

City of Columbia, Missouri
FY 2026 Classification and Pay Plan

Effective December 7, 2025

Pay Grade	Job Title	Overtime	EEO	Type of Pay Rate	Minimum	Pay Range 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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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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Pay Grade	Job Title	Overtime	EEO	Type of Pay Rate	Minimum	Pay Range 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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Pay Grade	Job Title	Overtime	EEO	Type of Pay Rate	Minimum	Pay Range 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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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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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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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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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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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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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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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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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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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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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	Minimum	Pay Range 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							

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Pay Grade	Job Title	Overtime	EEO	Type of Pay Rate	Minimum	Pay Range 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							

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Pay Grade	Job Title	Overtime	EEO	Type of Pay Rate	Minimum	Pay Range Midpoint	Maximum
F1				Annual	47,778	59,571	71,365
				2080 Hourly	22.97	28.64	34.31
				2912 Hourly	16.41	20.46	24.51
	3101 Firefighter I - 1055**	Non-Exempt	4				
F2				Annual	52,520	65,478	78,416
				2080 Hourly	25.25	31.48	37.70
				2912 Hourly	18.04	22.49	26.93
	3102 Firefighter II - 1055**	Non-Exempt	4				
F3				Annual	56,971	70,283	83,574
				2080 Hourly	27.39	33.79	40.18
				2912 Hourly	19.56	24.14	28.70
	3103 Fire Engineer - 1055**	Non-Exempt	4				
F4				Annual	69,534	85,758	101,962
				2080 Hourly	33.43	41.23	49.02
				2912 Hourly	23.88	29.45	35.01
	3114 Assistant Fire Marshal - 1055	Non-Exempt	4				
F5				Annual	74,443	90,917	107,370
				2080 Hourly	35.79	43.71	51.62
				2912 Hourly	25.56	31.22	36.87
	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.							

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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							

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Pay Grade	Job Title	Overtime	EEO	Type of Pay Rate	Minimum	Pay Range 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							