

City of Columbia, Missouri
FY 2020 Classification and Pay Plan

printed 9/30/2019

Corrected 10-21-19

Effective September 22, 2019

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

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Minimum	Pay Range Midpoint	Maximum
A1					Annual	19,022	23,192	27,498
					2080 Hourly	9.145	11.150	13.220
A2					Annual	19,972	24,351	28,872
					2080 Hourly	9.602	11.707	13.881
A3					Annual	20,971	25,569	30,318
					2080 Hourly	10.082	12.293	14.576
A4					Annual	22,543	27,485	32,589
					2080 Hourly	10.838	13.214	15.668
A5					Annual	24,234	29,548	35,036
					2080 Hourly	11.651	14.206	16.844
A6					Annual	26,052	31,764	37,660
					2080 Hourly	12.525	15.271	18.106
	2001 Custodian	Operator	Non-Exempt	8				
	2003 Custodian - 773	Operator	Non-Exempt	8				
	2210 Material Handler - 773	Operator	Non-Exempt	8				
	6101 Storeroom Assistant	Operator	Non-Exempt	6				
	2220 Traffic Control Operator - 773	Operator	Non-Exempt	8				
A7					Annual	28,656	34,940	41,427
					2080 Hourly	13.777	16.798	19.917
	2780 Consulting Utility Forester	Operator	Non-Exempt	7				
	2397 Maintenance Assistant - 773	Operator	Non-Exempt	8				
	3018 Parking Meter Repair Assistant - 773	Operator	Non-Exempt	8				
	2880 Utility Service Worker	Operator	Non-Exempt	7				
	6107 Warehouse Operator	Operator	Non-Exempt	7				
	6108 Warehouse Operator - 773	Operator	Non-Exempt	7				

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A8					Annual	31,522	38,434	45,571
					2080 Hourly	15.155	18.478	21.909
	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				
	2502 Bus Driver-773	Operator	Non-Exempt	8				
	2380 Construction Mechanic - 773	Operator	Non-Exempt	7				
	2375 Equipment Mechanic - 773	Technician	Non-Exempt	7				
	2883 Lead Utility Service Worker	Operator	Non-Exempt	7				
	2395 Maintenance Associate - 773	Technician	Non-Exempt	8				
	2870 Meter Reader	Operator	Non-Exempt	8				
	3021 Parking Enforcement Agent	Operator	Non-Exempt	8				
	3032 Parking Meter Repair Technician - 773	Technician	Non-Exempt	7				
	2412 Parks & Grounds Technician - 773	Technician	Non-Exempt	8				
	2213 Refuse Collector - 773	Operator	Non-Exempt	8				
	2431 Utility Locator	Operator	Non-Exempt	7				
	2102 Vehicle Service Worker - 773	Operator	Non-Exempt	7				
A9					Annual	33,259	42,324	51,644
					2080 Hourly	15.990	20.348	24.829
	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				
	2298 CDL Operator	Technician	Non-Exempt	7				
	2303 CDL Operator - 773	Technician	Non-Exempt	7				
	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				

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						Minimum	Midpoint	Maximum
2503	Lead Bus Driver - 773	Operator	Non-Exempt	8				

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A9					Annual	33,259	42,324	51,644
					2080 Hourly	15.990	20.348	24.829
	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				
	2874 Senior Meter Reader	Technician	Non-Exempt	8				
	2214 Senior Refuse Collector - 773	Operator	Non-Exempt	8				
	3034 Sign Technician - 773	Technician	Non-Exempt	7				
	2641 Water Treatment Plant Operator I	Technician	Non-Exempt	7				
	2601 WWTP Operator - 773	Technician	Non-Exempt	7				
A10					Annual	36,585	46,555	56,807
					2080 Hourly	17.589	22.382	27.311
	1215 Billing Auditor	Technician	Non-Exempt	6				
	7920 Computer Support Technician	Technician	Non-Exempt	3				
	2405 Construction Specialist - 773	Technician	Non-Exempt	7				
	2304 Crew Foreman - 773	Technician	Non-Exempt	7				
	2801 Electric Meter Repair Worker	Technician	Non-Exempt	7				
	2411 Electrician - 773	Technician	Non-Exempt	7				
	4521 Energy Technician	Technician	Non-Exempt	7				
	5003 Engineering Technician	Technician	Non-Exempt	3				
	1402 Human Resources Technician	Technician	Non-Exempt	5				
	2884 Jet Lead Operator - 773	Technician	Non-Exempt	7				
	5041 Laboratory Technician	Technician	Non-Exempt	3				
	5040 Laboratory Technician - 773	Technician	Non-Exempt	3				

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A10					Annual	36,585	46,555	56,807
					2080 Hourly	17.589	22.382	27.311
	2781 Lead Consulting Utility Forester	Operator	Non-Exempt	7				
	2403 Maintenance Specialist - 773	Technician	Non-Exempt	7				
	2876 Metered Services Technician	Technician	Non-Exempt	8				
	2370 Parks & Grounds Specialist - 773	Technician	Non-Exempt	7				
	7946 Physical Security and Network Technician	Technician	Non-Exempt	3				
	2694 Power Plant Operator	Operator	Non-Exempt	7				
	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				
	2296 Water Distribution Operator	Technician	Non-Exempt	7				
	2312 Water Distribution Technician	Technician	Non-Exempt	7				
	2642 Water Treatment Plant Operator II	Technician	Non-Exempt	7				
	2885 Wetlands Lead Operator - 773	Technician	Non-Exempt	7				
A11					Annual	41,159	52,374	63,908
					2080 Hourly	19.788	25.180	30.725
	2160 Addressing Specialist	Technician	Non-Exempt	3				
	2400 Airport Maintenance Foreman	Technician	Non-Exempt	7				
	5022 Assistant City Land Surveyor	Technician	Non-Exempt	2				
	3202 Building Inspector	Technician	Non-Exempt	1				
	2320 CCTV Technician - 773	Technician	Non-Exempt	7				
	4650 Code Enforcement Specialist	Technician	Non-Exempt	1				
	3960 Housing Specialist	Technician	Non-Exempt	5				

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A11					Annual	41,159	52,374	63,908
					2080 Hourly	19.788	25.180	30.725
	2324 Instrument Technician - 773	Technician	Non-Exempt	7				
	2325 Instrument Technician	Technician	Non-Exempt	7				
	3030 Parking Utility Maintenance Mechanic - 773	Technician	Non-Exempt	7				
	4999 Pretreatment Inspector	Technician	Non-Exempt	3				
	4998 Project Compliance Inspector	Technician	Non-Exempt	1				
	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				
	2314 Water Distribution Foreman	Technician	Non-Exempt	7				
	2643 Water Treatment Plant Operator III	Technician	Non-Exempt	7				
A12					Annual	46,305	58,922	71,897
					2080 Hourly	22.262	28.328	34.566
	2630 Apprentice Balancing Authority Operator	Technician	Non-Exempt	8				
	2330 Apprentice Communication Technician	Technician	Non-Exempt	8				
	2701 Apprentice Lineworker	Technician	Non-Exempt	8				
	2333 Apprentice Substation Technician	Technician	Non-Exempt	8				
	7693 Biogas Plant Technician	Technician	Non-Exempt	7				
	7692 CEC Technician	Technician	Non-Exempt	7				
	2851 Electric Distribution Coordinator	Technician	Non-Exempt	7				
	2803 Lead Electric Meter Repair Worker	Technician	Non-Exempt	7				
	2695 Lead Power Plant Operator	Technician	Non-Exempt	7				

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

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B1					Annual	18,936	25,536	32,296
					2080 Hourly	9.104	12.277	15.527
B2					Annual	20,359	26,248	32,296
					2080 Hourly	9.788	12.619	15.527
B3					Annual	21,884	27,242	32,760
					2080 Hourly	10.521	13.097	15.750
B4					Annual	23,527	29,286	35,219
					2080 Hourly	11.311	14.080	16.932
	1201 Cashier	Clerical	Non-Exempt	6				
B5					Annual	25,877	32,213	38,742
					2080 Hourly	12.441	15.487	18.626
	1005 Administrative Support Assistant	Clerical	Non-Exempt	6				
	1211 Customer Service Rep I	Clerical	Non-Exempt	6				
	2114 Equipment Technician	Clerical	Non-Exempt	6				
	1200 Lead Cashier	Clerical	Non-Exempt	5				
	8510 Recreation Leader	Clerical	Non-Exempt	5				
	6100 Stores Clerk - 773	Clerical	Non-Exempt	6				
	6106 Stores Clerk	Clerical	Non-Exempt	6				
	7451 WIC Office Specialist	Clerical	Non-Exempt	6				
B6					Annual	28,467	35,435	42,615
					2080 Hourly	13.686	17.036	20.488
	1213 Customer Service Rep II	Clerical	Non-Exempt	6				
	1010 Information Specialist	Clerical	Non-Exempt	6				
	1030 Medical Billing Clerk	Clerical	Non-Exempt	6				
	3013 Property and Evidence Technician	Clerical	Non-Exempt	6				
	1006 Senior Administrative Support Assistant	Clerical	Non-Exempt	6				
B7					Annual	31,312	38,979	46,877
					2080 Hourly	15.054	18.740	22.537
	1203 Accounting Assistant	Clerical	Non-Exempt	6				

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6507	Business Services Technician	Clerical	Non-Exempt	5				
B8					Annual	35,227	43,851	52,736
					2080 Hourly	16.936	21.082	25.354
	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				
B9					Annual	39,630	49,331	59,328
					2080 Hourly	19.053	23.717	28.523
B10					Annual	44,585	55,499	66,745
					2080 Hourly	21.435	26.682	32.089

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C1					Annual	26,048	32,388	38,919
					2080 Hourly	12.523	15.571	18.711
C2					Annual	28,652	35,626	42,811
					2080 Hourly	13.775	17.128	20.582
C3					Annual	32,234	40,080	48,164
					2080 Hourly	15.497	19.269	23.156
	9950 City Management Fellowship*	Specialist	Non-Exempt	2				
	4575 Training Assistant	Specialist	Non-Exempt	6				
C4					Annual	35,522	45,113	54,974
					2080 Hourly	17.078	21.689	26.430
	6208 Accountant I	Professional	Exempt	2				
	4801 Community Relations Specialist	Specialist	Non-Exempt	2				
	4200 Financial Specialist	Specialist	Non-Exempt	2				
	2190 GIS Technician	Technician	Non-Exempt	3				
	4310 Industry Relations Specialist	Specialist	Non-Exempt	2				
	7510 Licensed Practical Nurse	Technician	Non-Exempt	3				
	4810 Marketing Specialist	Specialist	Non-Exempt	2				
	4627 Program Specialist	Specialist	Non-Exempt	2				
	7301 Social Services Clinic Specialist	Professional	Non-Exempt	2				
	7299 Social Services Home Visit Specialist	Professional	Non-Exempt	2				
	4315 Sports Sales Specialist	Professional	Non-Exempt	4				
	4300 Tourism Services Specialist	Professional	Non-Exempt	2				
	9932 Video Producer	Specialist	Non-Exempt	2				
	4615 Volunteer Program Specialist	Specialist	Non-Exempt	2				
	4533 Waste Minimization Coordinator	Specialist	Non-Exempt	2				
	9940 Web Content Editor	Specialist	Non-Exempt	2				
	4580 Wellness Educator	Specialist	Exempt	2				

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C5					Annual	39,963	50,752	61,847
					2080 Hourly	19.213	24.400	29.734
	6207 Accountant II	Professional	Exempt	2				
	2560 Assistant to Airport Manager	Professional	Exempt	2				
	7309 Communicable Disease Specialist	Professional	Non-Exempt	2				
	6308 Contract Compliance Officer	Specialist	Exempt	2				
	3404 Court Services Analyst	Specialist	Exempt	2				
	3017 Crime Scene Investigator	Specialist	Non-Exempt	2				
	4510 Energy Management Specialist	Specialist	Non-Exempt	2				
	7201 Environmental Public Health Specialist	Professional	Non-Exempt	2				
	2180 GIS Specialist	Specialist	Non-Exempt	3				
	4803 Graphic Artist	Specialist	Non-Exempt	2				
	7303 Health Educator	Professional	Exempt	2				
	4603 Human Resources Coordinator	Professional	Exempt	2				
	5132 Lab Analyst	Professional	Non-Exempt	2				
	1403 Lead Human Resources Technician	Specialist	Exempt	2				
	7403 Nutritionist	Professional	Exempt	2				
	6305 Procurement Officer	Specialist	Non-Exempt	5				
	7360 Tobacco Enforcement and Education Officer	Professional	Non-Exempt	2				
	5135 Water Quality Compliance Officer	Professional	Exempt	2				
C6					Annual	44,957	57,094	69,576
					2080 Hourly	21.614	27.449	33.450
	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				

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C6					Annual	44,957	57,094	69,576
					2080 Hourly	21.614	27.449	33.450
	8903 Entrepreneurship Program Coordinator	Professional	Exempt	2				
	6204 Financial Analyst	Professional	Exempt	2				
	2173 GIS Data Analyst	Professional	Non-Exempt	2				
	4601 Human Resources Analyst	Professional	Exempt	2				
	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				
C7					Annual	49,566	64,264	79,354
					2080 Hourly	23.830	30.896	38.151
	6604 Budget Analyst	Professional	Exempt	2				
	7930 Business Analyst	Professional	Exempt	2				
	5098 Engineering Specialist	Professional	Exempt	3				
	2175 GIS Analyst	Professional	Exempt	2				
	4610 Internal Auditor*	Professional	Exempt	2				

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C7					Annual	49,566	64,264	79,354
					2080 Hourly	23.830	30.896	38.151
	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				
C8					Annual	55,763	72,297	89,274
					2080 Hourly	26.809	34.758	42.920
	9955 Civic Relations Officer*	Professional	Exempt	2				
	7919 Cyber Security Analyst	Professional	Exempt	2				
	7924 Database Administrator	Professional	Exempt	2				
	4500 Energy Market Analyst	Professional	Exempt	2				
	5113 Engineer	Professional	Exempt	2				
	7918 Network Engineer	Professional	Exempt	2				
	7942 Project Leader	Professional	Exempt	2				
	6603 Senior Budget Analyst	Professional	Exempt	2				
	7927 Systems Administrator	Professional	Exempt	2				
	7922 Systems Analyst	Professional	Exempt	2				
	4619 Trust Administrator*	Professional	Exempt	1				
C9					Annual	62,733	81,332	100,431
					2080 Hourly	30.160	39.102	48.284
	3301 Assistant City Counselor*	Professional	Exempt	2				
	7506 Nurse Practitioner	Professional	Exempt	2				
C10					Annual	70,574	91,499	112,986
					2080 Hourly	33.930	43.990	54.320
C11					Annual	79,396	102,937	127,109
					2080 Hourly	38.171	49.489	61.110

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D1					Annual	26,073	32,384	38,886
					2080 Hourly	12.535	15.569	18.695
D2					Annual	28,679	35,620	42,773
					2080 Hourly	13.788	17.125	20.564
D3					Annual	31,547	39,183	47,054
					2080 Hourly	15.167	18.838	22.622
D4					Annual	34,703	43,102	51,757
					2080 Hourly	16.684	20.722	24.883
	2504 Bus Supervisor	Supervisor	Exempt	8				
	1009 Information Center Supervisor	Supervisor	Exempt	6				
D5					Annual	37,394	47,434	57,762
					2080 Hourly	17.978	22.805	27.770
	1007 Administrative Supervisor	Supervisor	Exempt	2				
	7105 Animal Control Supervisor	Supervisor	Exempt	8				
	2002 Custodian Supervisor	Supervisor	Exempt	8				
	2112 Equipment Supervisor	Supervisor	Exempt	7				
	2417 Parks & Facilities Specialist	Supervisor	Exempt	8				
	3016 Property & Evidence Unit Supervisor	Supervisor	Exempt	6				
	8520 Recreation Specialist	Supervisor	Exempt	2				
	2216 Solid Waste Supervisor I	Supervisor	Exempt	7				
	6103 Stores Supervisor	Supervisor	Exempt	6				
D6					Annual	41,132	52,177	63,538
					2080 Hourly	19.775	25.085	30.547
	3295 Assistant to City Counselor	Supervisor	Non-Exempt	2				
	8660 C.A.R.E. Program Supervisor	Supervisor	Exempt	2				
	3403 Deputy Court Administrator*	Supervisor	Exempt	2				
	5205 Forester	Supervisor	Exempt	2				

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Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Minimum	Pay Range Midpoint	Maximum
D6					Annual	41,132	52,177	63,538
					2080 Hourly	19.775	25.085	30.547
	2416 Golf Course Specialist	Supervisor	Non-Exempt	2				
	5203 Horticulturist	Supervisor	Exempt	2				
	3024 Parking Utility Supervisor	Supervisor	Exempt	8				
	2306 Public Works Supervisor II	Supervisor	Exempt	7				
	1008 Senior Administrative Supervisor	Supervisor	Exempt	2				
	2591 Sewer Supervisor	Supervisor	Exempt	7				
	7302 Social Services Supervisor	Supervisor	Exempt	2				
	2208 Solid Waste District Administrator	Supervisor	Exempt	2				
	2217 Solid Waste Supervisor II	Supervisor	Exempt	7				
	2418 Sports Turf Specialist	Supervisor	Exempt	7				
	4320 Tourism Administrative Supervisor	Supervisor	Exempt	2				
	2616 Transload Operations Supervisor	Supervisor	Non-Exempt	7				
D7					Annual	45,246	57,396	69,892
					2080 Hourly	21.753	27.594	33.602
	8762 Assistant to the Parks & Recreation Director	Supervisor	Exempt	2				
	2407 Building & Grounds Supervisor	Supervisor	Exempt	7				
	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				
	2878 Meter Reading Supervisor	Supervisor	Exempt	7				
	7405 Nutrition Supervisor	Supervisor	Exempt	2				
	2415 Parks Supervisor	Supervisor	Exempt	2				
	7375 Public Health Promotion Supervisor	Supervisor	Exempt	2				
	2307 Public Works Supervisor III	Supervisor	Exempt	7				

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D7					Annual	45,246	57,396	69,892
					2080 Hourly	21.753	27.594	33.602
	8530 Recreation Supervisor	Supervisor	Exempt	2				
	2428 Sewer Maintenance Supervisor	Supervisor	Exempt	7				
	2218 Solid Waste Supervisor III	Supervisor	Exempt	7				
	4317 Sports Tourism Supervisor	Supervisor	Non-Exempt	2				
	6105 Stores Superintendent	Supervisor	Exempt	1				
	2585 Storm Water Supervisor	Supervisor	Exempt	7				
	4302 Tourism Services Supervisor	Supervisor	Exempt	2				
	2505 Transportation Superintendent	Supervisor	Exempt	1				
	1210 Treasury Support Supervisor	Supervisor	Exempt	2				
	2434 Utility Locator Supervisor	Supervisor	Exempt	7				
	2426 Utility Maintenance Supervisor	Supervisor	Exempt	7				
	2104 Vehicle Maintenance Supervisor	Supervisor	Exempt	7				
	2614 Wastewater Operations Supervisor	Supervisor	Exempt	7				
D8					Annual	48,776	63,165	77,942
					2080 Hourly	23.450	30.368	37.472
	9911 Assistant to City Manager*	Supervisor	Exempt	2				
	1022 Assistant to the Police Chief	Supervisor	Exempt	2				
	5800 Assistant to the Public Works Director	Supervisor	Exempt	2				
	7694 Biogas Plant Supervisor	Supervisor	Non-Exempt	7				
	5023 City Land Surveyor	Supervisor	Exempt	2				
	4513 Energy Services Supervisor	Supervisor	Exempt	2				
	2100 Fleet Operations Supt	Supervisor	Exempt	1				
	3402 Municipal Court Administrator*	Supervisor	Exempt	2				
	7515 Nursing Supervisor	Supervisor	Exempt	2				
	2317 Water Distribution Supervisor	Supervisor	Exempt	7				

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D9					Annual	53,654	69,482	85,736
					2080 Hourly	25.795	33.405	41.219
	6201 Accounting Supervisor	Supervisor	Exempt	2				
	7695 CEC Supervisor	Supervisor	Non-Exempt	7				
	2408 Construction Project Supervisor	Supervisor	Exempt	2				
	2770 Electric Services Superintendent	Supervisor	Exempt	1				
	2185 GIS Supervisor	Supervisor	Exempt	2				
	7913 Help Desk Supervisor	Supervisor	Exempt	3				
	5134 Laboratory Supervisor	Supervisor	Exempt	2				
	2207 Landfill Superintendent	Supervisor	Exempt	1				
	8710 Parks Development Superintendent	Supervisor	Exempt	1				
	2637 Power Plant Tech Supervisor	Supervisor	Exempt	7				
	7308 Public Health Planning Supervisor	Supervisor	Exempt	2				
	2209 Recovery Superintendent	Supervisor	Exempt	1				
	8610 Recreation & Community Programs Superintendent	Supervisor	Exempt	1				
	2206 Solid Waste Collection Superintendent	Supervisor	Exempt	1				
	2655 Water Distribution Superintendent	Supervisor	Exempt	1				
	2645 Water Production Superintendent	Supervisor	Exempt	1				
D10					Annual	59,020	76,432	94,311
					2080 Hourly	28.375	36.746	45.342
	6206 Assistant Controller	Supervisor	Exempt	2				
	2635 Assistant Power Production Superintendent	Supervisor	Exempt	2				
	2606 Assistant WWTP Superintendent	Supervisor	Exempt	1				
	6606 Budget Supervisor	Supervisor	Exempt	2				
	3205 Building Regulations Supervisor	Supervisor	Exempt	1				
	2450 Construction Project Superintendent	Supervisor	Exempt	2				
	7929 Infrastructure Supervisor	Supervisor	Exempt	2				

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Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Minimum	Pay Range Midpoint	Maximum
D10					Annual	59,020	76,432	94,311
					2080 Hourly	28.375	36.746	45.342
	2430 Sewer & Storm Water Maintenance Superintendent	Supervisor	Exempt	1				
	2311 Street Maintenance Superintendent	Supervisor	Exempt	1				
	2337 Substation Repair Superintendent	Supervisor	Exempt	1				
D11					Annual	63,648	82,424	101,706
					2080 Hourly	30.600	39.627	48.897
	5109 Engineering Supervisor	Supervisor	Exempt	2				
	2730 Line Superintendent	Supervisor	Exempt	1				
	2607 WWTP Superintendent	Supervisor	Exempt	1				
D12					Annual	70,013	90,667	111,877
					2080 Hourly	33.660	43.590	53.787

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E1					Annual	36,406	47,120	58,121
					2080 Hourly	17.503	22.654	27.943
E2					Annual	40,048	51,834	63,935
					2080 Hourly	19.254	24.920	30.738
	8804 Deputy City Clerk*	Manager	Non-Exempt	6				
E3					Annual	45,055	58,313	71,926
					2080 Hourly	21.661	28.035	34.580
E4					Annual	50,685	65,601	80,918
					2080 Hourly	24.368	31.539	38.903
	2385 Building Facilities Manager	Manager	Exempt	1				
	6505 Business Services Manager	Manager	Exempt	1				
	4799 Communications & Marketing Manager	Manager	Exempt	1				
	4629 Cultural Affairs Manager*	Manager	Exempt	1				
	3975 Housing Programs Manager	Manager	Exempt	1				
	2620 Railroad Operations Manager	Manager	Exempt	1				
	9915 Sustainability Manager*	Manager	Exempt	1				
E5					Annual	55,902	73,832	92,221
					2080 Hourly	26.876	35.496	44.337
	2556 Airport Manager	Manager	Exempt	1				
	2106 Fleet Operations Manager	Manager	Exempt	1				
	4616 Human Services Manager	Manager	Exempt	1				
	9924 Media and Event Services Manager	Manager	Exempt	1				
	4622 Neighborhood Services Manager	Manager	Exempt	1				
	6401 Purchasing Agent	Manager	Exempt	1				
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Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Minimum	Pay Range Midpoint	Maximum
E5					Annual	55,902	73,832	92,221
					2080 Hourly	26.876	35.496	44.337
	6600 Risk Manager	Manager	Exempt	1				
	4702 Transit & Parking Manager	Manager	Exempt	1				
E6					Annual	62,891	83,063	103,748
					2080 Hourly	30.236	39.934	49.879
	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				
	4605 Human Resources Manager	Manager	Exempt	1				
	8750 Parks & Recreation Manager	Manager	Exempt	1				
	2636 Power Prod Superintendent	Manager	Exempt	1				
	2205 Solid Waste Manager	Manager	Exempt	1				
	6700 Treasurer	Manager	Exempt	1				
	2690 Water Distribution Manager	Manager	Exempt	1				
	2661 Water Production Manager	Manager	Exempt	1				
E7					Annual	72,324	95,522	119,311
					2080 Hourly	34.771	45.924	57.361
	8901 Assistant Director, Economic Development*	Manager	Exempt	1				
	3109 Assistant Fire Chief*	Manager	Exempt	1				
	3004 Assistant Police Chief*	Manager	Exempt	1				
	3300 City Prosecutor*	Manager	Exempt	1				
	7600 Community Health Manager	Manager	Exempt	1				
	2855 Electric Distribution Manager	Manager	Exempt	1				
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Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Minimum	Pay Range Midpoint	Maximum
E7					Annual	72,324	95,522	119,311
					2080 Hourly	34.771	45.924	57.361
	5107 Engineering & Operations Manager	Manager	Exempt	1				
	5108 Engineering Manager	Manager	Exempt	1				
	7926 Information Technology Manager	Manager	Exempt	1				
	7940 PMO Manager	Manager	Exempt	1				
	4514 Utility Services Manager	Manager	Exempt	1				
E8					Annual	80,034	109,943	140,548
					2080 Hourly	38.478	52.857	67.571
	9901 Assistant City Manager*	Manager	Exempt	1				
	2980 Assistant Director, City Utilities*	Manager	Exempt	1				
	9928 Assistant Director, Community Relations*	Manager	Exempt	1				
	6750 Assistant Director, Finance*	Manager	Exempt	1				
	4606 Assistant Director, Human Resources*	Manager	Exempt	1				
	7960 Assistant Director, Information Technology*	Manager	Exempt	1				
	7680 Assistant Director, Public Health & Human Services*	Manager	Exempt	1				
	8803 City Clerk*	Charter	Exempt	1				
	3408 Deputy City Counselor*	Manager	Exempt	1				
	3110 Deputy Fire Chief*	Manager	Exempt	1				
	8950 Director, Convention & Visitors Bureau*	Director	Exempt	1				
	8900 Director, Economic Development*	Director	Exempt	1				
	3401 Municipal Judge*	Charter	Exempt	1				

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

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

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

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F7					Annual	48,951	61,189	73,426
					2080 Hourly	23.534	29.418	35.478
					2912 Hourly	16.810	21.013	25.341
	2555 Airport Safety Supervisor	Public Safety	Exempt	3				
	3103 Fire Engineer - 1055**	Public Safety	Non-Exempt	4				
F8					Annual	53,847	67,307	86,204
					2080 Hourly	25.888	32.359	41.444
					2912 Hourly	18.491	23.114	29.603
	3114 Assistant Fire Marshal - 1055	Public Safety	Non-Exempt	4				
	3104 Fire Lieutenant - 1055**	Public Safety	Non-Exempt	2				
	3002 Police Sergeant - CPOA	Public Safety	Non-Exempt	3				
F9					Annual	59,230	74,038	94,827
					2080 Hourly	28.476	35.595	45.590
					2912 Hourly	20.340	25.425	32.564
	3115 Chief Training Officer**	Public Safety	Exempt	2				
	3105 Fire Captain - 1055**	Public Safety	Non-Exempt	2				
F10					Annual	65,154	81,442	104,308
					2080 Hourly	31.324	39.155	50.148
					2912 Hourly	22.374	27.968	35.820
	3107 Fire Battalion Chief**	Public Safety	Exempt	2				
	3003 Police Lieutenant - CPLA	Public Safety	Exempt	2				
	3010 Police Lieutenant	Public Safety	Exempt	2				

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F11					Annual	71,668	89,586	114,739
					2080 Hourly	34.456	43.070	55.163
					2912 Hourly	24.611	30.764	39.402
	3106 Fire Division Chief**	Public Safety	Exempt	1				
F12					Annual	78,836	98,544	126,214
					2080 Hourly	37.902	47.377	60.680

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