

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

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Pay Grade	Job Title	Overtime	EEO	Type of Pay Rate	Minimum	Midpoint	Maximum
104				Annual	36,837	45,323	53,789
				2080 Hourly	17.71	21.79	25.86
	1203 Accounting Assistant I	Non-Exempt	6				
	1003 Administrative Technician I	Non-Exempt	6				
	7305 Community Health Worker	Non-Exempt	5				
	9919 Community Resilience Organizer	Non-Exempt	6				
	2499 Paratransit Scheduler	Non-Exempt	6				
	1001 Police Records Clerk I	Non-Exempt	6				
	1190 Scale House Cashier	Non-Exempt	6				
	7451 WIC Office Specialist	Non-Exempt	6				
105				Annual	38,667	47,590	56,472
				2080 Hourly	18.59	22.88	27.15
	1204 Accounting Assistant II	Non-Exempt	6				
	1004 Administrative Technician II	Non-Exempt	6				
	7101 Animal Control Officer	Non-Exempt	8				
	9933 Audio Visual Technician	Non-Exempt	3				
	6507 Business Services Technician	Non-Exempt	5				
	9950 City Management Fellowship*	Non-Exempt	2				
	3011 Community Service Aide	Non-Exempt	4				
	1213 Customer Service Representative II	Non-Exempt	6				
	2114 Equipment Technician	Non-Exempt	6				
	7510 Licensed Practical Nurse	Non-Exempt	3				
	2397 Maintenance Technician I-955	Non-Exempt	8				
	2874 Meter Reader II-WL	Non-Exempt	8				
	1206 Payroll Technician	Non-Exempt	5				
	1002 Police Records Clerk II	Non-Exempt	6				
	3013 Property and Evidence Technician	Non-Exempt	6				
	6591 Risk Management Claims Specialist	Non-Exempt	6				
	2490 Transit Maintenance Technician-955	Non-Exempt	8				
	6688 Treasury Technician II	Non-Exempt	6				
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					Minimum	Midpoint	Maximum
105				Annual	38,667	47,590	56,472
				2080 Hourly	18.59	22.88	27.15
1218	Utility Customer Service Specialist II	Non-Exempt	6				
2433	Utility Locator I-955	Non-Exempt	7				
2431	Utility Locator I-WL	Non-Exempt	7				
2419	Utility Maintenance Mechanic I-955	Non-Exempt	7				
2422	Utility Maintenance Mechanic I-WL	Non-Exempt	7				
2881	Utility Service Worker I - 955	Non-Exempt	7				
2880	Utility Service Worker I - WL	Non-Exempt	7				
2101	Vehicle Maintenance Technician-955	Non-Exempt	8				
2641	Water Operator I-WL	Non-Exempt	7				
106				Annual	42,931	52,811	62,691
				2080 Hourly	20.64	25.39	30.14
6208	Accountant I	Non-Exempt	2				
2160	Addressing Specialist	Non-Exempt	3				
1215	Billing Auditor	Non-Exempt	6				
7410	Breastfeeding Peer Counselor Coordinator	Non-Exempt	5				
2502	Bus Driver-955	Non-Exempt	8				
7920	Computer Support Technician	Non-Exempt	3				
2222	Container Maintenance Technician - 955	Non-Exempt	8				
3406	Deputy Court Clerk	Non-Exempt	6				
2190	GIS Technician	Non-Exempt	3				
1402	Human Resources Technician I	Non-Exempt	5				
2230	Logistics Specialist	Non-Exempt	5				
1030	Medical Billing Specialist	Non-Exempt	6				
2500	Paratransit Compliance Clerk	Non-Exempt	6				
7946	Physical Security and Network Technician	Non-Exempt	3				
4627	Program Specialist	Non-Exempt	2				

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					Minimum	Midpoint	Maximum
106				Annual	42,931	52,811	62,691
				2080 Hourly	20.64	25.39	30.14
	2213 Refuse Collector I-955	Non-Exempt	8				
	3034 Sign and Signals Technician-955	Non-Exempt	7				
	4521 Utility Services Specialist I	Non-Exempt	7				
	2102 Vehicle Maintenance Specialist-955	Non-Exempt	7				
	9934 Video Engineering Specialist	Non-Exempt	3				
	9932 Video Producer	Non-Exempt	2				
	2295 Water Distribution Operator I-955	Non-Exempt	7				
107				Annual	47,653	58,614	69,597
				2080 Hourly	22.91	28.18	33.46
	6770 Assistant to the Finance Director	Non-Exempt	2				
	8662 C.A.R.E. Program Specialist	Exempt	2				
	2999 Civilian Investigator	Non-Exempt	3				
	4810 Communications Coordinator	Non-Exempt	2				
	6308 Contract Compliance Officer	Exempt	2				
	3404 Court Services Analyst	Non-Exempt	2				
	2002 Custodial Supervisor	Non-Exempt	8				
	9942 Digital Communications Coordinator	Non-Exempt	2				
	2801 Electric Meter Repair Specialist I-WL	Non-Exempt	7				
	9954 Engagement Coordinator*	Non-Exempt	2				
	5003 Engineering Technician I	Non-Exempt	3				
	2303 Equipment Operator-955	Non-Exempt	7				
	2298 Equipment Operator-WL	Non-Exempt	7				
	9800 Event Services Specialist	Non-Exempt	2				
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Pay Grade	Job Title	Overtime	EEO	Type of Pay Rate	Pay Range		
					Minimum	Midpoint	Maximum
107				Annual	47,653	58,614	69,597
				2080 Hourly	22.91	28.18	33.46
6204	Financial Analyst	Exempt	2				
4803	Graphic Artist	Non-Exempt	2				
1403	Human Resources Technician II	Exempt	2				
4580	Human Resources Wellness Coordinator	Exempt	2				
4310	Industry Relations Specialist	Non-Exempt	2				
5040	Laboratory Technician - 955	Non-Exempt	3				
5041	Laboratory Technician-WL	Non-Exempt	3				
2503	Lead Bus Driver - 955	Non-Exempt	8				
4602	Leave and Accommodation Specialist	Exempt	2				
2398	Maintenance Technician II-955	Non-Exempt	8				
2107	Mechanic I-955	Non-Exempt	7				
2879	Metered Services Coordinator	Non-Exempt	5				

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107				Annual	47,653	58,614	69,597
				2080 Hourly	22.91	28.18	33.46
2876	Metered Services Technician	Non-Exempt	8				
3290	Paralegal	Non-Exempt	2				
3032	Parking Maintenance Technician II-955	Non-Exempt	7				
2375	Parks Equipment Mechanic-955	Non-Exempt	7				
1205	Payroll Specialist	Non-Exempt	6				
2694	Power Plant Operator I-WL	Non-Exempt	7				
6305	Procurement Officer I	Non-Exempt	5				
4801	Public Information Specialist	Non-Exempt	2				
2410	Railroad Maintenance Technician	Non-Exempt	7				
2626	Railroad Operator	Non-Exempt	8				
1015	Records Custodian	Non-Exempt	6				
8520	Recreation Specialist	Exempt	2				
2214	Refuse Collector II-955	Non-Exempt	8				
6593	Risk Management Case Specialist	Non-Exempt	2				
7301	Social Services Specialist	Non-Exempt	2				
4315	Sports Sales Specialist	Non-Exempt	4				
4300	Tourism Sales Specialist I	Non-Exempt	2				
6690	Treasury Analyst	Non-Exempt	2				
1219	Utility Customer Service Specialist III	Non-Exempt	6				
2860	Utility Data Specialist-WL	Non-Exempt	6				

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

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

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

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Pay Grade	Job Title	Overtime	EEO	Type of Pay Rate	Pay Range		
					Minimum	Midpoint	Maximum
109				Annual	58,718	72,238	85,738
				2080 Hourly	28.23	34.73	41.22
1008	Administrative Supervisor II	Exempt	2				
7105	Animal Control Supervisor	Exempt	8				
2560	Assistant to the Airport Manager	Non-Exempt	2				
3295	Assistant to the City Counselor	Non-Exempt	2				
8762	Assistant to the Parks and Recreation Director	Exempt	2				
5800	Assistant to the Public Works Director	Exempt	2				
6601	Budget Analyst I	Exempt	2				
3203	Building Inspector II	Non-Exempt	1				
2504	Bus Supervisor	Exempt	8				
7930	Business Analyst	Exempt	2				
8660	C.A.R.E. Program Supervisor	Exempt	2				
5007	City Arborist	Exempt	2				
4652	Code Enforcement Specialist II	Non-Exempt	5				
2998	Communications and Outreach Supervisor	Exempt	2				
8804	Deputy City Clerk*	Non-Exempt	6				
3403	Deputy Court Administrator*	Exempt	2				
9937	Design and Marketing Supervisor	Exempt	2				
7320	Disease Intervention Specialist	Exempt	2				
2803	Electric Meter Repair Specialist II-WL	Non-Exempt	7				
8903	Entrepreneurship Program Specialist	Exempt	2				
2112	Equipment Supervisor	Exempt	7				
6604	Finance Analyst	Exempt	2				
5205	Forester	Exempt	2				
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					Minimum	Midpoint	Maximum
109				Annual	58,718	72,238	85,738
				2080 Hourly	28.23	34.73	41.22
	2416 Golf Course Supervisor	Non-Exempt	2				
	9960 Grant Administrator	Exempt	2				
	7303 Health Program Coordinator	Exempt	2				
	7334 HIV Medical Case Coordinator	Non-Exempt	2				
	5203 Horticulturist	Exempt	2				
	3961 Housing Specialist II	Non-Exempt	5				
	4603 Human Resources Generalist	Exempt	2				
	2324 Instrumentation Technician-955	Non-Exempt	7				
	2325 Instrumentation Technician-WL	Non-Exempt	7				
	5132 Laboratory Specialist	Non-Exempt	2				
	7501 Medical Office Supervisor	Exempt	2				
	3026 Parking Enforcement and Maintenance Supervisor	Exempt	8				
	3024 Parking Operations Supervisor	Exempt	8				
	2417 Parks Crew Supervisor	Exempt	8				
	4101 Planner	Exempt	2				
	2993 Police Records Management System Administrator	Non-Exempt	2				
	2695 Power Plant Operator II-WL	Non-Exempt	7				
	4996 Project Compliance Inspector II	Non-Exempt	1				
	3016 Property and Evidence Supervisor	Exempt	6				
	7503 Public Health Nurse	Exempt	2				
	4501 Rate Analyst I	Exempt	2				
	5013 Right of Way Technician	Exempt	3				
	4108 Senior Plan Reviewer	Exempt	3				
	7299 Social Services Home Visitor	Non-Exempt	2				
	2216 Solid Waste Supervisor I	Non-Exempt	7				

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					Minimum	Midpoint	Maximum
109				Annual	58,718	72,238	85,738
				2080 Hourly	28.23	34.73	41.22
	2418 Sports Turf Supervisor	Exempt	7				
	6103 Storeroom Supervisor	Exempt	6				
	2616 Transload Operations Supervisor	Non-Exempt	7				
	2432 Utility Locator II-WL	Non-Exempt	7				
	2104 Vehicle Maintenance Supervisor	Exempt	7				
	2590 Wastewater Operator II-955	Non-Exempt	7				
110				Annual	65,166	80,184	95,181
				2080 Hourly	31.33	38.55	45.76
	7922 Application Developer II	Exempt	2				
	2330 Apprentice Communication Technician-WL	Non-Exempt	8				
	2701 Apprentice Lineworker-WL	Non-Exempt	8				
	2630 Apprentice NERC Certified System Operator - WL	Non-Exempt	8				
	2333 Apprentice Substation Technician-WL	Non-Exempt	8				
	9911 Assistant to the City Manager*	Exempt	2				
	6698 Assistant Treasurer	Exempt	2				
	7694 Biogas Plant Supervisor	Non-Exempt	7				
	6603 Budget Analyst II	Exempt	2				
	2407 Building and Grounds Supervisor	Exempt	7				
	8905 Business Development Specialist	Exempt	2				
	7695 CEC Supervisor	Non-Exempt	7				
	5023 City Land Surveyor	Exempt	2				
	2408 Construction Project Supervisor	Exempt	2				
	2406 Construction Supervisor	Exempt	7				
	7919 Cybersecurity Analyst I	Exempt	2				
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					Minimum	Midpoint	Maximum
110				Annual	65,166	80,184	95,181
				2080 Hourly	31.33	38.55	45.76
7943	Data Analyst	Exempt	2				
2851	Electric Distribution System Operator-WL	Non-Exempt	7				
4608	Employee Relations Specialist	Exempt	2				
4500	Energy Market Analyst	Exempt	2				
5098	Engineering Specialist	Exempt	3				
6607	Enterprise Resource Planning Administrator	Exempt	2				
7207	Environmental Public Health Supervisor	Exempt	2				
9910	Executive Assistant*	Exempt	2				
3118	Fire Trainer II	Exempt	2				
2100	Fleet Operations Superintendent	Exempt	1				
2175	GIS Analyst I	Exempt	2				
7335	HIV Nurse Case Coordinator	Exempt	2				
3970	Housing Development Coordinator	Exempt	2				
4600	Human Resources Supervisor	Exempt	2				
4568	Human Resources Training and Wellness Supervisor	Exempt	2				
7913	IT Helpdesk Supervisor	Exempt	3				
5134	Laboratory Supervisor	Exempt	2				
9924	Media and Creative Services Supervisor	Exempt	2				
2878	Metered Services Supervisor	Exempt	7				
3402	Municipal Court Administrator*	Exempt	2				
7918	Network Engineer I	Exempt	2				
7405	Nutrition Supervisor	Exempt	2				
8700	Parks Planner	Exempt	2				
2415	Parks Supervisor	Exempt	2				
2994	Police Policy and Research Specialist	Non-Exempt	2				
2637	Power Plant Technician Supervisor	Exempt	7				
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110				Annual	65,166	80,184	95,181
				2080 Hourly	31.33	38.55	45.76
5015	Property Acquisition Coordinator	Exempt	2				
7312	Public Health Planner	Exempt	2				
7294	Public Safety and Justice Case Coordinator	Exempt	2				
2620	Railroad Operations Manager	Exempt	1				
4502	Rate Analyst II	Exempt	2				
8530	Recreation Supervisor	Exempt	2				
6595	Risk Management Specialist	Exempt	2				
6203	Senior Accountant	Exempt	2				
4103	Senior Planner	Exempt	2				
2428	Sewer and Storm Water Maintenance Supervisor	Exempt	7				
2591	Sewer Supervisor	Exempt	7				
2217	Solid Waste Supervisor II	Exempt	7				
6105	Storeroom Superintendent	Exempt	1				
2306	Streets Supervisor	Exempt	7				
7927	Systems Administrator II	Exempt	2				
2307	Traffic Operations Supervisor	Exempt	7				
2480	Transit Supervisor	Exempt	7				
2434	Utility Locator Supervisor	Exempt	7				
2426	Utility Maintenance Supervisor	Exempt	7				
4513	Utility Services Supervisor	Exempt	2				
2317	Water Distribution Supervisor	Exempt	7				

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

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					Minimum	Midpoint	Maximum
111				Annual	72,342	89,003	105,643
				2080 Hourly	34.78	42.79	50.79
	2207 Landfill Superintendent	Exempt	1				
	2703 Lineworker-WL	Non-Exempt	7				
	2209 Material Recovery Superintendent	Exempt	1				
	2640 NERC Certified System Operator-WL	Non-Exempt	7				
	2888 NERC Compliance Officer	Exempt	2				
	7917 Network Engineer II	Exempt	2				
	7506 Nurse Practitioner	Exempt	2				
	7515 Nursing Supervisor	Exempt	2				
	8710 Parks Development Superintendent	Exempt	1				
	6212 Payroll Manager	Exempt	1				
	2992 Police Data and Records Management Supervisor	Exempt	2				
	7942 Project Leader	Exempt	2				
	7375 Public Health Education Supervisor	Exempt	2				
	7308 Public Health Planning Supervisor	Exempt	2				
	7290 Public Safety and Justice Supervisor	Exempt	2				
	8610 Recreation and Community Programs Superintendent	Exempt	1				
	2430 Sewer and Storm Water Maintenance Superintendent	Exempt	1				
	7296 Social Services Supervisor	Exempt	2				
	2206 Solid Waste Superintendent	Exempt	1				
	2311 Street Maintenance Superintendent	Exempt	1				
	2334 Substation Technician-WL	Non-Exempt	7				
	9915 Sustainability Manager*	Exempt	1				
	7935 Systems Administrator III	Exempt	2				
	1220 Utility Customer Services Manager	Exempt	1				
	9965 Violence Prevention Administrator*	Exempt	2				
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					Minimum	Midpoint	Maximum
111				Annual	72,342	89,003	105,643
				2080 Hourly	34.78	42.79	50.79
2614	Wastewater Operations Supervisor	Exempt	7				
2604	Wastewater Treatment Plant Chief Operator	Exempt	2				
2655	Water Distribution Superintendent	Exempt	1				
2645	Water Production Superintendent	Exempt	1				
112				Annual	80,309	98,779	117,270
				2080 Hourly	38.61	47.49	56.38
2997	Administrative Services Manager*	Exempt	1				
2556	Airport Manager*	Exempt	1				
6605	Budget Officer	Exempt	1				
6615	Chief Economist	Exempt	2				
4799	Creative Services and Marketing Manager*	Exempt	1				
2332	Crew Leader, Communication Technician-WL	Non-Exempt	7				
2706	Crew Leader, Line-WL	Non-Exempt	7				
2335	Crew Leader, Substation-WL	Non-Exempt	7				
7944	Data Architect	Exempt	2				
7925	Database Administrator II	Exempt	2				
4107	Development Services Manager	Exempt	1				
2770	Electric Services Superintendent	Exempt	1				
9957	Engagement and Public Communications Manager*	Exempt	1				
5109	Engineering Supervisor	Exempt	2				
7210	Environmental Health and Safety Manager	Exempt	1				
2106	Fleet Operations Manager	Exempt	1				
2185	GIS Supervisor	Exempt	2				
4616	Human Services Manager	Exempt	1				
7929	IT Infrastructure Supervisor	Exempt	2				
4622	Neighborhood Services Manager	Exempt	1				
* Unclassified Position							

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

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

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

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

City of Columbia, Missouri
FY 2026 Classification and Pay Plan

Effective November 23, 2025

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

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