\$27.59	\$33.44	\$22.44	\$28.48	\$35.52	-3.1%					
D10	Building Regulations Supervisor	2080	\$28.38	\$36.75	\$45.12	\$32.21	\$38.01	\$45.58	-3.3%					
D04	Bus Supervisor	2080	\$16.68	\$20.72	\$24.76	\$15.10	\$21.33	\$27.96	-2.8%					
D06	C.A.R.E. Program Supervisor	2080	\$19.78	\$25.09	\$30.40	\$19.76	\$25.87	\$32.76	-3.0%					
D08	City Land Surveyor	2080	\$23.45	\$30.37	\$37.29	\$25.40	\$31.37	\$38.57	-3.2%					
D10	Construction Project Superintendent	2080	\$28.38	\$36.75	\$45.12	\$32.69	\$36.98	\$44.84	-0.6%					
D09	Construction Project Supervisor	2080	\$25.80	\$33.40	\$41.01	\$28.65	\$34.53	\$41.91	-3.3%					

General														
Gr	Columbia Title	Hrs	Min	Mid	Max	20%	50%	80%	C-R	New Gr	CoMo	Notes		
D07	Construction Supervisor	2080	\$21.75	\$27.59	\$33.44	\$22.44	\$28.48	\$35.52	-3.1%					
D05	Custodian Supervisor	2080	\$17.98	\$22.81	\$27.63	\$17.32	\$23.50	\$30.25	-2.9%					
D07	Customer Service Supervisor	2080	\$21.75	\$27.59	\$33.44	\$22.44	\$28.48	\$35.52	-3.1%					
D06	Deputy Court Administrator	2080	\$19.78	\$25.09	\$30.40	\$19.76	\$25.87	\$32.76	-3.0%					
D08	Energy Services Supervisor	2080	\$23.45	\$30.37	\$37.29	\$25.40	\$31.37	\$38.57	-3.2%					
D11	Engineering Supervisor	2080	\$30.60	\$39.63	\$48.65	\$35.29	\$41.01	\$48.75	-3.4%					
D07	Environmental Public Health Supervisor	2080	\$21.75	\$27.59	\$33.44	\$22.44	\$28.48	\$35.52	-3.1%					
D05	Equipment Supervisor	2080	\$17.98	\$22.81	\$27.63	\$17.32	\$23.50	\$30.25	-2.9%					
D08	Fleet Operations Supt	2080	\$23.45	\$30.37	\$37.29	\$25.40	\$31.37	\$38.57	-3.2%					
D06	Forester	2080	\$19.78	\$25.09	\$30.40	\$19.76	\$25.87	\$32.76	-3.0%					
D09	GIS Supervisor	2080	\$25.80	\$33.40	\$41.01	\$28.65	\$34.53	\$41.91	-3.3%					
D06	Golf Course Specialist	2080	\$19.78	\$25.09	\$30.40	\$19.76	\$25.87	\$32.76	-3.0%					
D09	Help Desk Supervisor	2080	\$25.80	\$33.40	\$41.01	\$25.26	\$31.91	\$40.27	4.7%					
D06	Horticulturist	2080	\$19.78	\$25.09	\$30.40	\$19.76	\$25.87	\$32.76	-3.0%					
D07	Human Resources Specialist	2080	\$21.75	\$27.59	\$33.44	\$22.44	\$28.48	\$35.52	-3.1%					
D04	Information Center Supervisor	2080	\$16.68	\$20.72	\$24.76	\$15.10	\$21.33	\$27.96	-2.8%					
D10	Infrastructure Supervisor	2080	\$28.38	\$36.75	\$45.12	\$32.21	\$38.01	\$45.58	-3.3%					
D09	Laboratory Supervisor	2080	\$25.80	\$33.40	\$41.01	\$28.65	\$34.53	\$41.91	-3.3%					
D09	Landfill Superintendent	2080	\$25.80	\$33.40	\$41.01	\$28.65	\$34.53	\$41.91	-3.3%					
D08	Municipal Court Administrator	2080	\$23.45	\$30.37	\$37.29	\$23.24	\$33.57	\$44.20	-9.5%					
D08	Nursing Supervisor	2080	\$23.45	\$30.37	\$37.29	\$25.40	\$31.37	\$38.57	-3.2%					
D07	Nutrition Supervisor	2080	\$21.75	\$27.59	\$33.44	\$22.44	\$28.48	\$35.52	-3.1%					
D06	Parking Supervisor	2080	\$19.78	\$25.09	\$30.40	\$19.76	\$25.87	\$32.76	-3.0%					
D05	Parks & Facilities Specialist	2080	\$17.98	\$22.81	\$27.63	\$17.32	\$23.50	\$30.25	-2.9%					
D09	Parks Development Superintendent	2080	\$25.80	\$33.40	\$41.01	\$28.65	\$34.53	\$41.91	-3.3%					
D07	Parks Supervisor	2080	\$21.75	\$27.59	\$33.44	\$22.44	\$28.48	\$35.52	-3.1%					
D05	Property & Evidence Unit Supervisor	2080	\$17.98	\$22.81	\$27.63	\$17.32	\$23.50	\$30.25	-2.9%					
D09	Public Health Planning Supervisor	2080	\$25.80	\$33.40	\$41.01	\$28.65	\$34.53	\$41.91	-3.3%					
D07	Public Health Promotion Supervisor	2080	\$21.75	\$27.59	\$33.44	\$22.44	\$28.48	\$35.52	-3.1%					
D06	Public Works Supervisor II	2080	\$19.78	\$25.09	\$30.40	\$19.76	\$25.87	\$32.76	-3.0%					
D07	Public Works Supervisor III	2080	\$21.75	\$27.59	\$33.44	\$22.44	\$28.48	\$35.52	-3.1%					
D09	Recovery Superintendent	2080	\$25.80	\$33.40	\$41.01	\$28.65	\$34.53	\$41.91	-3.3%					
D09	Recreation & Community Programs Superinten	2080	\$25.80	\$33.40	\$41.01	\$28.65	\$34.53	\$41.91	-3.3%					
D05	Recreation Specialist	2080	\$17.98	\$22.81	\$27.63	\$17.32	\$23.50	\$30.25	-2.9%					
D07	Recreation Supervisor	2080	\$21.75	\$27.59	\$33.44	\$22.44	\$28.48	\$35.52	-3.1%					
D06	Senior Administrative Supervisor	2080	\$19.78	\$25.09	\$30.40	\$19.76	\$25.87	\$32.76	-3.0%					
D10	Sewer & Storm Water Maintenance Superinten	2080	\$28.38	\$36.75	\$45.12	\$32.21	\$38.01	\$45.58	-3.3%					
D07	Sewer Maintenance Supervisor	2080	\$21.75	\$27.59	\$33.44	\$22.44	\$28.48	\$35.52	-3.1%					
D06	Sewer Supervisor	2080	\$19.78	\$25.09	\$30.40	\$19.76	\$25.87	\$32.76	-3.0%					
D06	Social Services Supervisor	2080	\$19.78	\$25.09	\$30.40	\$19.76	\$25.87	\$32.76	-3.0%					
D09	Solid Waste Collection Superintendent	2080	\$25.80	\$33.40	\$41.01	\$31.53	\$35.58	\$41.80	-6.1%					
D06	Solid Waste District Administrator	2080	\$19.78	\$25.09	\$30.40	\$19.76	\$25.87	\$32.76	-3.0%					
D05	Solid Waste Supervisor I	2080	\$17.98	\$22.81	\$27.63	\$17.32	\$23.50	\$30.25	-2.9%					
D06	Solid Waste Supervisor II	2080	\$19.78	\$25.09	\$30.40	\$19.76	\$25.87	\$32.76	-3.0%					
D07	Solid Waste Supervisor III	2080	\$21.75	\$27.59	\$33.44	\$22.44	\$28.48	\$35.52	-3.1%					
D06	Sports Turf Specialist	2080	\$19.78	\$25.09	\$30.40	\$19.76	\$25.87	\$32.76	-3.0%					
D07	Stores Superintendent	2080	\$21.75	\$27.59	\$33.44	\$22.44	\$28.48	\$35.52	-3.1%					
D05	Stores Supervisor	2080	\$17.98	\$22.81	\$27.63	\$17.32	\$23.50	\$30.25	-2.9%					
D07	Storm Water Supervisor	2080	\$21.75	\$27.59	\$33.44	\$22.44	\$28.48	\$35.52	-3.1%					
D10	Street Maintenance Superintendent	2080	\$28.38	\$36.75	\$45.12	\$32.21	\$38.01	\$45.58	-3.3%					
D06	Tourism Administrative Supervisor	2080	\$19.78	\$25.09	\$30.40	\$19.76	\$25.87	\$32.76	-3.0%					

General														
Gr	Columbia Title	Hrs	Min	Mid	Max	20%	50%	80%	C-R	New Gr	CoMo	Notes		
D07	Tourism Services Supervisor	2080	\$21.75	\$27.59	\$33.44	\$22.44	\$28.48	\$35.52	-3.1%					
D06	Transload Operations Supervisor	2080	\$19.78	\$25.09	\$30.40	\$19.76	\$25.87	\$32.76	-3.0%					
D07	Transportation Superintendent	2080	\$21.75	\$27.59	\$33.44	\$22.44	\$28.48	\$35.52	-3.1%					
D07	Treasury Support Supervisor	2080	\$21.75	\$27.59	\$33.44	\$22.44	\$28.48	\$35.52	-3.1%					
D07	Utility Maintenance Supervisor	2080	\$21.75	\$27.59	\$33.44	\$22.44	\$28.48	\$35.52	-3.1%					
D07	Vehicle Maintenance Supervisor	2080	\$21.75	\$27.59	\$33.44	\$22.44	\$28.48	\$35.52	-3.1%					
D07	Wastewater Operations Supervisor	2080	\$21.75	\$27.59	\$33.44	\$22.44	\$28.48	\$35.52	-3.1%					
D09	Water Distribution Superintendent	2080	\$25.80	\$33.40	\$41.01	\$28.65	\$34.53	\$41.91	-3.3%					
D08	Water Distribution Supervisor	2080	\$23.45	\$30.37	\$37.29	\$25.40	\$31.37	\$38.57	-3.2%					
D09	Water Production Superintendent	2080	\$25.80	\$33.40	\$41.01	\$28.65	\$34.53	\$41.91	-3.3%					
D11	WWTP Superintendent	2080	\$30.60	\$39.63	\$48.65	\$35.29	\$41.01	\$48.75	-3.4%					
E04	Administrative Services Manager	2080	\$24.37	\$31.54	\$38.71	\$28.48	\$32.34	\$37.65	-2.5%					
E05	Airport Manager	2080	\$26.88	\$35.50	\$44.12	\$28.68	\$34.22	\$43.21	3.7%					
E07	Assistant Fire Chief	2080	\$34.77	\$45.92	\$57.08	\$38.62	\$49.74	\$62.82	-7.7%					
E07	Assistant Police Chief	2080	\$34.77	\$45.92	\$57.08	\$38.62	\$49.74	\$62.82	-7.7%					
E06	Budget Officer	2080	\$30.24	\$39.93	\$49.63	\$34.40	\$42.49	\$52.34	-6.0%					
E04	Building Facilities Manager	2080	\$24.37	\$31.54	\$38.71	\$28.48	\$32.34	\$37.65	-2.5%					
E04	Business Services Manager	2080	\$24.37	\$31.54	\$38.71	\$28.48	\$32.34	\$37.65	-2.5%					
E07	City Prosecutor	2080	\$34.77	\$45.92	\$57.08	\$34.11	\$48.48	\$67.16	-5.3%					
E04	Communications & Marketing Manager	2080	\$24.37	\$31.54	\$38.71	\$28.48	\$32.34	\$37.65	-2.5%					
E07	Community Health Manager	2080	\$34.77	\$45.92	\$57.08	\$38.62	\$49.74	\$62.82	-7.7%					
E06	Controller	2080	\$30.24	\$39.93	\$49.63	\$34.40	\$42.49	\$52.34	-6.0%					
E04	Cultural Affairs Manager	2080	\$24.37	\$31.54	\$38.71	\$28.48	\$32.34	\$37.65	-2.5%					
E02	Deputy City Clerk	2080	\$19.25	\$24.92	\$30.59	\$23.81	\$24.33	\$26.07	2.4%					
E06	Development Services Manager	2080	\$30.24	\$39.93	\$49.63	\$34.40	\$42.49	\$52.34	-6.0%					
E07	Engineering & Operations Manager	2080	\$34.77	\$45.92	\$57.08	\$38.62	\$49.74	\$62.82	-7.7%					
E07	Engineering Manager	2080	\$34.77	\$45.92	\$57.08	\$43.16	\$50.45	\$59.66	-9.0%					
E05	Fleet Operations Manager	2080	\$26.88	\$35.50	\$44.12	\$31.27	\$37.13	\$44.58	-4.4%					
E06	Geospatial Services Manager	2080	\$30.24	\$39.93	\$49.63	\$34.40	\$42.49	\$52.34	-6.0%					
E04	Housing Programs Manager	2080	\$24.37	\$31.54	\$38.71	\$28.48	\$32.34	\$37.65	-2.5%					
E05	Human Resources Manager	2080	\$26.88	\$35.50	\$44.12	\$32.76	\$40.20	\$49.00	-11.7%	E06	UPGRADE Upgrade to align 50th percentile with midpoint			
E05	Human Services Manager	2080	\$26.88	\$35.50	\$44.12	\$31.27	\$37.13	\$44.58	-4.4%					
E06	Information Technology Manager	2080	\$30.24	\$39.93	\$49.63	\$36.57	\$44.91	\$52.26	-11.1%	E07	UPGRADE Upgrade to align 50th percentile with midpoint			
E05	Media and Event Services Manager	2080	\$26.88	\$35.50	\$44.12	\$31.27	\$37.13	\$44.58	-4.4%					
E05	Neighborhood Services Manager	2080	\$26.88	\$35.50	\$44.12	\$31.27	\$37.13	\$44.58	-4.4%					
E06	Parks & Recreation Manager	2080	\$30.24	\$39.93	\$49.63	\$34.40	\$42.49	\$52.34	-6.0%					
E07	Project Management Office Manager	2080	\$34.77	\$45.92	\$57.08	\$38.62	\$49.74	\$62.82	-7.7%					
E05	Purchasing Agent	2080	\$26.88	\$35.50	\$44.12	\$32.41	\$36.23	\$43.12	-2.0%					
E04	Railroad Operations Manager	2080	\$24.37	\$31.54	\$38.71	\$28.48	\$32.34	\$37.65	-2.5%					
E05	Risk Manager	2080	\$26.88	\$35.50	\$44.12	\$31.27	\$37.13	\$44.58	-4.4%					
E06	Solid Waste Manager	2080	\$30.24	\$39.93	\$49.63	\$34.40	\$42.49	\$52.34	-6.0%					
E04	Sustainability Manager	2080	\$24.37	\$31.54	\$38.71	\$28.48	\$32.34	\$37.65	-2.5%					
E05	Transit & Parking Manager	2080	\$26.88	\$35.50	\$44.12	\$31.27	\$37.13	\$44.58	-4.4%					
E05	Treasurer	2080	\$26.88	\$35.50	\$44.12	\$37.21	\$40.46	\$46.47	-12.3%	E06	UPGRADE Upgrade to align 50th percentile with midpoint			
E07	Utility Services Manager	2080	\$34.77	\$45.92	\$57.08	\$38.62	\$49.74	\$62.82	-7.7%					
E06	Water Distribution Manager	2080	\$30.24	\$39.93	\$49.63	\$34.40	\$42.49	\$52.34	-6.0%					
E06	Water Production Manager	2080	\$30.24	\$39.93	\$49.63	\$34.40	\$42.49	\$52.34	-6.0%					

Electrical															
Gr	Columbia Title	Hrs	Min	Mid	Max	20%	50%	80%	Average	C-R	New Gr	CoMo	Notes		
A06	Meter Reader	2080	\$12.53	\$15.27	\$18.02	\$14.27	\$18.49	\$21.77	\$18.02	-17.4%	A08	UPGRADE	Option to use adjusted Meter Reader recommendation below		+3 grades
A07	Consulting Utility Forester	2080	\$13.78	\$16.80	\$19.82	\$14.06	\$18.51	\$20.44	\$17.24	-9.3%					+2 grades
A07	Utility Service Worker	2080	\$13.78	\$16.80	\$19.82	\$14.06	\$18.51	\$20.44	\$17.24	-9.3%					+1 grade
A08	Lead Utility Service Worker	2080	\$15.16	\$18.48	\$21.80	\$15.56	\$20.15	\$22.51	\$19.02	-8.3%					Combine classification
A08	Senior Meter Reader	2080	\$15.16	\$18.48	\$21.80	\$15.56	\$20.15	\$22.51	\$19.02	-8.3%	A09	UPGRADE	Option to use adjusted Meter Reader recommendation below.		
A08	Utility Locator	2080	\$15.16	\$18.48	\$21.80	\$15.56	\$20.15	\$22.51	\$19.02	-8.3%			Upgrade for Internal Equity w/Meter Reader		
A09	Associate Utility Maintenance Mechanic	2080	\$15.99	\$20.35	\$24.71	\$17.69	\$22.17	\$27.07	\$22.65	-8.2%					
A09	Electronic Data Specialist	2080	\$15.99	\$20.35	\$24.71	\$17.22	\$21.94	\$24.79	\$20.97	-7.3%					
A09	Sr Equipment Operator	2080	\$15.99	\$20.35	\$24.71	\$17.69	\$22.17	\$27.07	\$22.65	-8.2%					
A10	Electric Meter Repair Worker	2080	\$17.59	\$22.38	\$27.18	\$19.04	\$23.92	\$27.29	\$23.13	-6.4%					
A10	Lead Consulting Utility Forester	2080	\$17.59	\$22.38	\$27.18	\$19.04	\$23.92	\$27.29	\$23.13	-6.4%					
A10	Lead Meter Reader	2080	\$17.59	\$22.38	\$27.18	\$19.04	\$23.92	\$27.29	\$23.13	-6.4%			Adjusted Meter Reader recommendation below		
A10	Power Plant Operator	2080	\$17.59	\$22.38	\$27.18	\$19.04	\$23.92	\$27.29	\$23.13	-6.4%					
A10	Utility Locator Foreman	2080	\$17.59	\$22.38	\$27.18	\$19.04	\$23.92	\$27.29	\$23.13	-6.4%					
A11	Instrument Technician	2080	\$19.79	\$25.18	\$30.57	\$21.54	\$26.64	\$30.74	\$26.09	-5.5%					
A11	Senior Utility Maintenance Mechanic	2080	\$19.79	\$25.18	\$30.57	\$21.16	\$26.54	\$31.46	\$26.67	-5.1%					
A12	Apprentice Communication Technician	2080	\$22.26	\$28.33	\$34.39	\$20.48	\$27.28	\$34.30	\$27.10	3.8%					
A12	Apprentice Lineworker	2080	\$22.26	\$28.33	\$34.39	\$20.48	\$27.28	\$34.30	\$27.10	3.8%					
A12	Apprentice Substation Technician	2080	\$22.26	\$28.33	\$34.39	\$20.48	\$27.28	\$34.30	\$27.10	3.8%					
A12	Biogas Plant Technician	2080	\$22.26	\$28.33	\$34.39	\$24.35	\$29.69	\$34.62	\$29.42	-4.6%					
A12	CEC Technician	2080	\$22.26	\$28.33	\$34.39	\$24.35	\$29.69	\$34.62	\$29.42	-4.6%					
A12	Electric Distribution Coordinator	2080	\$22.26	\$28.33	\$34.39	\$24.35	\$29.69	\$34.62	\$29.42	-4.6%					
A12	Lead Electric Meter Repair Worker	2080	\$22.26	\$28.33	\$34.39	\$24.35	\$29.69	\$34.62	\$29.42	-4.6%					
A12	Lead Power Plant Operator	2080	\$22.26	\$28.33	\$34.39	\$24.35	\$29.69	\$34.62	\$29.42	-4.6%					
A13	Journeyman Communication Technician	2080	\$25.04	\$31.87	\$38.69	\$23.71	\$31.09	\$38.85	\$30.26	2.5%					
A13	Journeyman Lineworker	2080	\$25.04	\$31.87	\$38.69	\$30.50	\$36.00	\$39.00	\$34.78	-11.5%	A14	UPGRADE	Upgrade to align 50th percentile with midpoint		
A13	Journeyman Substation Technician	2080	\$25.04	\$31.87	\$38.69	\$23.71	\$31.09	\$38.85	\$30.26	2.5%					
A13	NERC Certified Balancing Authority Operator	2080	\$25.04	\$31.87	\$38.69	\$27.52	\$33.13	\$38.98	\$33.17	-3.8%					
A14	Communication Technician Foreman	2080	\$28.18	\$35.85	\$43.53	\$31.08	\$37.00	\$43.88	\$37.39	-3.1%					
A14	Line Foreman	2080	\$28.18	\$35.85	\$43.53	\$31.08	\$37.00	\$43.88	\$37.39	-3.1%	A15		Upgrade for Internal Equity w/ Journeyman Lineman		
A14	NERC Compliance Officer	2080	\$28.18	\$35.85	\$43.53	\$31.08	\$37.00	\$43.88	\$37.39	-3.1%					
A14	Substation Technician Foreman	2080	\$28.18	\$35.85	\$43.53	\$31.08	\$37.00	\$43.88	\$37.39	-3.1%					
D10	Assistant Power Production Superintendent	2080	\$28.38	\$36.75	\$45.12	\$31.97	\$37.96	\$45.10	\$38.43	-3.2%					
D08	Biogas Plant Supervisor	2080	\$23.45	\$30.37	\$37.29	\$26.25	\$31.75	\$37.23	\$31.67	-4.4%					
D09	CEC Supervisor	2080	\$25.80	\$33.40	\$41.01	\$28.97	\$34.71	\$40.98	\$34.89	-3.8%					
D09	Electric Services Superintendent	2080	\$25.80	\$33.40	\$41.01	\$28.97	\$34.71	\$40.98	\$34.89	-3.8%					
D10	Line Superintendent	2080	\$28.38	\$36.75	\$45.12	\$31.97	\$37.96	\$45.10	\$38.43	-3.2%	D11		Upgrade for Internal Equity w/ Journeyman Lineman		
D09	Power Plant Technician Supervisor	2080	\$25.80	\$33.40	\$41.01	\$28.97	\$34.71	\$40.98	\$34.89	-3.8%					
D10	Substation Repair Superintendent	2080	\$28.38	\$36.75	\$45.12	\$31.97	\$37.96	\$45.10	\$38.43	-3.2%					
D07	Utility Locator Supervisor	2080	\$21.75	\$27.59	\$33.44	\$23.77	\$29.07	\$33.82	\$28.74	-5.1%					
D07	Utility Maintenance Supervisor	2080	\$21.75	\$27.59	\$33.44	\$22.44	\$28.48	\$35.52	\$29.49	-3.1%					
E06	Electric Distribution Manager	2080	\$30.24	\$39.93	\$49.63	\$36.65	\$42.66	\$50.47	\$43.90	-6.4%	E07		Upgrade for Internal Equity w/ Journeyman Lineman		
E06	Power Production Superintendent	2080	\$30.24	\$39.93	\$49.63	\$36.65	\$42.66	\$50.47	\$43.90	-6.4%					
New Titles															
A12	Apprentice Balancing Authority Operator	2080	\$22.26	\$28.33	\$34.39	\$24.35	\$29.69	\$34.62	\$29.42	-4.6%					
A08	Associate Power Plant Operator	2080	\$15.16	\$18.48	\$21.80	\$15.56	\$20.15	\$22.51	\$19.02	-8.3%					
Adjusted Meter Readers (excl. Co-ops)															
A06	Meter Reader	2080	\$12.53	\$15.27	\$18.02	\$13.39	\$15.82	\$19.05	\$16.41	-3.5%					
A08	Senior Meter Reader	2080	\$15.16	\$18.48	\$21.80	\$15.23	\$19.14	\$21.48	\$18.41	-3.5%					
A10	Lead Meter Reader	2080	\$17.59	\$22.38	\$27.18	\$18.79	\$23.16	\$26.52	\$22.67	-3.4%					

Public Safety															
Gr	Columbia Title	Hrs	Min	Mid	Max	20%	50%	80%	Average	C-R	New Gr	CoMo	Notes		
F07	Airport Operations Supervisor	2080	\$23.53	\$29.42	\$35.30	\$26.37	\$31.06	\$37.02	\$31.55	-5.3%					+3 grades
F04	Airport Safety Officer	2080	\$18.42	\$22.10	\$27.38	\$19.95	\$24.64	\$29.15	\$24.57	-10.3%	F05	UPGRADE	Upgrade to align 50th percentile with midpoint		+2 grades
F08	Assistant Fire Marshal	2080	\$25.89	\$32.36	\$41.24	\$28.96	\$33.64	\$40.18	\$34.36	-3.8%					+1 grade
F09	Chief Training Officer	2080	\$28.48	\$35.60	\$45.36	\$31.80	\$36.48	\$43.67	\$37.45	-2.4%					Combine classification
F02	Community Service Aide	2080	\$15.58	\$18.69	\$23.16	\$16.95	\$21.65	\$25.48	\$21.32	-13.7%	F03	UPGRADE	Upgrade to align 50th percentile with midpoint		
F04	Park Ranger	2080	\$18.42	\$22.10	\$27.38	\$19.95	\$24.64	\$29.15	\$24.57	-10.3%	F05	UPGRADE	Upgrade to align 50th percentile with midpoint		
F06	Park Ranger Supervisor	2080	\$22.29	\$26.74	\$33.14	\$24.02	\$28.71	\$34.14	\$29.00	-6.9%					
F10	Police Lieutenant	2080	\$31.32	\$39.16	\$49.90	\$32.23	\$35.66	\$44.91	\$37.74	9.8%					
F05	Police Officer	2080	\$20.26	\$24.31	\$30.12	\$21.54	\$28.13	\$34.11	\$27.86	-13.6%	F06	UPGRADE	Upgrade to align 50th percentile with midpoint		
F04	Police Officer in Training	2080	\$18.42	\$22.10	\$27.38	\$17.16	\$22.63	\$24.70	\$21.34	-2.3%					
F08	Police Sergeant	2080	\$25.89	\$32.36	\$41.24	\$28.92	\$35.45	\$41.70	\$35.61	-8.7%					
F09	Fire Battalion Chief (2912 hrs)	2912	\$20.34	\$25.43	\$32.40	\$23.75	\$29.72	\$35.98	\$29.77	-14.4%	F10	UPGRADE	Upgrade to align 50th percentile with midpoint		
F08	Fire Captain (2912 hrs)	2912	\$18.49	\$23.11	\$29.46	\$20.34	\$25.85	\$30.97	\$25.60	-10.6%	F09	UPGRADE	Upgrade to align 50th percentile with midpoint		
F10	Fire Division Chief (2912 hrs)	2912	\$22.37	\$27.97	\$35.64	\$25.10	\$29.79	\$35.46	\$30.17	-6.1%	F11		Upgrade for Internal Equity		
F06	Fire Engineer (2912 hrs)	2912	\$15.92	\$19.10	\$23.67	\$15.92	\$21.05	\$26.56	\$21.47	-9.2%	F07		Upgrade for Internal Equity		
F07	Fire Lieutenant (2912 hrs)	2912	\$16.81	\$21.01	\$25.21	\$19.60	\$22.67	\$25.97	\$22.87	-7.3%	F08		Upgrade for Internal Equity		
F04	Firefighter I (2912 hrs)	2912	\$13.16	\$15.79	\$19.56	\$15.32	\$19.29	\$23.47	\$19.13	-18.1%	F05	UPGRADE	Upgrade to align 50th percentile with midpoint		
F05	Firefighter II (2912 hrs)	2912	\$14.47	\$17.37	\$21.52	\$16.41	\$20.62	\$24.80	\$20.63	-15.8%	F06	UPGRADE	Upgrade to align 50th percentile with midpoint		

## Scales

Gr		Hrs	Min	Mid	Max	Min	Mid	Max
A01	1	2080	\$19,022	\$23,191	\$27,360	\$9.15	\$11.15	\$13.15
A02	2	2080	\$19,972	\$24,351	\$28,729	\$9.60	\$11.71	\$13.81
A03	3	2080	\$20,971	\$25,568	\$30,166	\$10.08	\$12.29	\$14.50
A04	4	2080	\$22,543	\$27,485	\$32,427	\$10.84	\$13.21	\$15.59
A05	5	2080	\$24,234	\$29,547	\$34,861	\$11.65	\$14.21	\$16.76
A06	6	2080	\$26,052	\$31,763	\$37,473	\$12.53	\$15.27	\$18.02
A07	7	2080	\$28,656	\$34,939	\$41,221	\$13.78	\$16.80	\$19.82
A08	8	2080	\$31,522	\$38,433	\$45,344	\$15.16	\$18.48	\$21.80
A09	9	2080	\$33,259	\$42,323	\$51,386	\$15.99	\$20.35	\$24.71
A10	10	2080	\$36,585	\$46,555	\$56,524	\$17.59	\$22.38	\$27.18
A11	11	2080	\$41,159	\$52,374	\$63,590	\$19.79	\$25.18	\$30.57
A12	12	2080	\$46,305	\$58,922	\$71,540	\$22.26	\$28.33	\$34.39
A13	13	2080	\$52,092	\$66,286	\$80,481	\$25.04	\$31.87	\$38.69
A14	14	2080	\$58,604	\$74,573	\$90,542	\$28.18	\$35.85	\$43.53
A15	15	2080	\$65,931	\$80,764	\$101,862	\$31.70	\$38.83	\$48.97
B01	1	2080	\$18,936	\$25,536	\$32,136	\$9.10	\$12.28	\$15.45
B02	2	2080	\$20,359	\$26,248	\$32,136	\$9.79	\$12.62	\$15.45
B03	3	2080	\$21,884	\$27,241	\$32,598	\$10.52	\$13.10	\$15.67
B04	4	2080	\$23,527	\$29,285	\$35,044	\$11.31	\$14.08	\$16.85
B05	5	2080	\$25,877	\$32,213	\$38,549	\$12.44	\$15.49	\$18.53
B06	6	2080	\$28,467	\$35,435	\$42,403	\$13.69	\$17.04	\$20.39
B07	7	2080	\$31,312	\$38,978	\$46,644	\$15.05	\$18.74	\$22.43
B08	8	2080	\$35,227	\$43,851	\$52,474	\$16.94	\$21.08	\$25.23
B09	9	2080	\$39,630	\$49,331	\$59,032	\$19.05	\$23.72	\$28.38
B10	10	2080	\$44,585	\$55,499	\$66,412	\$21.44	\$26.68	\$31.93

## Scales

Gr		Hrs	Min	Mid	Max	Min	Mid	Max
C01	1	2080	\$26,048	\$32,387	\$38,725	\$12.52	\$15.57	\$18.62
C02	2	2080	\$28,652	\$35,625	\$42,598	\$13.78	\$17.13	\$20.48
C03	3	2080	\$32,234	\$40,080	\$47,925	\$15.50	\$19.27	\$23.04
C04	4	2080	\$35,522	\$45,112	\$54,702	\$17.08	\$21.69	\$26.30
C05	5	2080	\$39,963	\$50,751	\$61,539	\$19.21	\$24.40	\$29.59
C06	6	2080	\$44,957	\$57,094	\$69,231	\$21.61	\$27.45	\$33.28
C07	7	2080	\$49,566	\$64,263	\$78,959	\$23.83	\$30.90	\$37.96
C08	8	2080	\$55,763	\$72,296	\$88,828	\$26.81	\$34.76	\$42.71
C09	9	2080	\$62,733	\$81,332	\$99,932	\$30.16	\$39.10	\$48.04
C10	10	2080	\$70,574	\$91,499	\$112,424	\$33.93	\$43.99	\$54.05
C11	11	2080	\$79,396	\$102,936	\$126,476	\$38.17	\$49.49	\$60.81
D01	1	2080	\$26,073	\$32,382	\$38,692	\$12.54	\$15.57	\$18.60
D02	2	2080	\$28,679	\$35,620	\$42,561	\$13.79	\$17.13	\$20.46
D03	3	2080	\$31,547	\$39,183	\$46,819	\$15.17	\$18.84	\$22.51
D04	4	2080	\$34,703	\$43,101	\$51,499	\$16.68	\$20.72	\$24.76
D05	5	2080	\$37,394	\$47,434	\$57,475	\$17.98	\$22.81	\$27.63
D06	6	2080	\$41,132	\$52,177	\$63,222	\$19.78	\$25.09	\$30.40
D07	7	2080	\$45,246	\$57,396	\$69,545	\$21.75	\$27.59	\$33.44
D08	8	2080	\$48,776	\$63,165	\$77,555	\$23.45	\$30.37	\$37.29
D09	9	2080	\$53,654	\$69,481	\$85,309	\$25.80	\$33.40	\$41.01
D10	10	2080	\$59,020	\$76,431	\$93,841	\$28.38	\$36.75	\$45.12
D11	11	2080	\$63,648	\$82,424	\$101,200	\$30.60	\$39.63	\$48.65
D12	12	2080	\$70,013	\$90,666	\$111,320	\$33.66	\$43.59	\$53.52

## Scales

Gr		Hrs	Min	Mid	Max	Min	Mid	Max
E01	1	2080	\$36,406	\$47,119	\$57,832	\$17.50	\$22.65	\$27.80
E02	2	2080	\$40,048	\$51,833	\$63,617	\$19.25	\$24.92	\$30.59
E03	3	2080	\$45,055	\$58,312	\$71,569	\$21.66	\$28.03	\$34.41
E04	4	2080	\$50,685	\$65,600	\$80,515	\$24.37	\$31.54	\$38.71
E05	5	2080	\$55,902	\$73,832	\$91,761	\$26.88	\$35.50	\$44.12
E06	6	2080	\$62,891	\$83,062	\$103,232	\$30.24	\$39.93	\$49.63
E07	7	2080	\$72,324	\$95,521	\$118,718	\$34.77	\$45.92	\$57.08
E08	8	2080	\$80,034	\$109,942	\$139,849	\$38.48	\$52.86	\$67.24
E09	9	2080	\$92,040	\$126,433	\$160,826	\$44.25	\$60.79	\$77.32
E10	10	2080	\$105,847	\$145,398	\$184,949	\$50.89	\$69.90	\$88.92
E11	11	2080	\$121,722	\$167,206	\$212,690	\$58.52	\$80.39	\$102.26
F01	1	2080	\$30,137	\$36,165	\$44,809	\$14.49	\$17.39	\$21.54
F02	2	2080	\$32,396	\$38,877	\$48,169	\$15.58	\$18.69	\$23.16
F03	3	2080	\$34,828	\$41,793	\$51,782	\$16.74	\$20.09	\$24.90
F04	4	2080	\$38,309	\$45,972	\$56,959	\$18.42	\$22.10	\$27.38
F05	5	2080	\$42,141	\$50,569	\$62,656	\$20.26	\$24.31	\$30.12
F06	6	2080	\$46,355	\$55,625	\$68,921	\$22.29	\$26.74	\$33.14
F07	7	2080	\$48,951	\$61,189	\$73,426	\$23.53	\$29.42	\$35.30
F08	8	2080	\$53,847	\$67,307	\$85,775	\$25.89	\$32.36	\$41.24
F09	9	2080	\$59,230	\$74,038	\$94,355	\$28.48	\$35.60	\$45.36
F10	10	2080	\$65,154	\$81,442	\$103,790	\$31.32	\$39.16	\$49.90
F11	11	2080	\$71,668	\$89,586	\$114,169	\$34.46	\$43.07	\$54.89
F12	12	2080	\$78,836	\$98,544	\$125,586	\$37.90	\$47.38	\$60.38

## Scales

Gr		Hrs	Min	Mid	Max	Min	Mid	Max
F01	1	2912	\$30,137	\$36,165	\$44,809	\$10.35	\$12.42	\$15.39
F02	2	2912	\$32,396	\$38,877	\$48,169	\$11.13	\$13.35	\$16.54
F03	3	2912	\$34,828	\$41,793	\$51,782	\$11.96	\$14.35	\$17.78
F04	4	2912	\$38,309	\$45,972	\$56,959	\$13.16	\$15.79	\$19.56
F05	5	2912	\$42,141	\$50,569	\$62,656	\$14.47	\$17.37	\$21.52
F06	6	2912	\$46,355	\$55,625	\$68,921	\$15.92	\$19.10	\$23.67
F07	7	2912	\$48,951	\$61,189	\$73,426	\$16.81	\$21.01	\$25.21
F08	8	2912	\$53,847	\$67,307	\$85,775	\$18.49	\$23.11	\$29.46
F09	9	2912	\$59,230	\$74,038	\$94,355	\$20.34	\$25.43	\$32.40
F10	10	2912	\$65,154	\$81,442	\$103,790	\$22.37	\$27.97	\$35.64
F11	11	2912	\$71,668	\$89,586	\$114,169	\$24.61	\$30.76	\$39.21
F12	12	2912	\$78,836	\$98,544	\$125,586	\$27.07	\$33.84	\$43.13

**Table 5**

Columbia Title	C-R	Columbia Title	C-R	Columbia Title	C-R	Columbia Title	C-R
Airport Safety Officer	-10.3%	Accounting Supervisor	-6.9%	Accountant I	-0.8%	Administrative Technician	6.2%
Bus Driver	-11.4%	Addressing Specialist	-5.1%	Accountant II	-1.1%	Investigative Technician	6.0%
Cashier	-20.5%	Administrative Support Assistant	-9.3%	Accounting Assistant	-0.2%	Payroll Specialist	6.0%
Community Service Aide	-13.7%	Airport Maintenance Foreman	-5.1%	Administrative Services Manager	-2.5%	Police Lieutenant	9.8%
Custodian	-14.9%	Airport Operations Supervisor	-5.3%	Administrative Supervisor	-2.9%	Records Custodian	6.0%
Document Support Services Clerk	-13.1%	Animal Control Officer	-9.7%	Airport Manager	3.7%	Services Coordinator	6.0%
Equipment Operator	-23.3%	Assistant City Land Surveyor	-5.1%	Animal Control Supervisor	-2.9%		
Fire Battalion Chief (2912 hrs)	-14.4%	Assistant Fire Chief	-7.7%	Apprentice Balancing Authority Operator	-4.6%		
Fire Captain (2912 hrs)	-10.6%	Assistant Police Chief	-7.7%	Apprentice Communication Technician	3.8%		
Firefighter I (2912 hrs)	-18.1%	Associate Engineering Technician	-8.2%	Apprentice Lineworker	3.8%		
Firefighter II (2912 hrs)	-15.8%	Associate Power Plant Operator	-8.3%	Apprentice Substation Technician	3.8%		
Human Resources Manager	-11.7%	Associate Utility Maintenance Mechanic	-8.2%	Assistant City Counselor	-2.0%		
Information Technology Manager	-11.1%	Audio Visual Technician	-8.2%	Assistant Controller	-3.3%		
Journeyman Lineworker	-11.5%	Billing Auditor	-6.8%	Assistant Fire Marshal	-3.8%		
Laboratory Technician	-10.7%	Budget Officer	-6.0%	Assistant Power Production Superintendent	-3.2%		
Lead Cashier	-17.5%	Building Maintenance Mechanic	-9.7%	Assistant to Airport Manager	-1.1%		
Maintenance Assistant	-12.9%	CCTV Technician	-5.1%	Assistant to City Counselor	-3.0%		
Maintenance Associate	-11.4%	City Prosecutor	-5.3%	Assistant to City Manager	-3.2%		
Material Handler	-14.4%	Community Health Manager	-7.7%	Assistant to the Parks & Recreation Director	-3.1%		
Park Ranger	-10.3%	Computer Support Technician	-6.2%	Assistant to the Public Works Director	-3.2%		
Parking Meter Repair Assistant	-13.1%	Construction Mechanic	-9.7%	Assistant WWTP Superintendent	-3.3%		
Parking Meter Repair Technician	-11.4%	Construction Specialist	-6.8%	Biogas Plant Supervisor	-4.4%		
Police Officer	-13.6%	Construction Technician	-8.2%	Biogas Plant Technician	-4.6%		
Project Compliance Inspector	-17.7%	Consulting Utility Forester	-9.3%	Bioreactor Specialist	-1.4%		
Recreation Leader	-14.0%	Container Maintenance Technician	-8.2%	Budget Analyst	1.1%		
Refuse Collector I	-13.1%	Controller	-6.0%	Budget Supervisor	-3.3%		
Refuse Collector II	-11.4%	Customer Service Rep I	-9.3%	Building & Grounds Supervisor	-3.1%		
Storeroom Assistant	-14.4%	Data Technician	-8.2%	Building Facilities Manager	-2.5%		
Traffic Control Operator	-15.9%	Development Services Manager	-6.0%	Building Inspector	-1.8%		
Treasurer	-12.3%	Electric Distribution Manager	-6.4%	Building Regulations Supervisor	-3.3%		
Vehicle Service Worker	-11.4%	Electric Meter Repair Worker	-6.4%	Bus Supervisor	-2.8%		
Warehouse Operator	-13.1%	Electrician	-6.8%	Business Analyst	-1.6%		
Wastewater Treatment Plant Operato	-15.2%	Electronic Data Specialist	-7.3%	Business Services Manager	-2.5%		
Water Distribution Foreman	-14.7%	Energy Technician	-6.8%	Business Services Technician	0.1%		
Water Distribution Lead Operator	-17.4%	Engineer	-5.3%	C.A.R.E. Program Supervisor	-3.0%		
Water Distribution Operator	-15.2%	Engineering & Operations Manager	-7.7%	CEC Supervisor	-3.8%		
Water Distribution Technician	-17.4%	Engineering Manager	-9.0%	CEC Technician	-4.6%		
Water Treatment Plant Operator I	-15.2%	Engineering Technician	-6.8%	Chief Training Officer	-2.4%		
Water Treatment Plant Operator II	-17.4%	Equipment Mechanic	-9.7%	City Arborist	-1.4%		
Water Treatment Plant Operator III	-14.7%	Equipment Technician	-9.3%	City Land Surveyor	-3.2%		
		Fire Division Chief (2912 hrs)	-6.1%	City Management Fellowship	-0.5%		
		Fire Engineer (2912 hrs)	-9.2%	Civic Relations Officer	-1.8%		
		Fire Lieutenant (2912 hrs)	-7.3%	Code Enforcement Specialist	-1.8%		
		Geospatial Services Manager	-6.0%	Communicable Disease Specialist	-1.1%		
		GIS Technician	-5.7%	Communication Technician Foreman	-3.1%		
		Human Resources Technician	-6.8%	Communications & Marketing Manager	-2.5%		
		Instrument Technician	-5.5%	Community Conservationist	-1.4%		
		Jet Lead Operator	-6.8%	Community Relations Specialist	-0.8%		

**Table 5**

Columbia Title	C-R	Columbia Title	C-R	Columbia Title	C-R	Columbia Title	C-R
		Lead Bus Driver	-9.7%	Construction Project Superintendent	-0.6%		
		Lead Consulting Utility Forester	-6.4%	Construction Project Supervisor	-3.3%		
		Lead Parking Enforcement Agent	-8.2%	Construction Supervisor	-3.1%		
		Lead Utility Service Worker	-8.3%	Contract Compliance Officer	-1.1%		
		Maintenance Mechanic	-8.2%	Court Services Analyst	-1.1%		
		Maintenance Specialist	-6.8%	Crew Lead	0.0%		
		Maintenance Technician	-8.2%	Crime Analyst	-1.4%		
		Municipal Court Administrator	-9.5%	Crime Scene Investigator	-1.1%		
		Park Ranger Supervisor	-6.9%	Cultural Affairs Manager	-2.5%		
		Parking Enforcement Agent	-9.7%	Custodian Supervisor	-2.9%		
		Parks & Grounds Specialist	-6.8%	Customer Service Rep II	-4.6%		
		Parks & Grounds Technician	-9.2%	Customer Service Supervisor	-3.1%		
		Parks & Recreation Manager	-6.0%	Cyber Security Analyst	-1.8%		
		Police Sergeant	-8.7%	Database Administrator	-1.8%		
		Power Plant Operator	-6.4%	Deputy City Clerk	2.4%		
		Power Production Superintendent	-6.4%	Deputy Court Administrator	-3.0%		
		Pretreatment Inspector	-5.1%	Electric Distribution Coordinator	-4.6%		
		Project Management Office Manager	-7.7%	Electric Services Superintendent	-3.8%		
		Railroad Maintenance Specialist	-6.8%	Energy Educator	-1.4%		
		Railroad Operator	-8.2%	Energy Management Specialist	-1.1%		
		Senior Building Maintenance Mechanic	-5.1%	Energy Market Analyst	-1.8%		
		Senior Engineering Technician	-5.1%	Energy Services Supervisor	-3.2%		
		Senior Equipment Operator	-8.2%	Engineering Specialist	-1.6%		
		Senior Utility Maintenance Mechanic	-5.1%	Engineering Supervisor	-3.4%		
		Sewer Technician	-5.1%	Entrepreneurship Program Coordinator	-1.4%		
		Sewer Utility Lead Operator	-6.8%	Environmental Public Health Specialist	-1.3%		
		Sign Technician	-8.2%	Environmental Public Health Supervisor	-3.1%		
		Solid Waste Collection Superintendent	-6.1%	Equipment Supervisor	-2.9%		
		Solid Waste Manager	-6.0%	Event Services Specialist	-1.1%		
		Sr Equipment Operator	-8.2%	Financial Analyst	-1.4%		
		Stores Clerk	-9.3%	Financial Specialist	-0.8%		
		Storm Water MS4 Technician	-5.1%	Fleet Operations Manager	-4.4%		
		Traffic Signal Technician	-6.8%	Fleet Operations Supt	-3.2%		
		Utility Locator	-8.3%	Forester	-3.0%		
		Utility Locator Foreman	-6.4%	GIS Analyst	-1.6%		
		Utility Locator Supervisor	-5.1%	GIS Data Analyst	-1.4%		
		Utility Maintenance Mechanic	-9.2%	GIS Specialist	-1.1%		
		Utility Service Worker	-9.3%	GIS Supervisor	-3.3%		
		Utility Services Manager	-7.7%	Golf Course Specialist	-3.0%		
		Video Engineering Specialist	-5.1%	Graphic Artist	-1.1%		
		Water Distribution Manager	-6.0%	Health Educator	-1.1%		
		Water Production Manager	-6.0%	Help Desk Supervisor	4.7%		
		Wetlands Lead Operator	-6.8%	Horticulturist	-3.0%		
		WIC Office Specialist	-9.3%	Housing Programs Manager	-2.5%		
				Housing Specialist	-1.8%		
				Human Resources Analyst	-1.4%		
				Human Resources Coordinator	-1.1%		
				Human Resources Specialist	-3.1%		

**Table 5**

Columbia Title	C-R	Columbia Title	C-R	Columbia Title	C-R	Columbia Title	C-R
				Human Services Manager	-4.4%		
				Industry Relations Specialist	-0.8%		
				Information Center Supervisor	-2.8%		
				Information Specialist	-4.6%		
				Infrastructure Supervisor	-3.3%		
				Internal Auditor	-1.4%		
				Journeyman Communication Technician	2.5%		
				Journeyman Substation Technician	2.5%		
				Junior System Administrator	-1.4%		
				Lab Analyst	-1.1%		
				Laboratory Supervisor	-3.3%		
				Landfill Superintendent	-3.3%		
				Lead Electric Meter Repair Worker	-4.6%		
				Lead Human Resources Technician	-1.1%		
				Lead Meter Reader	-3.4%		
				Lead Power Plant Operator	-4.6%		
				Line Foreman	-3.1%		
				Line Superintendent	-3.2%		
				Marketing Specialist	-0.8%		
				Media and Event Services Manager	-4.4%		
				Medical Billing Clerk	-4.6%		
				Meter Reader	-3.5%		
				Neighborhood Communications Coordinator	-1.4%		
				Neighborhood Services Manager	-4.4%		
				NERC Certified Balancing Authority Operator	-3.8%		
				NERC Compliance Officer	-3.1%		
				Network Engineer	-1.8%		
				Nurse Practitioner	-2.0%		
				Nursing Supervisor	-3.2%		
				Nutrition Supervisor	-3.1%		
				Nutritionist	-1.1%		
				Paralegal	-1.4%		
				Parking Supervisor	-3.0%		
				Parks & Facilities Specialist	-2.9%		
				Parks Development Superintendent	-3.3%		
				Parks Supervisor	-3.1%		
				Pension Administrator	-2.0%		
				Planner	-0.6%		
				Police Officer in Training	-2.3%		
				Police Trainer	-1.4%		
				Power Plant Technician Supervisor	-3.8%		
				Procurement Officer	-1.1%		
				Program Specialist	-0.8%		
				Project Leader	-1.8%		
				Property & Evidence Unit Supervisor	-2.9%		
				Property Acquisition Coordinator	-1.6%		
				Property and Evidence Technician	-4.6%		
				Public Health Nurse	4.0%		

**Table 5**

Columbia Title	C-R	Columbia Title	C-R	Columbia Title	C-R	Columbia Title	C-R
				Public Health Planning Supervisor	-3.3%		
				Public Health Promotion Supervisor	-3.1%		
				Public Works Supervisor II	-3.0%		
				Public Works Supervisor III	-3.1%		
				Purchasing Agent	-2.0%		
				Railroad Operations Manager	-2.5%		
				Rate Analyst	-1.4%		
				Recovery Superintendent	-3.3%		
				Recreation & Community Programs Superintend	-3.3%		
				Recreation Specialist	-2.9%		
				Recreation Supervisor	-3.1%		
				Right of Way Technician	-3.6%		
				Risk Management Specialist	-1.4%		
				Risk Manager	-4.4%		
				Senior Accountant	-1.6%		
				Senior Administrative Supervisor	-3.0%		
				Senior Administrative Support Assistant	-4.6%		
				Senior Budget Analyst	-1.8%		
				Senior Building Inspector	-3.6%		
				Senior Code Enforcement Specialist	-3.6%		
				Senior Meter Reader	-3.5%		
				Senior Plan Reviewer	-1.4%		
				Senior Planner	-1.6%		
				Senior Procurement Officer	-1.4%		
				Senior Project Compliance Inspector	-3.6%		
				Senior Rate Analyst	-1.6%		
				Senior Refuse Collector	-1.7%		
				Sewer & Storm Water Maintenance Superintend	-3.3%		
				Sewer Maintenance Supervisor	-3.1%		
				Sewer Supervisor	-3.0%		
				Social Services Clinic Specialist	-0.8%		
				Social Services Home Visit Specialist	-0.8%		
				Social Services Supervisor	-3.0%		
				Solid Waste District Administrator	-3.0%		
				Solid Waste Supervisor I	-2.9%		
				Solid Waste Supervisor II	-3.0%		
				Solid Waste Supervisor III	-3.1%		
				Sports Turf Specialist	-3.0%		
				Stores Superintendent	-3.1%		
				Stores Supervisor	-2.9%		
				Storm Water Educator	-1.4%		
				Storm Water Supervisor	-3.1%		
				Street Maintenance Superintendent	-3.3%		
				Substation Repair Superintendent	-3.2%		
				Substation Technician Foreman	-3.1%		
				Sustainability Manager	-2.5%		
				Systems Administrator	-1.8%		
				Systems Analyst	-1.8%		

**Table 5**

Columbia Title	C-R	Columbia Title	C-R	Columbia Title	C-R	Columbia Title	C-R
				Technical Trainer	-1.4%		
				Tourism Administrative Supervisor	-3.0%		
				Tourism Operations Analyst	-1.4%		
				Tourism Services Specialist	-0.8%		
				Tourism Services Supervisor	-3.1%		
				Training Assistant	-0.5%		
				Training Coordinator	-1.4%		
				Transit & Parking Manager	-4.4%		
				Transload Operations Supervisor	-3.0%		
				Transportation Superintendent	-3.1%		
				Treasury Support Supervisor	-3.1%		
				Trust Administrator	-1.8%		
				Utility Maintenance Supervisor	-3.1%		
				Vehicle Maintenance Supervisor	-3.1%		
				Vehicle Mechanic	-0.9%		
				Video Producer	-0.8%		
				Volunteer Program Specialist	-0.8%		
				Waste Minimization Coordinator	-0.8%		
				Wastewater Operations Supervisor	-3.1%		
				Wastewater Treatment Plant Superintendent	-3.4%		
				Water Distribution Superintendent	-3.3%		
				Water Distribution Supervisor	-3.2%		
				Water Production Superintendent	-3.3%		
				Water Quality Compliance Officer	-1.1%		
				Web Content Editor	-0.8%		
				Wellness Educator	-0.8%		

**Table 6**

<b>Columbia Title</b>	<b>Gr</b>	<b>New Gr</b>
Bus Driver	A07	A08
Custodian	A04	A06
Document Support Services Clerk	A06	A07
Equipment Operator	A06	A08
Journeyman Lineworker	A13	A14
Laboratory Technician	A09	A10
Maintenance Assistant	A06	A07
Maintenance Associate	A07	A08
Material Handler	A05	A06
Meter Reader	A06	A08
Parking Meter Repair Assistant	A06	A07
Parking Meter Repair Technician	A07	A08
Project Compliance Inspector	A10	A11
Refuse Collector I	A06	A07
Refuse Collector II	A07	A08
Storeroom Assistant	A05	A06
Traffic Control Operator	A04	A06
Vehicle Service Worker	A07	A08
Warehouse Operator	A06	A07
Wastewater Treatment Plant Operator	A08	A09
Water Distribution Foreman	A10	A11
Water Distribution Lead Operator	A09	A10
Water Distribution Operator	A08	A09
Water Distribution Technician	A09	A10
Water Treatment Plant Operator I	A08	A09
Water Treatment Plant Operator II	A09	A10
Water Treatment Plant Operator III	A10	A11
Cashier	B01	B04
Lead Cashier	B03	B05
Recreation Leader	B04	B05
Human Resources Manager	E05	E06
Information Technology Manager	E06	E07
Treasurer	E05	E06
Airport Safety Officer	F04	F05

**Table 6**

Columbia Title	Gr	New Gr
Community Service Aide	F02	F03
Fire Battalion Chief (2912 hrs)	F09	F10
Fire Captain (2912 hrs)	F08	F09
Firefighter I (2912 hrs)	F04	F05
Firefighter II (2912 hrs)	F05	F06
Park Ranger	F04	F05
Police Officer	F05	F06

# FY 2020 Pay Plan Scenarios

Move to Minimum Adjustment

100% Move to Mid Adjustment for Employees for 5 or More Years in Class

Across the Board Adjustment

	4n - 100% Move to Mid for >= 5 Yrs in Class, and 1% ATB			5n - 100% Move to Mid for >= 5 Yrs in Class, and \$0.50/hr or \$0.357/hr (for 2012 hr Ees) ATB			4o - 100% Move to Mid for >= 5 Yrs in Class, and 2% ATB		
Option		Total # of EEs	General Fund Cost		Total # of EEs	General Fund Cost		Total # of EEs	General Fund Cost
Move to Minimum Adj	X	223.00	\$612,878	X	223.00	\$612,878	X	223.00	\$612,878
100% Move to Midpoint for >= 5 Yrs in Classification	X	349.25	\$1,078,550	X	349.25	\$1,078,550	X	349.25	\$1,078,550
Incremental Move to Midpoint (40% for 3 Years, 30% for 4 Years, 30% for 5 Years)									
Move to 3/4 Point for >= 10 Yrs in Classification									
ATB Increase	1%	1,507.00	\$508,642	\$0.50	1,506.00	\$999,393	2%	1,507.00	\$1,017,890
Number of Employees that Only Receive the ATB Increase		952.75 or 63.22%			951.75 or 63.16%			952.75 or 63.22%	
<b>Total General Fund Cost</b>			<b>\$2,200,070</b>			<b>\$2,690,821</b>			<b>\$2,709,318</b>

Notes:

# FY 2020 Pay Plan Scenarios

Move to Minimum Adjustment

Incremental Move to Mid Adjustment (40% for 3 Yrs in Class, 30% for 4 Years in Class, 30% for 5 Years in Class

Across the Board Adjustment

Option	4p - Incremental Move to Midpoint for 3,4,and 5 Yrs in Class, and 1% ATB			5o - Incremental Move to Midpoint for 3, 4, and 5 Yrs in Class, and \$0.50/hr or \$0.357/hr ATB			4q - Incremental Move to Midpoint ffor 3,4, and 5 Yrs in Class, and 2% ATB		
		Total # of EEs	General Fund Cost		Total # of EEs	General Fund Cost		Total # of EEs	General Fund Cost
Move Job Codes to PayPoint Recommended Pay Bands	X			X			X		
Move Pay Bands to Recommended Mid Points	X			X			X		
Move to Minimum Adj	X	223.00	\$612,878	X	223.00	\$612,878	X	223.00	\$612,878
100% Move to Midpoint for >= 5 Yrs in Classification									
Incremental Move to Midpoint (40% for 3 Years, 30% for 4 Years, 30% for 5 Years)	X	531.10	\$1,818,078	X	531.10	\$1,818,078	X	531.10	\$1,818,078
Move to 3/4 Point for >= 10 Yrs in Classification									
ATB Increase	1%	1,507.00	\$516,207	\$0.50	1,506.00	\$999,393	2%	1,507.00	\$1,032,993
Number of Employees that Only Receive the ATB Increase		807.90 or 53.61%			806.90 or 53.54%			807.90 or 53.61%	
<b>Total General Fund Cost</b>			<b>\$2,947,163</b>			<b>\$3,430,349</b>			<b>\$3,463,949</b>

## FY 2020 Pay Plan Scenarios

Move to Minimum Adjustment

100% Move to Mid Adjustment for Employees for 5 or More Years in Class

Move to 3/4 Point for 10 or More Years in Class

Across the Board Adjustment

	4s - 100% Move to Mid for >= 5 Yrs in Class, Move to 3/4 Point for >= 10 Yrs in Class, 1% ATB			4t - 100% Move to Mid for >= 5 Yrs in Class, Move to 3/4 Point for >= 10 Yrs in Class, 2% ATB			5q - 100% Move to Mid for >= 5 Yrs in Class, Move to 3/4 Point for >= 10 Yrs in Class, \$0.50/hr or \$0.357/hr ATB		
Option		Total # of EEs	General Fund Cost		Total # of EEs	General Fund Cost		Total # of EEs	General Fund Cost
Move to Minimum Adj	X	223.00	\$612,878	X	223.00	\$612,878	X	223.00	\$612,878
100% Move to Midpoint for >= 5 Yrs in Classification	X	349.25	\$1,078,550	X	349.25	\$1,078,550	X	349.25	\$1,078,550
Incremental Move to Midpoint (40% for 3 Years, 30% for 4 Years, 30% for 5 Years)									
Move to 3/4 Point for >= 10 Yrs in Classification	X	198.75	\$958,272	X	198.75	\$958,272	X	198.75	\$958,272
ATB Increase	1%	1,507.00	\$518,216	2%	1,507.00	\$1,037,034	\$0.50	1,506.00	\$999,393
Number of Employees that Only Receive the ATB Increase		900.00 or 59.72%			900.00 or 59.72%			899.00 or 59.65%	
<b>Total General Fund Cost</b>			<b>\$3,167,916</b>			<b>\$3,686,734</b>			<b>\$3,649,093</b>

Notes:

# FY 2020 Pay Plan Scenarios

Move to Minimum Adjustment

Incremental Move to Mid Adjustment (40% for 3 Yrs in Class, 30% for 4 Years in Class, 30% for 5 Years in Class

Move to 3/4 Point for 10 or More Years in Class

Across the Board Adjustment

Option	4u - Incremental Move to Midpoint for 3, 4, and 5 Yrs in Class, Move to 3/4 Point for >= 10 Years in Class and 1% ATB			5q - Incremental Move to Midpoint for 3, 4, and 5 Yrs in Class, Move to 3/4 Point for >= 10 Years in Class and \$0.50/hr or \$0.237/hr for 2912 hr EES ATB			4v - Incremental Move to Midpoint for 3, 4, and 5 Yrs in Class, Move to 3/4 Point for >= 10 Years in Class and 2% ATB		
		Total # of EEs	General Fund Cost		Total # of EEs	General Fund Cost		Total # of EEs	General Fund Cost
Move Job Codes to PayPoint Recommended Pay Bands	X			X			X		
Move Pay Bands to Recommended Mid Points	X			X			X		
Move to Minimum Adj	X	223.00	\$612,878	X	223.00	\$612,878	X	223.00	\$612,878
100% Move to Midpoint for >= 5 Yrs in Classification									
Incremental Move to Midpoint (40% for 3 Years, 30% for 4 Years, 30% for 5 Years)	X	531.10	\$1,818,078	X	531.10	\$1,818,078	X	531.10	\$1,818,078
Move to 3/4 Point for >= 10 Yrs in Classification	X	198.75	\$958,272	X	198.75	\$958,272	X	198.75	\$958,272
ATB Increase	1%	1,507.00	\$525,781	\$0.50	1,506.00	\$999,393	2%	1,507.00	\$1,052,137
Number of Employees that Only Receive the ATB Increase		755.15 or 50.11%			754.15 or 50.04%			755.15 or 50.11%	
<b>Total General Fund Cost</b>			<b>\$3,915,009</b>			<b>\$4,388,621</b>			<b>\$4,441,365</b>

## FY 2020 City Pay Plan Options - Move to Min and Mid Occur Before Across-the-Board Increases

Option	Number of Employees	General Fund	Other Funds	Total Cost
<b>1. Move Job Codes to PayPoint Recommended Pay Bands (Don't change to PayPoint Recommended Mid Point) - Move to New Minimums Only</b>	223.00	\$612,878	\$114,701	\$727,579
<b>2. Move to Midpoint Options</b>				
2a. • Do not move job codes to new pay grades <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• 100% Move to Midpoint for &gt;= 5 years in classification</li> </ul>	70.75	\$274,798	\$162,597	\$437,395
		<b>\$274,798</b>	<b>\$162,597</b>	<b>\$437,395</b>
2b. • Do not move job codes to new pay grades <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• Incremental Move to Midpoint (40% Yr 3, 30% Yr 4, 30% Yr 5)</li> </ul>	210.60	\$641,271	\$384,711	\$1,025,982
		<b>\$641,271</b>	<b>\$384,711</b>	<b>\$1,025,982</b>
2c. • Move job codes to new pay grades <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• Move to New Minimums</li> <li>• 100% Move to Midpoint for &gt;= 5 years in classification</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	186.50	\$931,669	\$294,975	\$1,226,644
		<b>\$1,544,547</b>	<b>\$409,676</b>	<b>\$1,954,223</b>
2d. • Move job codes to new pay grades and change midpoints <ul style="list-style-type: none"> <li>• Use New Midpoints</li> <li>• Move to New Minimums</li> <li>• 100% Move to Midpoint for &gt;= 5 years in classification</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	349.25	\$1,078,550	\$552,800	\$1,631,350
		<b>\$1,691,428</b>	<b>\$667,501</b>	<b>\$2,358,929</b>

### FY 2020 City Pay Plan Options - Move to Min and Mid Occur Before Across-the-Board Increases

Option	Number of Employees	General Fund	Other Funds	Total Cost
<b>2e</b> • Move job codes to new pay grades <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• Move to New Minimums</li> <li>• Incremental Move to Midpoint (40% Yr 3, 30% Yr 4, 30% Yr 5)</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	355.35	\$1,610,845	\$613,701	\$2,224,546
		<b>\$2,223,723</b>	<b>\$728,402</b>	<b>\$2,952,125</b>
<b>2f</b> • Move job codes to new pay grades and change midpoints <ul style="list-style-type: none"> <li>• Use New Midpoints</li> <li>• Move to New Minimums</li> <li>• Incremental Move to Midpoint (40% Yr 3, 30% Yr 4, 30% Yr 5)</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	531.10	\$1,818,078	\$984,578	\$2,802,656
		<b>\$2,430,956</b>	<b>\$1,099,279</b>	<b>\$3,530,235</b>
<b>3. Move to 3/4 Point for &gt;= 10 Years in Classification</b>				
<b>3a</b> • Do not move job codes to new pay grades <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• Move to 3/4 Point for &gt;= 10 years in classification</li> </ul>	191.25	\$1,173,998	\$804,505	\$1,978,503
		<b>\$1,173,998</b>	<b>\$804,505</b>	<b>\$1,978,503</b>
<b>3b</b> • Do not move job codes to new pay grades <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• 100% Move to Midpoint for &gt;= 5 years in classification</li> <li>• Move to 3/4 Point for &gt;= 10 years in classification</li> </ul>	70.75	\$274,798	\$162,597	\$437,395
	191.25	\$1,170,595	\$801,695	\$1,972,290
		<b>\$1,445,393</b>	<b>\$964,292</b>	<b>\$2,409,685</b>
<b>3c</b> • Do not move job codes to new pay grades <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• Incremental Move to Midpoint (40% Yr 3, 30% Yr 4, 30% Yr 5)</li> </ul>	210.60	\$641,271	\$384,711	\$1,025,982

## FY 2020 City Pay Plan Options - Move to Min and Mid Occur Before Across-the-Board Increases

Option	Number of Employees	General Fund	Other Funds	Total Cost
<ul style="list-style-type: none"> <li>Move to 3/4 Point for &gt;= 10 years in classification</li> </ul>	191.25	\$1,170,595	\$801,695	\$1,972,290
		<b>\$1,811,866</b>	<b>\$1,186,406</b>	<b>\$2,998,272</b>
<b>3d</b> <ul style="list-style-type: none"> <li>Move job codes to new pay grades</li> <li>Use Current Midpoint of Ranges</li> <li>Move to New Minimums</li> <li>Move to 3/4 Point for &gt;= 10 years in classification</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	201.75	\$1,298,936	\$838,101	\$2,137,037
		<b>\$1,911,814</b>	<b>\$952,802</b>	<b>\$2,864,616</b>
<b>3e</b> <ul style="list-style-type: none"> <li>Move job codes to new pay grades</li> <li>Use Current Midpoint of Ranges</li> <li>Move to New Minimums</li> <li>100% Move to Midpoint for &gt;= 5 years in classification</li> <li>Move to 3/4 Point for &gt;= 10 years in classification</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	186.50	\$931,669	\$294,975	\$1,226,644
	194.75	\$968,774	\$787,038	\$1,755,812
		<b>\$2,513,321</b>	<b>\$1,196,714</b>	<b>\$3,710,035</b>
<b>3f</b> <ul style="list-style-type: none"> <li>Move job codes to new pay grades</li> <li>Use Current Midpoint of Ranges</li> <li>Move to New Minimums</li> <li>Incremental Move to Midpoint (40% Yr 3, 30% Yr 4, 30% Yr 5)</li> <li>Move to 3/4 Point for &gt;= 10 years in classification</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	355.35	\$1,610,845	\$613,701	\$2,224,546
	194.75	\$968,774	\$787,038	\$1,755,812
		<b>\$3,192,497</b>	<b>\$1,515,440</b>	<b>\$4,707,937</b>
<b>3g</b> <ul style="list-style-type: none"> <li>Move job codes to new pay grades and change midpoints</li> <li>Use New Midpoints</li> <li>Move to New Minimums</li> <li>Move to 3/4 Point for &gt;= 10 years in classification</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	194.75	\$1,298,936	\$838,101	\$2,137,037
		<b>\$1,911,814</b>	<b>\$952,802</b>	<b>\$2,864,616</b>
<b>3h</b> <ul style="list-style-type: none"> <li>Move job codes to new pay grades and change midpoints</li> <li>Use New Midpoints</li> </ul>				

### FY 2020 City Pay Plan Options - Move to Min and Mid Occur Before Across-the-Board Increases

Option	Number of Employees	General Fund	Other Funds	Total Cost
<ul style="list-style-type: none"> <li>Move to New Minimums</li> <li>100% Move to Midpoint for <math>\geq 5</math> years in classification</li> <li>Move to 3/4 Point for <math>\geq 10</math> years in classification</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	349.25	\$1,078,550	\$552,800	\$1,631,350
	198.75	\$958,272	\$749,251	\$1,707,523
		<b>\$2,649,700</b>	<b>\$1,416,752</b>	<b>\$4,066,452</b>
<b>3i</b> • Move job codes to new pay grades and change midpoints <ul style="list-style-type: none"> <li>Use New Midpoints</li> <li>Move to New Minimums</li> <li>Incremental Move to Midpoint (40% Yr 3, 30% Yr 4, 30% Yr 5)</li> <li>Move to 3/4 Point for <math>\geq 10</math> years in classification</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	531.10	\$1,818,078	\$984,578	\$2,802,656
	198.75	\$958,272	\$749,251	\$1,707,523
		<b>\$3,389,228</b>	<b>\$1,848,530</b>	<b>\$5,237,758</b>
<b>4. 1% Across the Board Increase (Assumes range max increased by ATB increase)</b>				
<b>4a</b> • Do not move job codes to new pay grades <ul style="list-style-type: none"> <li>Use Current Midpoint of Ranges</li> <li>1% ATB</li> </ul>	1,496.75	\$489,600	\$462,121	\$951,721
		<b>\$489,600</b>	<b>\$462,121</b>	<b>\$951,721</b>
<b>4b</b> • Do not move job codes to new pay grades <ul style="list-style-type: none"> <li>Use Current Midpoint of Ranges</li> <li>100% Move to Midpoint for <math>\geq 5</math> years in classification</li> <li>1% ATB</li> </ul>	70.75	\$274,798	\$162,597	\$437,395
	1,496.75	\$492,350	\$463,744	\$956,094
		<b>\$767,148</b>	<b>\$626,341</b>	<b>\$1,393,489</b>
<b>4c</b> • Do not move job codes to new pay grades <ul style="list-style-type: none"> <li>Use Current Midpoint of Ranges</li> <li>Incremental Move to Midpoint (40% Yr 3, 30% Yr 4, 30% Yr 5)</li> </ul>	210.60	\$641,271	\$384,711	\$1,025,982

**FY 2020 City Pay Plan Options - Move to Min and Mid Occur Before Across-the-Board Increases**

Option	Number of Employees	General Fund	Other Funds	Total Cost
• 1% ATB	1,496.75	\$496,084	\$465,958	\$962,042
		<b>\$1,137,355</b>	<b>\$850,669</b>	<b>\$1,988,024</b>

### FY 2020 City Pay Plan Options - Move to Min and Mid Occur Before Across-the-Board Increases

Option	Number of Employees	General Fund	Other Funds	Total Cost
<b>4d</b> • Do not move job codes to new pay grades <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• Move to 3/4 Point for &gt;= 10 years in classification</li> <li>• 1% ATB</li> </ul>	191.25	\$1,173,998	\$804,505	\$1,978,503
	1,492.75	\$496,453	\$470,174	\$966,627
		<b>\$1,670,451</b>	<b>\$1,274,679</b>	<b>\$2,945,130</b>
<b>4e</b> • Do not move job codes to new pay grades <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• 100% Move to Midpoint for &gt;= 5 years in classification</li> <li>• Move to 3/4 Point for &gt;= 10 years in classification</li> <li>• 1% ATB</li> </ul>	70.75	\$274,798	\$162,597	\$437,395
	191.25	\$1,170,595	\$801,695	\$1,972,290
	1,492.75	\$499,169	\$471,770	\$970,939
		<b>\$1,944,562</b>	<b>\$1,436,062</b>	<b>\$3,380,624</b>
<b>4f</b> • Do not move job codes to new pay grades <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• Incremental Move to Midpoint (40% Yr 3, 30% Yr 4, 30% Yr 5)</li> <li>• Move to 3/4 Point for &gt;= 10 years in classification</li> <li>• 1% ATB</li> </ul>	210.60	\$641,271	\$384,711	\$1,025,982
	191.25	\$1,170,595	\$801,695	\$1,972,290
	1,492.75	\$502,903	\$473,984	\$976,887
		<b>\$2,314,769</b>	<b>\$1,660,390</b>	<b>\$3,975,159</b>
<b>4g</b> • Move job codes to new pay grades <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• Move to New Minimums</li> <li>• 1% ATB</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	1,506.00	\$497,407	\$466,080	\$963,487
		<b>\$1,110,285</b>	<b>\$580,781</b>	<b>\$1,691,066</b>

## FY 2020 City Pay Plan Options - Move to Min and Mid Occur Before Across-the-Board Increases

Option	Number of Employees	General Fund	Other Funds	Total Cost
<b>4h • Move job codes to new pay grades</b> <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• Move to New Minimums</li> <li>• 100% Move to Midpoint for &gt;= 5 years in classification</li> <li>• 1% ATB</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	186.50	\$931,669	\$294,975	\$1,226,644
	1,506.00	\$506,722	\$469,032	\$975,754
		<b>\$2,051,269</b>	<b>\$878,708</b>	<b>\$2,929,977</b>
<b>4i • Move job codes to new pay grades</b> <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• Move to New Minimums</li> <li>• Incremental Move to Midpoint (40% Yr 3, 30% Yr 4, 30% Yr 5)</li> <li>• 1% ATB</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	355.35	\$1,610,845	\$613,701	\$2,224,546
	1,506.00	\$513,678	\$472,215	\$985,893
		<b>\$2,737,401</b>	<b>\$1,200,617</b>	<b>\$3,938,018</b>
<b>4j • Move job codes to new pay grades</b> <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• Move to New Minimums</li> <li>• Move to 3/4 Point for &gt;= 10 years in classification</li> <li>• 1% ATB</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	186.50	\$1,610,845	\$613,701	\$2,224,546
	1,506.00	\$513,678	\$472,215	\$985,893
		<b>\$2,737,401</b>	<b>\$1,200,617</b>	<b>\$3,938,018</b>
<b>4k • Move job codes to new pay grades</b> <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• Move to New Minimums</li> <li>• 100% Move to Midpoint for &gt;= 5 years in classification</li> <li>• Move to 3/4 Point for &gt;= 10 years in classification</li> <li>• 1% ATB</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	186.50	\$931,669	\$294,975	\$1,226,644
	194.75	\$968,774	\$787,038	\$1,755,812
	1,506.00	\$516,405	\$476,917	\$993,322
		<b>\$3,029,726</b>	<b>\$1,673,631</b>	<b>\$4,703,357</b>

### FY 2020 City Pay Plan Options - Move to Min and Mid Occur Before Across-the-Board Increases

Option	Number of Employees	General Fund	Other Funds	Total Cost
<b>4l</b> • Move job codes to new pay grades <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• Move to New Minimums</li> <li>• Incremental Move to Midpoint (40% Yr 3, 30% Yr 4, 30% Yr 5)</li> <li>• Move to 3/4 Point for &gt;= 10 years in classification</li> <li>• 1% ATB</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	355.35	\$1,610,845	\$613,701	\$2,224,546
	194.75	\$968,774	\$787,038	\$1,755,812
	1,506.00	\$523,361	\$480,100	\$1,003,461
		<b>\$3,715,858</b>	<b>\$1,995,540</b>	<b>\$5,711,398</b>
<b>4m</b> • Move job codes to new pay grades and change midpoints <ul style="list-style-type: none"> <li>• Use New Midpoints</li> <li>• Move to New Minimums</li> <li>• 1% ATB</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	1,507.00	\$497,858	\$466,425	\$964,283
		<b>\$1,110,736</b>	<b>\$581,126</b>	<b>\$1,691,862</b>
<b>4n</b> • Move job codes to new pay grades and change midpoints <ul style="list-style-type: none"> <li>• Use New Midpoints</li> <li>• Move to New Minimums</li> <li>• 100% Move to Midpoint for &gt;= 5 years in classification</li> <li>• 1% ATB</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	349.25	\$1,078,550	\$552,800	\$1,631,350
	1,507.00	\$508,642	\$471,975	\$980,617
		<b>\$2,200,070</b>	<b>\$1,139,476</b>	<b>\$3,339,546</b>
Number of Employees that would ONLY receive ATB Increase	952.75			

### FY 2020 City Pay Plan Options - Move to Min and Mid Occur Before Across-the-Board Increases

Option	Number of Employees	General Fund	Other Funds	Total Cost
<b>4o • Move job codes to new pay grades and change midpoints</b> <ul style="list-style-type: none"> <li>• Use New Midpoints</li> <li>• Move to New Minimums</li> <li>• 100% Move to Midpoint for &gt;= 5 years in classification</li> <li>• 2% ATB</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	349.25	\$1,078,550	\$552,800	\$1,631,350
	1,507.00	\$1,017,890	\$944,410	\$1,962,300
		<b>\$2,709,318</b>	<b>\$1,611,911</b>	<b>\$4,321,229</b>
Number of Employees that would ONLY receive ATB Increase	952.75			
<b>4p • Move job codes to new pay grades and change midpoints</b> <ul style="list-style-type: none"> <li>• Use New Midpoints</li> <li>• Move to New Minimums</li> <li>• Incremental Move to Midpoint (40% Yr 3, 30% Yr 4, 30% Yr 5)</li> <li>• 1% ATB</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	531.10	\$1,818,078	\$984,578	\$2,802,656
	1,507.00	\$516,207	\$476,296	\$992,503
		<b>\$2,947,163</b>	<b>\$1,575,575</b>	<b>\$4,522,738</b>
Number of Employees that would ONLY receive ATB Increase	807.90			
<b>4q • Move job codes to new pay grades and change midpoints</b> <ul style="list-style-type: none"> <li>• Use New Midpoints</li> <li>• Move to New Minimums</li> <li>• Incremental Move to Midpoint (40% Yr 3, 30% Yr 4, 30% Yr 5)</li> <li>• 2% ATB</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	531.10	\$1,818,078	\$984,578	\$2,802,656
	1,507.00	\$1,032,993	\$953,046	\$1,986,039
		<b>\$3,463,949</b>	<b>\$2,052,325</b>	<b>\$5,516,274</b>
Number of Employees that would ONLY receive ATB Increase	807.90			

### FY 2020 City Pay Plan Options - Move to Min and Mid Occur Before Across-the-Board Increases

Option	Number of Employees	General Fund	Other Funds	Total Cost
<b>4r • Move job codes to new pay grades and change midpoints</b> <ul style="list-style-type: none"> <li>• Use New Midpoints</li> <li>• Move to New Minimums</li> <li>• Move to 3/4 Point for &gt;= 10 years in classification</li> <li>• 1% ATB</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	198.75	\$1,328,039	\$893,228	\$2,221,267
	1,507.00	\$511,129	\$475,361	\$986,490
		<b>\$2,452,046</b>	<b>\$1,483,290</b>	<b>\$3,935,336</b>
<b>4s • Move job codes to new pay grades and change midpoints</b> <ul style="list-style-type: none"> <li>• Use New Midpoints</li> <li>• Move to New Minimums</li> <li>• 100% Move to Midpoint for &gt;= 5 years in classification</li> <li>• Move to 3/4 Point for &gt;= 10 years in classification</li> <li>• 1% ATB</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	349.25	\$1,078,550	\$552,800	\$1,631,350
	198.75	\$958,272	\$749,251	\$1,707,523
	1,507.00	\$518,216	\$479,471	\$997,687
		<b>\$3,167,916</b>	<b>\$1,896,223</b>	<b>\$5,064,139</b>
Number of Employees that would ONLY receive ATB Increase	900.00			
<b>4t • Move job codes to new pay grades and change midpoints</b> <ul style="list-style-type: none"> <li>• Use New Midpoints</li> <li>• Move to New Minimums</li> <li>• 100% Move to Midpoint for &gt;= 5 years in classification</li> <li>• Move to 3/4 Point for &gt;= 10 years in classification</li> <li>• 2% ATB</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	349.25	\$1,078,550	\$552,800	\$1,631,350
	198.75	\$958,272	\$749,251	\$1,707,523
	1,507.00	\$1,037,034	\$959,396	\$1,996,430
		<b>\$3,686,734</b>	<b>\$2,376,148</b>	<b>\$6,062,882</b>
Number of Employees that would ONLY receive ATB Increase	900.00			

### FY 2020 City Pay Plan Options - Move to Min and Mid Occur Before Across-the-Board Increases

Option	Number of Employees	General Fund	Other Funds	Total Cost
<b>4u</b> • Move job codes to new pay grades and change midpoints <ul style="list-style-type: none"> <li>• Use New Midpoints</li> <li>• Move to New Minimums</li> <li>• Incremental Move to Midpoint (40% Yr 3, 30% Yr 4, 30% Yr 5)</li> <li>• Move to 3/4 Point for &gt;= 10 years in classification</li> <li>• 1% ATB</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	349.25	\$1,818,078	\$984,578	\$2,802,656
	198.75	\$958,272	\$749,251	\$1,707,523
	1,507.00	\$525,781	\$483,792	\$1,009,573
		<b>\$3,915,009</b>	<b>\$2,332,322</b>	<b>\$6,247,331</b>
Number of Employees that would ONLY receive ATB Increase	755.15			
<b>4v</b> • Move job codes to new pay grades and change midpoints <ul style="list-style-type: none"> <li>• Use New Midpoints</li> <li>• Move to New Minimums</li> <li>• Incremental Move to Midpoint (40% Yr 3, 30% Yr 4, 30% Yr 5)</li> <li>• Move to 3/4 Point for &gt;= 10 years in classification</li> <li>• 2% ATB</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	531.10	\$1,818,078	\$984,578	\$2,802,656
	198.75	\$958,272	\$749,251	\$1,707,523
	1,507.00	\$1,052,137	\$968,032	\$2,020,169
		<b>\$4,441,365</b>	<b>\$2,816,562</b>	<b>\$7,257,927</b>
Number of Employees that would ONLY receive ATB Increase	755.15			
<b>5. \$0.50 ATB or \$0.357 for 2912 Hour Employees</b>				
<b>5a</b> • Do not move job codes to new pay grades <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• \$0.50 ATB or \$0.357 for 2912 Hour Employees</li> </ul>	1,496.75	\$992,600	\$1,029,285	\$2,021,885
		<b>\$992,600</b>	<b>\$1,029,285</b>	<b>\$2,021,885</b>

### FY 2020 City Pay Plan Options - Move to Min and Mid Occur Before Across-the-Board Increases

Option	Number of Employees	General Fund	Other Funds	Total Cost
<b>5b</b> • Do not move job codes to new pay grades <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• 100% Move to Midpoint for &gt;= 5 years in classification</li> <li>• \$0.50 ATB or \$0.357 for 2912 Hour Employees</li> </ul>	70.75	\$274,798	\$162,597	\$437,395
	1,496.75	\$992,600	\$1,029,285	\$2,021,885
		<b>\$1,267,398</b>	<b>\$1,191,882</b>	<b>\$2,459,280</b>
<b>5c</b> • Do not move job codes to new pay grades <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• Incremental Move to Midpoint (40% Yr 3, 30% Yr 4, 30% Yr 5)</li> <li>• \$0.50 ATB or \$0.357 for 2912 Hour Employees</li> </ul>	210.60	\$641,271	\$384,711	\$1,025,982
	1,496.75	\$992,600	\$1,029,285	\$2,021,885
		<b>\$1,633,871</b>	<b>\$1,413,996</b>	<b>\$3,047,867</b>
<b>5d</b> • Do not move job codes to new pay grades <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• Move to 3/4 Point for &gt;= 10 years in classification</li> <li>• \$0.50 ATB or \$0.357 for 2912 Hour Employees</li> </ul>	191.25	\$1,173,998	\$804,505	\$1,978,503
	1,492.75	\$985,728	\$1,029,285	\$2,015,013
		<b>\$2,159,726</b>	<b>\$1,833,790</b>	<b>\$3,993,516</b>
<b>5e</b> • Do not move job codes to new pay grades <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• 100% Move to Midpoint for &gt;= 5 years in classification</li> <li>• Move to 3/4 Point for &gt;= 10 years in classification</li> <li>• \$0.50 ATB or \$0.357 for 2912 Hour Employees</li> </ul>	70.75	\$274,798	\$162,597	\$437,395
	191.25	\$1,170,595	\$801,695	\$1,972,290
	1,492.75	\$985,728	\$1,029,285	\$2,015,013
		<b>\$2,431,121</b>	<b>\$1,993,577</b>	<b>\$4,424,698</b>

## FY 2020 City Pay Plan Options - Move to Min and Mid Occur Before Across-the-Board Increases

Option	Number of Employees	General Fund	Other Funds	Total Cost
<b>5f • Do not move job codes to new pay grades</b> <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• Incremental Move to Midpoint (40% Yr 3, 30% Yr 4, 30% Yr 5)</li> <li>• Move to 3/4 Point for &gt;= 10 years in classification</li> <li>• \$0.50 ATB or \$0.357 for 2912 Hour Employees</li> </ul>	210.60	\$641,271	\$384,711	\$1,025,982
	191.25	\$1,170,595	\$801,695	\$1,972,290
	1,492.75	\$985,728	\$1,029,285	\$2,015,013
		<b>\$2,797,594</b>	<b>\$2,215,691</b>	<b>\$5,013,285</b>
<b>5g • Move job codes to new pay grades</b> <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• Move to New Minimums</li> <li>• \$0.50 ATB or \$0.357 for 2912 Hour Employees</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	1,506.00	\$999,393	\$1,045,707	\$2,045,100
		<b>\$1,612,271</b>	<b>\$1,160,408</b>	<b>\$2,772,679</b>
Number of Employees that would ONLY receive ATB Increase	1,283.00			
<b>5h • Move job codes to new pay grades</b> <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• Move to New Minimums</li> <li>• 100% Move to Midpoint for &gt;= 5 years in classification</li> <li>• \$0.50 ATB or \$0.357 for 2912 Hour Employees</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	186.50	\$931,669	\$294,975	\$1,226,644
	1,506.00	\$999,393	\$1,045,707	\$2,045,100
		<b>\$2,543,940</b>	<b>\$1,455,383</b>	<b>\$3,999,323</b>

### FY 2020 City Pay Plan Options - Move to Min and Mid Occur Before Across-the-Board Increases

Option	Number of Employees	General Fund	Other Funds	Total Cost
<b>5i</b> • Move job codes to new pay grades <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• Move to New Minimums</li> <li>• Incremental Move to Midpoint (40% Yr 3, 30% Yr 4, 30% Yr 5)</li> <li>• \$0.50 ATB or \$0.357 for 2912 Hour Employees</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	355.35	\$1,610,845	\$613,701	\$2,224,546
	1,506.00	\$999,393	\$1,045,707	\$2,045,100
		<b>\$3,223,116</b>	<b>\$1,774,109</b>	<b>\$4,997,225</b>
<b>5j</b> • Move job codes to new pay grades <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• Move to New Minimums</li> <li>• Move to 3/4 Point for &gt;= 10 years in classification</li> <li>• \$0.50 ATB or \$0.357 for 2912 Hour Employees</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	194.75	\$1,298,936	\$838,101	\$2,137,037
	1,506.00	\$999,393	\$1,045,707	\$2,045,100
		<b>\$2,911,207</b>	<b>\$1,998,509</b>	<b>\$4,909,716</b>
<b>5k</b> • Move job codes to new pay grades <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• Move to New Minimums</li> <li>• 100% Move to Midpoint for &gt;= 5 years in classification</li> <li>• Move to 3/4 Point for &gt;= 10 years in classification</li> <li>• \$0.50 ATB or \$0.357 for 2912 Hour Employees</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	186.50	\$931,669	\$294,975	\$1,226,644
	194.75	\$968,774	\$787,038	\$1,755,812
	1,506.00	\$999,393	\$1,045,707	\$2,045,100
		<b>\$3,512,714</b>	<b>\$2,242,421</b>	<b>\$5,755,135</b>

### FY 2020 City Pay Plan Options - Move to Min and Mid Occur Before Across-the-Board Increases

Option	Number of Employees	General Fund	Other Funds	Total Cost
<b>5l</b> • Move job codes to new pay grades <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• Move to New Minimums</li> <li>• Incremental Move to Midpoint (40% Yr 3, 30% Yr 4, 30% Yr 5)</li> <li>• Move to 3/4 Point for &gt;= 10 years in classification</li> <li>• \$0.50 ATB or \$0.357 for 2912 Hour Employees</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	355.35	\$1,610,845	\$613,701	\$2,224,546
	194.75	\$968,774	\$787,038	\$1,755,812
	1,506.00	\$999,393	\$1,045,707	\$2,045,100
		<b>\$4,191,890</b>	<b>\$2,561,147</b>	<b>\$6,753,037</b>
<b>5m</b> • Move job codes to new pay grades and change midpoints <ul style="list-style-type: none"> <li>• Use New Midpoints</li> <li>• Move to New Minimums</li> <li>• \$0.50 ATB or \$0.357 for 2912 Hour Employees</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	1,506.00	\$999,393	\$1,045,707	\$2,045,100
		<b>\$1,612,271</b>	<b>\$1,160,408</b>	<b>\$2,772,679</b>
<b>5n</b> • Move job codes to new pay grades and change midpoints <ul style="list-style-type: none"> <li>• Use New Midpoints</li> <li>• Move to New Minimums</li> <li>• 100% Move to Midpoint for &gt;= 5 years in classification</li> <li>• \$0.50 ATB or \$0.357 for 2912 Hour Employees</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	349.25	\$1,078,550	\$552,800	\$1,631,350
	1,506.00	\$999,393	\$1,045,707	\$2,045,100
		<b>\$2,690,821</b>	<b>\$1,713,208</b>	<b>\$4,404,029</b>
Number of Employees that would ONLY receive ATB Increase	951.75			

### FY 2020 City Pay Plan Options - Move to Min and Mid Occur Before Across-the-Board Increases

Option	Number of Employees	General Fund	Other Funds	Total Cost
<b>5o</b> • Move job codes to new pay grades and change midpoints <ul style="list-style-type: none"> <li>• Use New Midpoints</li> <li>• Move to New Minimums</li> <li>• Incremental Move to Midpoint (40% Yr 3, 30% Yr 4, 30% Yr 5)</li> <li>• \$0.50 ATB or \$0.357 for 2912 Hour Employees</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	531.10	\$1,818,078	\$984,578	\$2,802,656
	1,506.00	\$999,393	\$1,045,707	\$2,045,100
		<b>\$3,430,349</b>	<b>\$2,144,986</b>	<b>\$5,575,335</b>
Number of Employees that would ONLY receive ATB Increase	806.90			
<b>5p</b> • Move job codes to new pay grades and change midpoints <ul style="list-style-type: none"> <li>• Use New Midpoints</li> <li>• Move to New Minimums</li> <li>• Move to 3/4 Point for &gt;= 10 years in classification</li> <li>• \$0.50 ATB or \$0.357 for 2912 Hour Employees</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	198.75	\$1,328,039	\$893,228	\$2,221,267
	1,506.00	\$999,393	\$1,045,707	\$2,045,100
		<b>\$2,940,310</b>	<b>\$2,053,636</b>	<b>\$4,993,946</b>
<b>5q</b> • Move job codes to new pay grades and change midpoints <ul style="list-style-type: none"> <li>• Use New Midpoints</li> <li>• Move to New Minimums</li> <li>• 100% Move to Midpoint for &gt;= 5 years in classification</li> <li>• Move to 3/4 Point for &gt;= 10 years in classification</li> <li>• \$0.50 ATB or \$0.357 for 2912 Hour Employees</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	531.10	\$1,818,078	\$552,800	\$2,370,878
	198.75	\$958,272	\$749,251	\$1,707,523
	1,506.00	\$999,393	\$1,045,707	\$2,045,100
		<b>\$4,388,621</b>	<b>\$2,462,459</b>	<b>\$6,851,080</b>
Number of Employees that would ONLY receive ATB Increase	754.15			

### FY 2020 City Pay Plan Options - Move to Min and Mid Occur Before Across-the-Board Increases

Option	Number of Employees	General Fund	Other Funds	Total Cost
<b>5r</b> • Move job codes to new pay grades and change midpoints <ul style="list-style-type: none"> <li>• Use New Midpoints</li> <li>• Move to New Minimums</li> <li>• Incremental Move to Midpoint (40% Yr 3, 30% Yr 4, 30% Yr 5)</li> <li>• Move to 3/4 Point for &gt;= 10 years in classification</li> <li>• \$0.50 ATB or \$0.357 for 2912 Hour Employees</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	531.10	\$1,818,078	\$984,578	\$2,802,656
	198.75	\$958,272	\$749,251	\$1,707,523
	1,506.00	\$999,393	\$1,045,707	\$2,045,100
		<b>\$4,388,621</b>	<b>\$2,894,237</b>	<b>\$7,282,858</b>
Number of Employees that would ONLY receive ATB Increase	754.15			
<b>6. 2% Performance Pay</b>				
<b>6a</b> • Do not move job codes to new pay grades <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• 2% Performance Pay</li> </ul>	1,507.00	\$984,563	\$931,605	\$1,916,168
		<b>\$984,563</b>	<b>\$931,605</b>	<b>\$1,916,168</b>
<b>6b</b> • Do not move job codes to new pay grades <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• 100% Move to Midpoint for &gt;= 5 years in classification</li> <li>• \$0.50 ATB or \$0.357 for 2912 Hour Employees</li> <li>• 2% Performance Pay</li> </ul>	70.75	\$274,798	\$162,597	\$437,395
	1,496.75	\$992,600	\$1,029,285	\$2,021,885
	1,507.00	\$1,009,947	\$955,511	\$1,965,458
		<b>\$2,277,345</b>	<b>\$2,147,393</b>	<b>\$4,424,738</b>

### FY 2020 City Pay Plan Options - Move to Min and Mid Occur Before Across-the-Board Increases

Option	Number of Employees	General Fund	Other Funds	Total Cost
<b>6c</b> • Do not move job codes to new pay grades <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• Incremental Move to Midpoint (40% Yr 3, 30% Yr 4, 30% Yr 5)</li> <li>• \$0.50 ATB or \$0.357 for 2912 Hour Employees</li> <li>• 2% Performance Pay</li> </ul>				
	210.60	\$641,271	\$384,711	\$1,025,982
	1,496.75	\$992,600	\$1,029,285	\$2,021,885
	1,507.00	\$1,017,399	\$959,925	\$1,977,324
		<b>\$2,651,270</b>	<b>\$2,373,921</b>	<b>\$5,025,191</b>
<b>6d</b> • Do not move job codes to new pay grades <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• Move to 3/4 Point for &gt;= 10 years in classification</li> <li>• \$0.50 ATB or \$0.357 for 2912 Hour Employees</li> <li>• 2% Performance Pay</li> </ul>				
	191.25	\$1,173,998	\$804,505	\$1,978,503
	1,492.75	\$985,728	\$1,029,285	\$2,015,013
	1,507.00	\$1,027,802	\$968,342	\$1,996,144
		<b>\$3,187,528</b>	<b>\$2,802,132</b>	<b>\$5,989,660</b>
<b>6e</b> • Do not move job codes to new pay grades <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• 100% Move to Midpoint for &gt;= 5 years in classification</li> <li>• Move to 3/4 Point for &gt;= 10 years in classification</li> <li>• \$0.50 ATB or \$0.357 for 2912 Hour Employees</li> <li>• 2% Performance Pay</li> </ul>				
	70.75	\$274,798	\$162,597	\$437,395
	191.25	\$1,170,595	\$801,695	\$1,972,290
	1,492.75	\$985,728	\$1,029,285	\$2,015,013
	1,507.00	\$1,033,200	\$971,541	\$2,004,741
		<b>\$3,464,321</b>	<b>\$2,965,118</b>	<b>\$6,429,439</b>
<b>6f</b> • Do not move job codes to new pay grades <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• Incremental Move to Midpoint (40% Yr 3, 30% Yr 4, 30% Yr 5)</li> <li>• Move to 3/4 Point for &gt;= 10 years in classification</li> <li>• \$0.50 ATB or \$0.357 for 2912 Hour Employees</li> <li>• 2% Performance Pay</li> </ul>				
	210.60	\$641,271	\$384,711	\$1,025,982
	191.25	\$1,170,595	\$801,695	\$1,972,290
	1,492.75	\$985,728	\$1,029,285	\$2,015,013
	1,507.00	\$1,040,652	\$975,955	\$2,016,607
		<b>\$3,838,246</b>	<b>\$3,191,646</b>	<b>\$7,029,892</b>

### FY 2020 City Pay Plan Options - Move to Min and Mid Occur Before Across-the-Board Increases

Option	Number of Employees	General Fund	Other Funds	Total Cost
<b>6g</b> • Move job codes to new pay grades <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• Move to New Minimums</li> <li>• \$0.50 ATB or \$0.357 for 2912 Hour Employees</li> <li>• 2% Performance Pay</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	1,506.00	\$999,393	\$1,045,707	\$2,045,100
	1,507.00	\$1,017,045	\$954,904	\$1,971,949
		<b>\$2,629,316</b>	<b>\$2,115,312</b>	<b>\$4,744,628</b>
<b>6h</b> • Move job codes to new pay grades <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• Move to New Minimums</li> <li>• 100% Move to Midpoint for &gt;= 5 years in classification</li> <li>• \$0.50 ATB or \$0.357 for 2912 Hour Employees</li> <li>• 2% Performance Pay</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	186.50	\$931,669	\$294,975	\$1,226,644
	1,506.00	\$999,393	\$1,045,707	\$2,045,100
	1,507.00	\$1,035,708	\$960,795	\$1,996,503
		<b>\$3,579,648</b>	<b>\$2,416,178</b>	<b>\$5,995,826</b>
<b>6i</b> • Move job codes to new pay grades <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• Move to New Minimums</li> <li>• Incremental Move to Midpoint (40% Yr 3, 30% Yr 4, 30% Yr 5)</li> <li>• \$0.50 ATB or \$0.357 for 2912 Hour Employees</li> <li>• 2% Performance Pay</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	355.35	\$1,610,845	\$613,701	\$2,224,546
	1,506.00	\$999,393	\$1,045,707	\$2,045,100
	1,507.00	\$1,049,537	\$967,128	\$2,016,665
		<b>\$4,272,653</b>	<b>\$2,741,237</b>	<b>\$7,013,890</b>

## FY 2020 City Pay Plan Options - Move to Min and Mid Occur Before Across-the-Board Increases

Option	Number of Employees	General Fund	Other Funds	Total Cost
<b>6j</b> • Move job codes to new pay grades <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• Move to New Minimums</li> <li>• Move to 3/4 Point for &gt;= 10 years in classification</li> <li>• \$0.50 ATB or \$0.357 for 2912 Hour Employees</li> <li>• 2% Performance Pay</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	194.75	\$1,298,936	\$838,101	\$2,137,037
	1,506.00	\$999,393	\$1,045,707	\$2,045,100
	1,507.00	\$1,043,064	\$971,658	\$2,014,722
		<b>\$3,954,271</b>	<b>\$2,970,167</b>	<b>\$6,924,438</b>
<b>6k</b> • Move job codes to new pay grades <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• Move to New Minimums</li> <li>• 100% Move to Midpoint for &gt;= 5 years in classification</li> <li>• Move to 3/4 Point for &gt;= 10 years in classification</li> <li>• \$0.50 ATB or \$0.357 for 2912 Hour Employees</li> <li>• 2% Performance Pay</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	186.50	\$931,669	\$294,975	\$1,226,644
	194.75	\$968,774	\$787,038	\$1,755,812
	1,506.00	\$999,393	\$1,045,707	\$2,045,100
	1,507.00	\$1,055,105	\$976,527	\$2,031,632
		<b>\$4,567,819</b>	<b>\$3,218,948</b>	<b>\$7,786,767</b>
<b>6l</b> • Move job codes to new pay grades <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• Move to New Minimums</li> <li>• Incremental Move to Midpoint (40% Yr 3, 30% Yr 4, 30% Yr 5)</li> <li>• Move to 3/4 Point for &gt;= 10 years in classification</li> <li>• \$0.50 ATB or \$0.357 for 2912 Hour Employees</li> <li>• 2% Performance Pay</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	355.35	\$1,610,845	\$613,701	\$2,224,546
	194.75	\$968,774	\$787,038	\$1,755,812
	1,506.00	\$999,393	\$1,045,707	\$2,045,100
	1,507.00	\$1,068,934	\$982,860	\$2,051,794
		<b>\$5,260,824</b>	<b>\$3,544,007</b>	<b>\$8,804,831</b>

### FY 2020 City Pay Plan Options - Move to Min and Mid Occur Before Across-the-Board Increases

Option	Number of Employees	General Fund	Other Funds	Total Cost
<b>6m • Move job codes to new pay grades and change midpoints</b> <ul style="list-style-type: none"> <li>• Use New Midpoints</li> <li>• Move to New Minimums</li> <li>• \$0.50 ATB or \$0.357 for 2912 Hour Employees</li> <li>• 2% Performance Pay</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	1,506.00	\$999,393	\$1,045,707	\$2,045,100
	1,507.00	\$1,017,045	\$954,904	\$1,971,949
		<b>\$2,629,316</b>	<b>\$2,115,312</b>	<b>\$4,744,628</b>
<b>6n • Move job codes to new pay grades and change midpoints</b> <ul style="list-style-type: none"> <li>• Use New Midpoints</li> <li>• Move to New Minimums</li> <li>• 100% Move to Midpoint for &gt;= 5 years in classification</li> <li>• \$0.50 ATB or \$0.357 for 2912 Hour Employees</li> <li>• 2% Performance Pay</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	349.25	\$1,078,550	\$552,800	\$1,631,350
	1,506.00	\$999,393	\$1,045,707	\$2,045,100
	1,507.00	\$1,038,663	\$966,058	\$2,004,721
		<b>\$3,729,484</b>	<b>\$2,679,266</b>	<b>\$6,408,750</b>
<b>6o • Move job codes to new pay grades and change midpoints</b> <ul style="list-style-type: none"> <li>• Use New Midpoints</li> <li>• Move to New Minimums</li> <li>• Incremental Move to Midpoint (40% Yr 3, 30% Yr 4, 30% Yr 5)</li> <li>• \$0.50 ATB or \$0.357 for 2912 Hour Employees</li> <li>• 2% Performance Pay</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	531.10	\$1,818,078	\$984,578	\$2,802,656
	1,506.00	\$999,393	\$1,045,707	\$2,045,100
	1,507.00	\$1,053,716	\$974,706	\$2,028,422
		<b>\$4,484,065</b>	<b>\$3,119,692</b>	<b>\$7,603,757</b>

## FY 2020 City Pay Plan Options - Move to Min and Mid Occur Before Across-the-Board Increases

Option	Number of Employees	General Fund	Other Funds	Total Cost
<b>6p • Move job codes to new pay grades and change midpoints</b> <ul style="list-style-type: none"> <li>• Use New Midpoints</li> <li>• Move to New Minimums</li> <li>• Move to 3/4 Point for &gt;= 10 years in classification</li> <li>• \$0.50 ATB or \$0.357 for 2912 Hour Employees</li> <li>• 2% Performance Pay</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	198.75	\$1,328,039	\$893,228	\$2,221,267
	1,506.00	\$999,393	\$1,045,707	\$2,045,100
	1,507.00	\$1,043,647	\$972,768	\$2,016,415
		<b>\$3,983,957</b>	<b>\$3,026,404</b>	<b>\$7,010,361</b>
<b>6q • Move job codes to new pay grades and change midpoints</b> <ul style="list-style-type: none"> <li>• Use New Midpoints</li> <li>• Move to New Minimums</li> <li>• 100% Move to Midpoint for &gt;= 5 years in classification</li> <li>• Move to 3/4 Point for &gt;= 10 years in classification</li> <li>• \$0.50 ATB or \$0.357 for 2912 Hour Employees</li> <li>• 2% Performance Pay</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	349.25	\$1,078,550	\$552,800	\$1,631,350
	198.75	\$958,272	\$749,251	\$1,707,523
	1,506.00	\$999,393	\$1,045,707	\$2,045,100
	1,507.00	\$1,057,843	\$981,024	\$2,038,867
		<b>\$4,706,936</b>	<b>\$3,443,483</b>	<b>\$8,150,419</b>
<b>6r • Move job codes to new pay grades and change midpoints</b> <ul style="list-style-type: none"> <li>• Use New Midpoints</li> <li>• Move to New Minimums</li> <li>• Incremental Move to Midpoint (40% Yr 3, 30% Yr 4, 30% Yr 5)</li> <li>• Move to 3/4 Point for &gt;= 10 years in classification</li> <li>• \$0.50 ATB or \$0.357 for 2912 Hour Employees</li> <li>• 2% Performance Pay</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	531.10	\$1,818,078	\$984,578	\$2,802,656
	198.75	\$958,272	\$749,251	\$1,707,523
	1,506.00	\$999,393	\$1,045,707	\$2,045,100
	1,507.00	\$1,072,896	\$989,672	\$2,062,568
		<b>\$5,461,517</b>	<b>\$3,883,909</b>	<b>\$9,345,426</b>

## FY 2020 City Pay Plan Options - Move to Min and Mid Occur Before Across-the-Board Increases

Option	Number of Employees	General Fund	Other Funds	Total Cost
<b>7 2% Performance Pay/1% ATB</b>				
<b>7a</b> • Do not move job codes to new pay grades <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• 2% Performance Pay</li> </ul>	1,507.00	\$984,563	\$931,605	\$1,916,168
		<b>\$984,563</b>	<b>\$931,605</b>	<b>\$1,916,168</b>
<b>7b</b> • Do not move job codes to new pay grades <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• 100% Move to Midpoint for &gt;= 5 years in classification</li> <li>• 1% ATB</li> <li>• 2% Performance Pay</li> </ul>	70.75	\$274,798	\$162,597	\$437,395
	1,496.75	\$492,350	\$463,744	\$956,094
	1,507.00	\$999,867	\$944,020	\$1,943,887
		<b>\$1,767,015</b>	<b>\$1,570,361</b>	<b>\$3,337,376</b>
<b>7c</b> • Do not move job codes to new pay grades <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• Incremental Move to Midpoint (40% Yr 3, 30% Yr 4, 30% Yr 5)</li> <li>• 1% ATB</li> <li>• 2% Performance Pay</li> </ul>	210.60	\$641,271	\$384,711	\$1,025,982
	1,496.75	\$496,084	\$465,958	\$962,042
	1,507.00	\$1,007,417	\$948,499	\$1,955,916
		<b>\$2,144,772</b>	<b>\$1,799,168</b>	<b>\$3,943,940</b>
<b>7d</b> • Do not move job codes to new pay grades <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• Move to 3/4 Point for &gt;= 10 years in classification</li> <li>• 1% ATB</li> <li>• 2% Performance Pay</li> </ul>	191.25	\$1,173,998	\$804,505	\$1,978,503
	1,492.75	\$496,453	\$470,174	\$966,627
	1,507.00	\$1,017,943	\$957,042	\$1,974,985
		<b>\$2,688,394</b>	<b>\$2,231,721</b>	<b>\$4,920,115</b>

### FY 2020 City Pay Plan Options - Move to Min and Mid Occur Before Across-the-Board Increases

Option	Number of Employees	General Fund	Other Funds	Total Cost
<b>7e • Do not move job codes to new pay grades</b> <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• 100% Move to Midpoint for &gt;= 5 years in classification</li> <li>• Move to 3/4 Point for &gt;= 10 years in classification</li> <li>• 1% ATB</li> <li>• 2% Performance Pay</li> </ul>	70.75	\$274,798	\$162,597	\$437,395
	191.25	\$1,170,595	\$801,695	\$1,972,290
	1,492.75	\$499,169	\$471,770	\$970,939
	1,507.00	\$1,023,431	\$960,260	\$1,983,691
		<b>\$2,967,993</b>	<b>\$2,396,322</b>	<b>\$5,364,315</b>
<b>7f • Do not move job codes to new pay grades</b> <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• Incremental Move to Midpoint (40% Yr 3, 30% Yr 4, 30% Yr 5)</li> <li>• Move to 3/4 Point for &gt;= 10 years in classification</li> <li>• 1% ATB</li> <li>• 2% Performance Pay</li> </ul>	210.60	\$641,271	\$384,711	\$1,025,982
	191.25	\$1,170,595	\$801,695	\$1,972,290
	1,492.75	\$502,903	\$473,984	\$976,887
	1,507.00	\$1,030,981	\$964,739	\$1,995,720
		<b>\$3,345,750</b>	<b>\$2,625,129</b>	<b>\$5,970,879</b>
<b>7g • Move job codes to new pay grades</b> <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• Move to New Minimums</li> <li>• 1% ATB</li> <li>• 2% Performance Pay</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	1,506.00	\$497,407	\$466,080	\$963,487
	1,507.00	\$1,006,833	\$943,100	\$1,949,933
		<b>\$2,117,118</b>	<b>\$1,523,881</b>	<b>\$3,640,999</b>

### FY 2020 City Pay Plan Options - Move to Min and Mid Occur Before Across-the-Board Increases

Option	Number of Employees	General Fund	Other Funds	Total Cost
<b>7h • Move job codes to new pay grades</b> <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• Move to New Minimums</li> <li>• 100% Move to Midpoint for &gt;= 5 years in classification</li> <li>• 1% ATB</li> <li>• 2% Performance Pay</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	186.50	\$931,669	\$294,975	\$1,226,644
	1,506.00	\$506,722	\$469,032	\$975,754
	1,507.00	\$1,025,602	\$949,070	\$1,974,672
		<b>\$3,076,871</b>	<b>\$1,827,778</b>	<b>\$4,904,649</b>
<b>7i • Move job codes to new pay grades</b> <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• Move to New Minimums</li> <li>• Incremental Move to Midpoint (40% Yr 3, 30% Yr 4, 30% Yr 5)</li> <li>• 1% ATB</li> <li>• 2% Performance Pay</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	355.35	\$1,610,845	\$613,701	\$2,224,546
	1,506.00	\$513,678	\$472,215	\$985,893
	1,507.00	\$1,039,610	\$955,524	\$1,995,134
		<b>\$3,777,011</b>	<b>\$2,156,141</b>	<b>\$5,933,152</b>
<b>7j • Move job codes to new pay grades</b> <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• Move to New Minimums</li> <li>• Move to 3/4 Point for &gt;= 10 years in classification</li> <li>• 1% ATB</li> <li>• 2% Performance Pay</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	194.75	\$1,298,936	\$838,101	\$2,137,037
	1,506.00	\$510,390	\$474,475	\$984,865
	1,507.00	\$1,033,040	\$960,067	\$1,993,107
		<b>\$3,455,244</b>	<b>\$2,387,344</b>	<b>\$5,842,588</b>

## FY 2020 City Pay Plan Options - Move to Min and Mid Occur Before Across-the-Board Increases

Option	Number of Employees	General Fund	Other Funds	Total Cost
<b>7k • Move job codes to new pay grades</b> <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• Move to New Minimums</li> <li>• 100% Move to Midpoint for &gt;= 5 years in classification</li> <li>• Move to 3/4 Point for &gt;= 10 years in classification</li> <li>• 1% ATB</li> <li>• 2% Performance Pay</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	186.50	\$931,669	\$294,975	\$1,226,644
	194.75	\$968,774	\$787,038	\$1,755,812
	1,506.00	\$516,405	\$476,917	\$993,322
	1,507.00	\$1,045,164	\$964,997	\$2,010,161
		<b>\$4,074,890</b>	<b>\$2,638,628</b>	<b>\$6,713,518</b>
<b>7l • Move job codes to new pay grades</b> <ul style="list-style-type: none"> <li>• Use Current Midpoint of Ranges</li> <li>• Move to New Minimums</li> <li>• Incremental Move to Midpoint (40% Yr 3, 30% Yr 4, 30% Yr 5)</li> <li>• Move to 3/4 Point for &gt;= 10 years in classification</li> <li>• 1% ATB</li> <li>• 2% Performance Pay</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	355.35	\$1,610,845	\$613,701	\$2,224,546
	194.75	\$968,774	\$787,038	\$1,755,812
	1,506.00	\$523,361	\$480,100	\$1,003,461
	1,507.00	\$1,059,172	\$971,451	\$2,030,623
		<b>\$4,775,030</b>	<b>\$2,966,991</b>	<b>\$7,742,021</b>
<b>7m • Move job codes to new pay grades and change midpoints</b> <ul style="list-style-type: none"> <li>• Use New Midpoints</li> <li>• Move to New Minimums</li> <li>• 1% ATB</li> <li>• 2% Performance Pay</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	1,507.00	\$497,858	\$466,425	\$964,283
	1,507.00	\$1,006,843	\$943,107	\$1,949,950
		<b>\$2,117,579</b>	<b>\$1,524,233</b>	<b>\$3,641,812</b>

### FY 2020 City Pay Plan Options - Move to Min and Mid Occur Before Across-the-Board Increases

Option	Number of Employees	General Fund	Other Funds	Total Cost
<b>7n • Move job codes to new pay grades and change midpoints</b> <ul style="list-style-type: none"> <li>• Use New Midpoints</li> <li>• Move to New Minimums</li> <li>• 100% Move to Midpoint for &gt;= 5 years in classification</li> <li>• 1% ATB</li> <li>• 2% Performance Pay</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	349.25	\$1,078,550	\$552,800	\$1,631,350
	1,507.00	\$508,642	\$471,975	\$980,617
	1,507.00	\$1,028,569	\$954,326	\$1,982,895
		<b>\$3,228,639</b>	<b>\$2,093,802</b>	<b>\$5,322,441</b>
<b>7o • Move job codes to new pay grades and change midpoints</b> <ul style="list-style-type: none"> <li>• Use New Midpoints</li> <li>• Move to New Minimums</li> <li>• Incremental Move to Midpoint (40% Yr 3, 30% Yr 4, 30% Yr 5)</li> <li>• 1% ATB</li> <li>• 2% Performance Pay</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	531.10	\$1,818,078	\$984,578	\$2,802,656
	1,507.00	\$516,207	\$476,296	\$992,503
	1,507.00	\$1,043,799	\$963,046	\$2,006,845
		<b>\$3,990,962</b>	<b>\$2,538,621</b>	<b>\$6,529,583</b>
<b>7p • Move job codes to new pay grades and change midpoints</b> <ul style="list-style-type: none"> <li>• Use New Midpoints</li> <li>• Move to New Minimums</li> <li>• Move to 3/4 Point for &gt;= 10 years in classification</li> <li>• 1% ATB</li> <li>• 2% Performance Pay</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	198.75	\$1,328,039	\$893,228	\$2,221,267
	1,507.00	\$511,129	\$475,361	\$986,490
	1,507.00	\$1,033,631	\$961,207	\$1,994,838
		<b>\$3,485,677</b>	<b>\$2,444,497</b>	<b>\$5,930,174</b>

### FY 2020 City Pay Plan Options - Move to Min and Mid Occur Before Across-the-Board Increases

Option	Number of Employees	General Fund	Other Funds	Total Cost
<b>7q • Move job codes to new pay grades and change midpoints</b> <ul style="list-style-type: none"> <li>• Use New Midpoints</li> <li>• Move to New Minimums</li> <li>• 100% Move to Midpoint for &gt;= 5 years in classification</li> <li>• Move to 3/4 Point for &gt;= 10 years in classification</li> <li>• 1% ATB</li> <li>• 2% Performance Pay</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	349.25	\$1,078,550	\$552,800	\$1,631,350
	198.75	\$958,272	\$749,251	\$1,707,523
	1,507.00	\$518,216	\$479,471	\$997,687
	1,507.00	\$1,047,909	\$969,510	\$2,017,419
		<b>\$4,215,825</b>	<b>\$2,865,733</b>	<b>\$7,081,558</b>
<b>7r • Move job codes to new pay grades and change midpoints</b> <ul style="list-style-type: none"> <li>• Use New Midpoints</li> <li>• Move to New Minimums</li> <li>• Incremental Move to Midpoint (40% Yr 3, 30% Yr 4, 30% Yr 5)</li> <li>• Move to 3/4 Point for &gt;= 10 years in classification</li> <li>• 1% ATB</li> <li>• 2% Performance Pay</li> </ul>	223.00	\$612,878	\$114,701	\$727,579
	531.10	\$1,818,078	\$984,578	\$2,802,656
	198.75	\$958,272	\$749,251	\$1,707,523
	1,507.00	\$525,781	\$483,792	\$1,009,573
	1,507.00	\$1,063,139	\$978,230	\$2,041,369
		<b>\$4,978,148</b>	<b>\$3,310,552</b>	<b>\$8,288,700</b>

## FY 2020 LIUNA Requests (w/o implementing recommended pay band changes)

Request	# of Employees	General Fund Cost	All Other Funds Cost	Total Cost
<b>1. Move to Midpoint - employees with 5 years or more in current classification</b> <ul style="list-style-type: none"> <li>LIUNA 773 Members ONLY</li> <li>Citywide</li> </ul>	16.00 69.75	\$10,832 \$281,395	\$54,113 \$155,878	\$64,945 \$437,273
<b>2. Cost of Living Increase - 2.5%</b> <ul style="list-style-type: none"> <li>LIUNA 773 Members ONLY</li> <li>Citywide</li> </ul>	310.75 1,505.00	\$57,194 \$1,230,126	\$286,934 \$1,162,822	\$344,128 \$2,392,948
<b>3. Move to 3/4 Midpoint - employees with 10 years or more in current classification</b> <ul style="list-style-type: none"> <li>LIUNA 773 Members ONLY</li> <li>Citywide</li> </ul>	184.00 860.50	\$210,825 \$3,384,485	\$782,742 \$2,819,548	\$993,567 \$6,204,033
<b>4. \$2/hour Pay Increase for all positions except Refuse Collectors</b> <ul style="list-style-type: none"> <li>LIUNA 773 Members ONLY</li> <li>Citywide</li> </ul>	251.75 1,436.75	\$263,006 \$3,944,613	\$935,207 \$3,738,448	\$1,198,213 \$7,683,061
<b>5. \$1/hour pay for hazard pay during extreme weather</b> Don't know how to cost this out				
<b>6. Paid Time for rest prior to additional shift assignments for snow removal and similar extra duty events</b> Don't know how to cost this out				
<b>7 Pay Hazardous Material Handler Add Pay of \$0.50 per hour for up to 8 employees</b> <ul style="list-style-type: none"> <li>LIUNA 773 Members ONLY</li> </ul>	8.00	\$10,254	\$0	\$10,254

## FY 2020 CPOA Requests (w/o implementing recommended pay band changes)

Request	Number of Employees	General Fund Cost	All Other Funds Cost	Total Cost
<b>1. Move to Midpoint - employees with 5 years or more in current classification</b> <ul style="list-style-type: none"> <li>CPOA Members ONLY</li> <li>Citywide</li> </ul>	11.00 70.75	\$77,656 \$274,798	\$0 \$162,597	\$77,656 \$437,395
<b>2. Implement Step Plans</b> <ul style="list-style-type: none"> <li>15 Year Step Plan for Officers</li> <li>10 Year Step Plan for Sergeants</li> </ul>	79.00 11.00	\$461,065 \$92,823	\$0 \$0	\$461,065 \$92,823
<b>3a. Create 2 new ranks Corporal/Detective and Detective Sergeant at 5% above step rate</b>	36.00	\$367,247	\$0	\$367,247
<b>3b. Create 2 new ranks Corporal/Detective and Detective Sergeant at 5% above current hourly rate</b>	36.00	\$142,892	\$0	\$142,892
<b>3c. FTO Pay - 5% above current hourly rate</b>	16.00	\$62,197	\$0	\$62,197
<b>4. Incentive Pay for Specialty Assignments</b> <ul style="list-style-type: none"> <li>4% Increase for SWAT, CNT, FET, K9, Crash Investigator, DRE, CNT, Bomb Tech</li> <li>Capped at 6% per employee</li> </ul>	69.00	\$214,436	\$0	\$214,436
<b>5. Lateral Entry Pay</b> Don't know how to cost this out				
<b>6. Wellness Incentive - 3 hours on-duty time per week for exercise</b> Don't know how to cost this out				

## FY 2020 1055 Fire Requests (w/o implementing recommended pay band changes)

Request	Number of Employees	General Fund Cost	All Other Funds Cost	Total Cost
<b>1. Step Plan - Option 1</b>	75.00	\$622,539	\$0	\$622,539
<b>Step Plan - Option 2</b>	38.00	\$62,464	\$0	\$62,464
<b>2. Incentive Pay</b>				
• Change Paramedic Pay from 2.5% to \$1,000/year	29.00	-\$21,396	\$0	-\$21,396
• \$500/year to SORT Team Members	69.00	\$66,180	\$0	\$66,180
<b>3. Add Christmas Eve as Holiday</b>				
• 1055 Members ONLY - 24 hours	115.00	\$81,091	\$0	\$81,091
• Citywide	223.00	\$99,165	\$9,645	\$108,810
<b>4. Change Martin Luther King Holiday from 11.25 hours to 24 hours</b>		\$43,689	\$0	\$43,689
<b>5. Change day after Thanksgiving from 11.25 hours to 24 hours</b>		\$43,689	\$0	\$43,689
<b>6. Increase Meal Allowance from \$14/day to \$25/day</b>				
• 1055 Members ONLY		\$150,403	\$63,426	\$213,829
• Citywide		\$150,403	\$63,426	\$213,829
<b>7. 2% 401(a) match for employees in new 2012 fire pension</b>				
• 1055 Members ONLY	55.00	\$48,581	\$0	\$48,581
<b>8. Department to pay for/provide Fire Instructor I, Fire Officer I and Pre-Hospital Trauma Life Support EMT courses to all employees, and consider time in training courses as time in pay status</b>		\$0	\$0	\$0
<b>9. Provide all members two sets of NFPA compliant PPE and bulletproof plate carriers/plates</b>		\$0	\$0	\$0
<b>10. Create new Fire Marshall II classification</b>		\$0	\$0	\$0

**Funds Not Appropriated to Specific Capital Projects  
AS OF 03/31/2019**

Project Account Number	Cash Balance 03/31/2019	Projected Balance at the end of FY 2019	Notes	Examples of Previous Uses of These Funds	Future Projects Planned with Use of These Funds
<b>Investment Earnings</b>					
40500 INVESTMENT EARNINGS	\$5,148,513.05	\$3,148,513.05	This project contains the interest earned on general government capital projects (administrative, streets and sidewalks, parks, and public safety)	\$21,666 01/07/19: Ord 23745 moved to Flat Branch Park Expansion Project for Engineering Services \$115,000 10/01/17: FY 2018 CIP - to 00702 Old McAdams Building Demo \$1,479,857 10/01/17: FY 2018 CIP - to 00643 Nifong - Providence to Forum 4 Lanes \$16,000 06/19/17: Ord 23214 to 00702 Old McAdams Building Demo - Engineering Services \$1,100,000 10/17/19: Ord 22979 to 00679 Flat Branch Extension - for purchase of property at 32 S. Providence Road \$2,000,000 Pending Council Action - MoDOT I-70 Bridge	
<b>Other General Government</b>					
00021 PUB BLDGS MAJ MAINT	\$611,037.42	\$648,537.42	In previous year budgets, there was an annual amount of \$75,000 from the 4.1% of the 1% general Sales tax appropriated into this project to help fund major maintenance projects for our downtown city buildings.	\$74,926 11/9/2018: Rebuild of Chiller #2 at City Hall \$75,000 New HVAC controls - City Hall \$75,000 New Roof - Armory \$75,000 New HVAC controls - Armory \$10,000 Sealing Limestone - City Hall \$250,000 Gr Projects identified in building facilities study completed last year	
00140 DOWNTOWN SPEC PROJS	\$251,554.54	\$261,553.54	In previous year budgets, there was an annual amount of \$20,000 from the 4.1% of the 1% general sales tax appropriated into	There have not been any activity since FY 2014	

**Funds Not Appropriated to Specific Capital Projects  
AS OF 03/31/2019**

Project Account Number	Cash Balance 03/31/2019	Projected Balance at the end of FY 2019	Notes	Examples of Previous Uses of These Funds		Future Projects Planned with Use of These Funds	
			sales tax appropriated into this project to help fund a variety of downtown projects including assistance to the CID				
40138 CONTINGENCY	\$1,399,419.34	\$649,418.84	In previous year budgets, there was an annual amount of \$100,000 appropriated each year from the 4.1% of the 1% general sales tax. The purpose of the project is to cover unanticipated needs and cost overruns.	\$366,500	9/30/2016 Revenue Guarantee		These funds could be used to fund 2015 capital improvement sales tax projects if the sales tax does not generate enough funding
40074 DOWNTOWN IMPROVEMENTS	\$46,930.53	\$46,930.53	This project was funded with CDBG and general funds. It is used primarily for maintenance repairs to downtown planters, tree grates and benches.	\$7,628	10/9/2018: Tree Guards		
				\$4,621	3/21/18: Forrestry Services		
Streets and Sidewalks							
DEVELOPMENT FEES	\$9,026,730.09	\$9,026,730.09	Funds must be used for the construction of collector and arterial streets	\$1,197,000	10/3/16: FY 2017 CIP to 00643 for Nifong-Providence to Forum 4 Lanes	\$7,707,800	FY 2020 CIP for Nifong-Provident to Forum 4 Lane
						\$2,415,700	FY 2021 CIP for Discovery Parkway: Gans to New Haven Extension - Construction
						\$1,250,000	FY 2022 CIP for Forum Blvd: Chapel Hill to Woodrail (4 Lane) - Engineering

**Funds Not Appropriated to Specific Capital Projects  
AS OF 03/31/2019**

Project Account Number	Cash Balance 03/31/2019	Projected Balance at the end of FY 2019	Notes	Examples of Previous Uses of These Funds	Future Projects Planned with Use of These Funds
					\$5,902,884 FY 2025 CIP for Forum Blvd: Chapel Hill to Woodrail (4 Lane) - Construction
00503 COUNTY ROAD TAX	\$2,948,754.31	\$2,948,754.31	Annual Sales Tax Distribution for Road and Bridge Improvements. This was included as a funding source when the 2015 capital improvement sales tax ballot issue was passed.	\$2,042,126 10/02/2014: FY 2015 CIP to 00274 for Scott-Vawter to KK II \$192,500 10/02/2015: FY 2016 CIP to 00274 for Scott-Vawter to KK II \$110,000 10/02/2015: FY 2016 CIP to 00634 for Forum & Green Meadows Intersection \$1,180,000 10/02/2015: FY 2016 CIP to 00643 for Nifong-Providence to Forum 4 Ln \$635,964 10/02/2015: FY 2016 CIP to 00274 for Scott-Vawter to KK III \$350,000 10/02/2015: FY 2016 CIP to 00644 for Sinclair-Old Mill CK-Nifong \$100,000 10/02/2015: FY 2016 CIP to 00618 for Fairview/Chapel Hill Intersection \$67,500 10/02/2015: FY 2016 CIP to 00645 for Vandiver & Parker Roundabout \$500,000 10/01/2016: FY 2017 CIP to 00634 for Forum & Green Meadows Int \$75,000 10/01/2016: FY 2017 CIP to 00634 for Old Mill Ck/Vawter Int Imp \$75,000 10/01/2016: FY2017 CIP to 00644 for Sinclair-Old Mill CK-Nifong \$351,000 10/01/2016: FY 2017 CIP to General Fund	\$250,000 Rangeline - Rogers to Wildes (Major Maintenance - concrete street) \$3,509,500 Garth Avenue: GL 70 to thurman (Major Maintenance - concrete street) \$50,000 Walnut from College to Old 63 (Major Maintenance - concrete street) \$1,800,000 Ash Street 4-way Stop Removal (Clinkscapes, pershing, West blvd, Garth) \$4,524,000 Forum Blvd: chapel Hill to Woodrail (4 Lane) \$1,422,200 Nifong - Providence to Forum 4 Lane (Add 2 Lanes, overlay, Bethel Int. Improvements) \$750,000 Old Mill Creek/Vawter-Nifong Intersctn Impr (Signal) \$2,444,300 Discovery Parkway: Gans to New Haven (Extension)

**Funds Not Appropriated to Specific Capital Projects  
AS OF 03/31/2019**

Project Account Number	Cash Balance 03/31/2019	Projected Balance at the end of FY 2019	Notes	Examples of Previous Uses of These Funds	Future Projects Planned with Use of These Funds
				\$116,500	10/01/2016: FY 2017 CIP to 00643 for Nifong-Prov to Forum 4 Ln
				\$2,500,000	10/01/2017: FY 2018 CIP to 00644 Sinclair-Old Mill CK-Nifong
				\$382,500	10/01/2017: FY 2018 CIP to 00645 for Vandiver & Parker Roundabout
00100 ADOPT A SPOT	\$6,176.42	\$6,176.42	Original funding came from project 40163 Street Landscaping which was funded from 4.1% of the 1% general sales tax	There has been no activity since FY 2010	We recommend transferring this balance back to the original funding source-Annual Street Landscaping.
00148 ANNUAL SIDEWALKS MAINTI	\$88,344.68	\$88,344.68	For Annual Sidewalk Maintenance. Was funded with capital improvement sales tax, 4.1% of the 1% general sales tax, and investment revenue.	There has been no activity since FY 2016.	This will be funded in FY20 - FY26 with the 2015 Ballot. These funds will be used for ADA Sidewalk transition plan.
40162 ANNUAL SIDEWALKS	\$53,905.79	\$53,905.79	For new construction and reconstruction of sidewalks. Funded with capital improvement sales taxes.	\$20,000	7/19/18: Transfer to 00685 Lynn Oak Sexton Sidewalks
				\$58,320	5/11/18: Transfer to 00706 Sinclair Road Sidewalk-Muirfield Dr
			These funds are also used as match money for any cost share project that we	\$15,000	12/14/19: Transfer to 00685 Lynn Oak Sexton Sidewalks
				\$253,600	Stadium Blvd Sidewalk: I-70 to Primrose
				\$200,000	Ash Street Sidewalk: Pershing to West Blvd
				\$229,500	Persing Rd Sidewalk: Gary to Peart

**Funds Not Appropriated to Specific Capital Projects  
AS OF 03/31/2019**

Project Account Number	Cash Balance 03/31/2019	Projected Balance at the end of FY 2019	Notes	Examples of Previous Uses of These Funds		Future Projects Planned with Use of These Funds	
			have with MoDOT. An example would be Carter Lane Sidewalk.	\$20,000	8/9/16: Transfer to 00660 Oakland Gravel Sidewalk	\$152,000	Audubon Dr Sidewalk: Shepard to Azalea
				\$10,000	6/17/16: Transfer to 00608 Southampton Providence	\$300,000	Oakland Sidewalk: Vandiver North to existing sidewalk
				\$15,000	6/17/16: Transfer to 00600 ADA Curb Ramp Install		
				\$3,000	5/10/16: Transfer to 00639 Providence Road Sidewalk		
				\$50,000	3/2/16: Transfer to 00639 Providence Road Sidewalk		
				\$150,000	2/18/16: Transfer to 00600 ADA Curb Ramp Install		
00171 DOWNTOWN SIDEWALKS	\$22,770.95	\$22,770.95	For downtown sidewalk improvements. Funded with capital improvement sales tax.	\$120,000	11/19/15: Transfer to 00578 Broadway pavement Improvements	\$37,400	50/50 Cost Share: Hitt Street Sidewalk at Locust St w/ 1st Presbyterian Church
				\$200,000	10/13/15: Transfer to 00126 Eighth Street Plan Avenue of the Columns		
				\$90,000	5/15/15: Transfer to 00578 Broadway pavement Improvements		
00235 ANNUAL CURB & GUTTER RESTOR	\$83,882.14	\$83,882.14	For restoring curb and gutters in the East Campus area in conjunction with the parking pilot program. Was funded with investment revenue and 2008 SO Bonds	\$16,118	Paid during FY 2016 and FY 2017 for payroll and material costs		The parking pilot program is being studied with Walker Consulting and we expect a report within the next six months.

**Funds Not Appropriated to Specific Capital Projects  
AS OF 03/31/2019**

Project Account Number	Cash Balance 03/31/2019	Projected Balance at the end of FY 2019	Notes	Examples of Previous Uses of These Funds		Future Projects Planned with Use of These Funds	
00646 ANNUAL TRAFFIC CALMING	\$47,157.21	\$72,157.71	This is an annual project that sets aside capital improvement sales tax for traffic calming projects that are identified later.	\$15,000	08/24/18: Transfer To 00708 - Sexton Road Traffic Calming	\$10,000	William Street Traffic Calming
				\$5,000	04/06/18: Transfer To 00725 - William Street Traffic Calming	\$32,000	Holly Ave Traffic Calming
			All projects that are part of the Neighborhood Traffic Management Program use these funds. This program utilizes a matrix to give each project a score to determine their placement on the list.	\$5,000	04/06/18: Transfer To 00724 - Rain Forest Parkway Traffic Calming	\$64,000	William Street/Hinkson Ave Traffic Calming
				\$5,000	04/16/18: Transfer To 00723 - Primrose Traffic Calming	\$60,000	Smith Dr Traffic Calming
				\$20,000	04/06/18: Transfer To 00711 - Walnut Street Traffic Calming		
				\$10,000	11/15/17: Transfer To 00708 - Sexton Road Traffic Calming		
				\$10,000	09/06/17: Transfer To 00705 - Rolling Roads Traffic Calming		
				\$15,000	01/10/17: Transfer To 00687 - Stewart Road Traffic Calming		
				\$50,000	12/14/16: Transfer To 00683 - West Central Neighborhood Traffic Calming		
				\$12,000	01/04/16: Transfer to C00656 - Heritage Meadows Traffic Calming		
00647 ANNUAL STREET RECON	\$240,000.00	\$240,000.00	This was funded in FY 2015 with capital improvement sales tax funds.	There has never been anything charged to this projects		Projects need for the 2015 Ballot money to accumulate to fund the projects. Possible suggestions for this would be Paris Road or Rice Rd: Hanover to Ballenger Ln.	

**Funds Not Appropriated to Specific Capital Projects  
AS OF 03/31/2019**

Project Account Number	Cash Balance 03/31/2019	Projected Balance at the end of FY 2019	Notes	Examples of Previous Uses of These Funds		Future Projects Planned with Use of These Funds	
40158 ANNUAL STREETS	\$480,023.75	\$480,023.75	This project is for yearly right of way preservation. It has been funded with capital improvement sales tax and transportation sales tax.	\$63,375	01/24/18: Transfer to 00290 - Burnham Rollins Prov Int	\$3,200,000	Grace Lane: Richland to Stadium Ext
				\$123,355	11/15/17: Transfers to 00290 - Burnham Rollins Prov Int	\$100,000	Vandiver and Paris Rd
				\$15,000	10/24/17: Transfer to 00707 - Sinclair Rd - Route K Intersection Improvements	\$310,000	College & Rollins Intersection Improvements
			These funds are also used for match money for any cost share project that we have with MoDOT. Examples would be the I-70/Keene Roundabout and Sinclair and Rt K Roundabout.				
				\$4,136	10/16/17: Transfer to 00608 - Southampton Drive Providence	\$12,000,000 approx	Rt AC Interchange (cost currently being studied) Cost Share
			These funds are used to pursue CATSO Major Roadway projects.	\$1,450	9/27/19: Transfer to 00573 - NMG Shepard to Rollins Trail		
				\$10,000	5/4/16: Transfer to 00636 - worley-Clinkscates Intersection Imp		
				\$10,000	5/4/16: Transfer to 00600 - ADA Curb Ramp Install		
				\$50,000	5/4/16: Transfer to 00608 - southampton Drive Providence		
				\$6,000	3/4/16: Transfer to 00607 - Downtown On St Access Pkg		
40159 TRAFFIC SAFETY	\$209,932.26	\$234,932.76	Funded with capital improvement sales taxes	\$20,000	8/21/18: Transfer to 00711 - Walnut Street Traffic Calming	\$10,000	William Street Traffic Calming
			All projects that are part of the Neighborhood Traffic Managment Program use	\$64,000	1/4/16: Transfer to 00655 - Rice Road Traffic Calming	\$32,000	Holly Ave Traffic Calming

**Funds Not Appropriated to Specific Capital Projects  
AS OF 03/31/2019**

Project Account Number	Cash Balance 03/31/2019	Projected Balance at the end of FY 2019	Notes	Examples of Previous Uses of These Funds		Future Projects Planned with Use of These Funds	
			these funds. This program utilizes a matrix to give each project a score to determine their placement on the list.	\$28,000	4/27/15: Transfer to 00615 - College Park Traffic Calming	\$64,000	William Street/Hinkson Ave Traffic Calming
				\$35,000	1/6/15: Transfer to 00606 - Derby Ridge Traffic Calming	\$60,000	Smith Dr Traffic Calming
40161 JT COUNTY/ST/CITY PROJS	\$760,643.17	\$760,643.17	Funded with capital improvement sales taxes	\$5,000	1/10/18: Transfer to 00650 - Waco-Rt B Intersection Improv	\$3,200,000	Grace Lane: Richland to Stadium Ext
				\$37,000	12/11/17: Transfer to 00650 - Waco-Rt B Intersection Improv	\$115,000	Providence-Broadway Turn Lane
				\$500	6/27/17: Transfer to 00700 - Grace Lane: Richland to Stadium Ext		
				\$95,000	5/9/17: Transfer to 00700 - Grace Lane: Richland to Stadium Ext		
				\$134,805	3/17/17: Transfer to 00213 - Old 63 Stadium Traffic Island		
				\$803,223	03/17/17: Transfer To 00290 - Burnham Rollins Prov Int		
				\$151,000	02/13/17: Transfer To 00213 - Old 63 Stadium Traffic Island		
				\$370,000	10/04/16: Transfer To 00682 - Parks Road Resurfacing		
				\$50,000	10/4/16: Transfer To 00527 - NMG Forum Rd Bridge Hinkson		
				\$50,000	2/25/16: Transfer To C00658 - I70 Dr and Keene Roundabout		
				\$50,000	12/14/15: Transfer To C00642 - Ballenger - Ria to Mexico Gravel		
				\$50,000	12/14/15: Transfer To C00653 - Forum-Green Meadows to Nifong		
				\$20,000	10/23/15: Transfer To C00650 - Waco-Rt B Intersection Improv		

**Funds Not Appropriated to Specific Capital Projects  
AS OF 03/31/2019**

Project Account Number	Cash Balance 03/31/2019	Projected Balance at the end of FY 2019	Notes	Examples of Previous Uses of These Funds	Future Projects Planned with Use of These Funds	
				\$323,500	2/16/15: Transfer To C00608 - Southampton Dr Prov	
40163 STREET LANDSCAPING	\$54,276.77	\$54,276.77	Funding came from 4.1% of the 1% general sales tax	\$47,000	6/6/16: Resolution 68-16 - Transfer to Storm Water Fund for City-Owned Stormwater Best Management Practice (BMP) landscape maintenance	Adopt-A-Spot, Street tree planting, conversion of turf area to native vegetation.
				\$50,000	10/13/15: Transfer to 00126 - Eighth Street Plan Avenue of the Columns	
				\$10,000	8/3/15: Ord 022538 - Transfer to C49127 for the Downtown Tree Planter 2015 project	
				\$29,000	6/1/15: Resolution 93-15 - Transfer to ???	
				\$50,000	5/4/15: Resolution 77-15 - Transfer to General Fund for the maintenance, planting and removal of diseased trees within street rights- of-way.	
00434 ABC LABS	\$649,216.00	\$649,216.00	Funding came from tax credits and PILOT related to Discovery Ridge. To be used to reimburse the City for a portion of the costs of the infrastructure project (Lenoir). Funding sources for Lenoir (Maguire) were: Annual Streets, capital improvement sales tax, development fees and investment revenue.		One possible suggested use could be to enhance the Lenoir Tie-in. The PILOT will be completed in 2022.	
00300 2006B BONDS	\$1,542.00	\$1,542.00	This was a capital improvement sales tax backed bond. It was originally used for improvements to major			

**Funds Not Appropriated to Specific Capital Projects  
AS OF 03/31/2019**

Project Account Number	Cash Balance 03/31/2019	Projected Balance at the end of FY 2019	Notes	Examples of Previous Uses of These Funds	Future Projects Planned with Use of These Funds
			improvements to major streets, sidewalks, fire truck and equipment replacement, equipping new fire stations, construction of new police department training facility.		
<b>Public Safety</b>					
00195 FIRE APPARATUS EQUIP	\$103,091.00	\$103,091.00	The funding for this project comes from the sale of fire trucks and other fire equipment	\$5,696 3/27/19: Purchase Washer/Extractor \$19,770 12/5/18: Combi Tool \$11,392 11/2/18: Station 5 and Training Academy Washer/Extractors \$5,696 10/31/18: Station 4 Washer/Extractor \$6,299 10/3/18: Fire Dept Training Center \$23,395 7/25/18: Fire Dept Training Center Equipment \$9,133 4/20/18: Fire Admin Building Security/Locking System \$95,000 4/16/18: Ord 023520 to 00640 Major Fire Station Repairs \$11,392 3/16/18: Fire Protection Equipment \$30,000 3/5/18: R30-18 Transfer to General Fund to purchase service van for Fire Dept \$7,870 2/23/18: Fire Protection equipment \$112,676 1/24/18: Thermal Imaging Camera Bundles \$25,715 11/4/16: Fire Protection Equipment \$84,000 9/23/15: Transfer to 00582 - Replace Front Line Pumper	Typically used to purchase major equipment for fire trucks that would otherwise require supplemental funds.
40173 FIRE STATION SITES	\$64,350.03	\$64,350.03	Original source was	There has been no activity since FY 2008	

**Funds Not Appropriated to Specific Capital Projects  
AS OF 03/31/2019**

Project Account Number	Cash Balance 03/31/2019	Projected Balance at the end of FY 2019	Notes	Examples of Previous Uses of These Funds	Future Projects Planned with Use of These Funds
			investment earnings. This is left over from Fire Station #7.		
<b>Parks and Recreation</b>					
00056 ANNUAL PARKS & REC	-\$23,005.21	\$1,993.79	Funding for major maintenance and small renovation projects, grant match for state/feder programs. Original funding from parks sales tax	\$10,000  \$40,000	3/18/19: Transfer to RS093 - ARC HVAC Controller Replacement Project 3/4/19: Ord 023801 to 00735 - Cosmo Tennis Court
00242 PARKS ROADS & PARKING	\$204,354.91	\$279,354.91	Upgrade existing roads and parking areas as they deteriorate. Funding from parks sales tax at \$12,500 /year. Expenses are charged directly to this project.	\$11,529  \$107,801  \$149,979	Asphalt, gravel and concrete purchased in FY 2019 Asphalt, gravel and concrete purchased in FY 2018 Asphalt, gravel and concrete purchased in FY 2018
00486 2010 PST LAND ACQUISITION	\$274,331.21	\$274,331.21	Annual funding from the 2010 parks sales tax is used for the acquisition of community parks, greenways and natural areas.	\$300,000  \$360,227  \$327,084	6/4/18: Ord 023563 to RS090 - Sports Field House 5/18/16: Purchased Gates Park 5/13/16: Purchased Lots 301 and 302, Somerset Village Plat 3, Boone County 15.88 acres off St. Charles Road

**Funds Not Appropriated to Specific Capital Projects  
AS OF 03/31/2019**

Project Account Number	Cash Balance 03/31/2019	Projected Balance at the end of FY 2019	Notes	Examples of Previous Uses of These Funds	Future Projects Planned with Use of These Funds
00510 2010 PST LAND NEIGH PARKS	\$11,790.09	\$11,790.09	Annual funding from the 2010 parks sales tax for the acquisition of new neighborhood parks	\$69,125 \$251,132 \$160,227	3/13/19: Easement Acquisition for Shepard to Rollins Trail 1/31/18: Purchased 2.24 acres on White Gate Drive 7/16/17: Purchased Creek Ridge Plat 1A
00561 2010 ANNUAL TRAIL PROGRAM	\$827.00	\$827.00	Annual funding from the 2010 parks sales tax to fund trail acquisition, construction or maintenance, and match money for future grants	\$105,854	11/28/17: MKT Bridge Replacements
00673 ANNUAL TRAILS	\$58,451.56	\$108,457.06	Annual funding from the 2015 parks sales tax to fund trail acquisition, construction or maintenance, and match money for future grants	\$39,159  \$60,904 \$27,029  816.15	09/12/2018: SLP Conduit Trail Lighting/Restroom Project  11/21/2018: Trail Easement at Stadium Condominiums 01/14/2019: Electric Installation for Roots and Blues 03/20/2019: MLK Park Telephone Light
<b>\$15,367,546.13</b>		<b>\$15,567,551.63</b>			

**5/16/2019**

Page 152 of 153

# General Fund Savings Project String Balances

5/16/2019

Project String	Percent Spent or			
	Revised Budget	Total Expense (Enc + Actual)	Encumbered in FY 2019	Remaining Balance
<b>ESURPR - SURPLUS-PARKS &amp; REC Total</b>	<b>\$48,766.24</b>	<b>\$48,597.50</b>	<b>99.65%</b>	<b>\$168.74</b>
<b>ESURPS - SURPLUS-PSJC Total</b>	<b>\$34,202.00</b>	<b>\$0.00</b>	<b>0.00%</b>	<b>\$34,202.00</b>
<b>ESURPT - SURPLUS-PARKING &amp; TRAFFIC ENF Total</b>	<b>\$192,186.00</b>	<b>\$114,613.00</b>	<b>59.64%</b>	<b>\$77,573.00</b>
<b>ESURPW - SURPLUS-PUBLIC WORKS ADMN Total</b>	<b>\$43,350.59</b>	<b>\$22,745.65</b>	<b>52.47%</b>	<b>\$20,604.94</b>
<b>ESURRE - REAL TOOL KIT Total</b>	<b>\$50,000.00</b>	<b>\$0.00</b>	<b>0.00%</b>	<b>\$50,000.00</b>
<b>ESURRO - RESIDENT OFFICER POLICE PROG Total</b>	<b>\$800,000.00</b>	<b>\$0.00</b>	<b>0.00%</b>	<b>\$800,000.00</b>
ESURSP - SURPLUS-STRATEGIC PLAN				
CLIM ASMNT - CLIMATE ASSESSMENT	\$35,000.00	\$0.00	0.00%	\$35,000.00
COM SCHLRS - COMMUNITY SCHOLARS	\$20,000.00	\$0.00	0.00%	\$20,000.00
FOCJBCOACH - FOCUS JOB COACH	\$55,000.00	\$0.00	0.00%	\$55,000.00
STEM ALLNC - S.T.E.M. ALLIANCE	\$15,000.00	\$15,000.00	100.00%	\$0.00
STR/SW/LGT - STREETS/SIDEWALKS/STREET LIGHT	\$160,349.00	\$0.00	0.00%	\$160,349.00
STRATPLN20 - STRATEGIC PLAN YR20	\$50,000.00	\$10,243.08	20.49%	\$39,756.92
SUPL DIVER - SUPPLY DIVERSITY	\$36,000.00	\$21,000.00	58.33%	\$15,000.00
<b>ESURSP - SURPLUS-STRATEGIC PLAN Total</b>	<b>\$447,087.54</b>	<b>\$65,966.55</b>	<b>14.75%</b>	<b>\$381,120.99</b>
<b>ESURSS - SURPLUS-STREETS/SIDEWALKS Total</b>	<b>\$165,317.53</b>	<b>\$95,442.60</b>	<b>57.73%</b>	<b>\$69,874.93</b>
<b>ESURSUST - SUSTAINABILITY SURPLUS Total</b>	<b>\$125,890.85</b>	<b>\$16,865.86</b>	<b>13.40%</b>	<b>\$109,024.99</b>
<b>ESURTR - FLEX TRANSIT RIDE COUNCIL MEET Total</b>	<b>\$20,000.00</b>	<b>\$887.69</b>	<b>4.44%</b>	<b>\$19,112.31</b>
<b>ESURVZ - VISION ZERO Total</b>	<b>\$100,000.00</b>	<b>\$0.00</b>	<b>0.00%</b>	<b>\$100,000.00</b>
<b>Grand Total</b>	<b>\$5,221,916.08</b>	<b>\$1,048,701.37</b>	<b>20.08%</b>	<b>\$4,173,214.71</b>