

City of Columbia, Missouri
 FY 2023 Classification and Pay Plan

printed 8/15/2022

Effective September 18, 2022

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	Midpoint	Maximum
A1					Annual	19,843	24,274	28,683
					2080 Hourly	9.54	11.67	13.79
A2					Annual	20,842	25,480	30,118
					2080 Hourly	10.02	12.25	14.48
A3					Annual	21,882	26,770	31,637
					2080 Hourly	10.52	12.87	15.21
A4					Annual	23,525	28,766	33,987
					2080 Hourly	11.31	13.83	16.34
A5					Annual	25,272	30,909	36,546
					2080 Hourly	12.15	14.86	17.57
A6					Annual	27,186	33,238	39,291
					2080 Hourly	13.07	15.98	18.89
	2587 Collections Assistant - 955	Operator	Non-Exempt	8				
	2001 Custodian	Operator	Non-Exempt	8				
	2003 Custodian - 955	Operator	Non-Exempt	8				
	2210 Material Handler - 955	Operator	Non-Exempt	8				
	2212 Solid Waste Packer - 955	Operator	Non-Exempt	8				
	6101 Storeroom Assistant-W&L	Operator	Non-Exempt	6				
	2220 Traffic Control Operator - 955	Operator	Non-Exempt	8				

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A7					Annual	29,890	36,566	43,222
					2080 Hourly	14.37	17.58	20.78
	2050 Laborer-955	Operator	Non-Exempt	8				
	2397 Maintenance Assistant - 955	Operator	Non-Exempt	8				
	2501 Para-Transit Van Driver - 955	Operator	Non-Exempt	8				
	3018 Parking Meter Repair Assistant - 955	Operator	Non-Exempt	8				
	2490 Transit Maintenance Assistant - 955	Operator	Non-Exempt	8				
	2880 Utility Service Worker-W&L	Operator	Non-Exempt	7				
	2881 Utility Service Worker - CDL-W&L	Operator	Non-Exempt	7				
	2101 Vehicle Maintenance Assistant - 955	Operator	Non-Exempt	8				
	6107 Warehouse Operator-W&L	Operator	Non-Exempt	7				
	6108 Warehouse Operator - 955	Operator	Non-Exempt	7				
A8					Annual	32,885	40,206	47,528
					2080 Hourly	15.81	19.33	22.85
	7101 Animal Control Officer	Technician	Non-Exempt	8				
	2390 Building Maintenance Mechanic - 955	Technician	Non-Exempt	7				
	2502 Bus Driver-955	Operator	Non-Exempt	8				
	2380 Construction Mechanic - 955	Operator	Non-Exempt	7				
	2375 Equipment Mechanic - 955	Technician	Non-Exempt	7				
	2883 Lead Utility Service Worker-W&L	Operator	Non-Exempt	7				
	2395 Maintenance Associate - 955	Technician	Non-Exempt	8				
	2870 Meter Reader -W&L	Operator	Non-Exempt	8				
	3032 Parking Meter Repair Technician - 955	Technician	Non-Exempt	7				
	2412 Parks & Grounds Technician - 955	Technician	Non-Exempt	8				
	2213 Refuse Collector - 955	Operator	Non-Exempt	8				
	2431 Utility Locator-W&L	Operator	Non-Exempt	7				
	2102 Vehicle Service Worker - 955	Operator	Non-Exempt	7				

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A9					Annual	34,694	44,283	53,872
					2080 Hourly	16.68	21.29	25.90
	5000 Associate Engineering Technician	Technician	Non-Exempt	3				
	2422 Associate Utility Maintenance Mechanic-W&L	Operator	Non-Exempt	7				
	2419 Associate Utility Maintenance Mechanic - 955	Operator	Non-Exempt	7				
	9933 Audio Visual Technician	Technician	Non-Exempt	3				
	2298 CDL Operator-W&L	Technician	Non-Exempt	7				
	2303 CDL Operator - 955	Technician	Non-Exempt	7				
	2379 Construction Technician - 955	Technician	Non-Exempt	7				
	2222 Container Maintenance Technician - 955	Technician	Non-Exempt	8				
	2860 Electronic Data Specialist-W&L	Technician	Non-Exempt	6				
	2503 Lead Bus Driver - 955	Operator	Non-Exempt	8				
	2404 Maintenance Mechanic -955	Operator	Non-Exempt	7				
	2396 Maintenance Technician - 955	Technician	Non-Exempt	7				
	2626 Railroad Operator	Technician	Non-Exempt	8				
	2874 Senior Meter Reader-W&L	Technician	Non-Exempt	8				
	2214 Senior Refuse Collector - 955	Operator	Non-Exempt	8				
	3034 Sign Technician - 955	Technician	Non-Exempt	7				
	2641 Water Treatment Plant Operator I-W&L	Technician	Non-Exempt	7				
	2601 WWTP Operator - 955	Technician	Non-Exempt	7				

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Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Minimum	Midpoint	Maximum
A10					Annual	38,168	48,714	59,259
					2080 Hourly	18.35	23.42	28.49
	1215 Billing Auditor	Technician	Non-Exempt	6				
	7920 Computer Support Technician	Technician	Non-Exempt	3				
	2304 Crew Leader - 955	Technician	Non-Exempt	7				
	4521 Energy Technician	Technician	Non-Exempt	7				
	5003 Engineering Technician	Technician	Non-Exempt	3				
	1402 Human Resources Technician	Technician	Non-Exempt	5				
	2884 Jet Lead Operator - 955	Technician	Non-Exempt	7				
	5041 Laboratory Technician-W&L	Technician	Non-Exempt	3				
	5040 Laboratory Technician - 955	Technician	Non-Exempt	3				
	2432 Lead Utility Locator-W&L	Technician	Non-Exempt	7				
	2403 Maintenance Specialist - 955	Technician	Non-Exempt	7				
	2876 Metered Services Technician	Technician	Non-Exempt	8				
	2370 Parks & Grounds Specialist - 955	Technician	Non-Exempt	7				
	7946 Physical Security and Network Technician	Technician	Non-Exempt	3				
	2694 Power Plant Operator-W&L	Operator	Non-Exempt	7				
	2410 Railroad Maintenance Specialist	Technician	Non-Exempt	7				
	3033 Traffic Signal Technician	Technician	Non-Exempt	7				
	2425 Utility Maintenance Mechanic-W&L	Technician	Non-Exempt	7				

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A10					Annual	38,168	48,714	59,259
					2080 Hourly	18.35	23.42	28.49
	2429 Utility Maintenance Mechanic - 955	Technician	Non-Exempt	7				
	2296 Water Distribution Operator-W&L	Technician	Non-Exempt	7				
	2312 Water Distribution Technician-W&L	Technician	Non-Exempt	7				
	2642 Water Treatment Plant Operator II-W&L	Technician	Non-Exempt	7				
	2885 Wetlands Lead Operator - 955	Technician	Non-Exempt	7				
A11					Annual	42,931	54,808	66,664
					2080 Hourly	20.64	26.35	32.05
	2160 Addressing Specialist	Technician	Non-Exempt	3				
	2400 Airport Maintenance Crew Leader	Technician	Non-Exempt	7				
	5022 Assistant City Land Surveyor	Technician	Non-Exempt	2				
	3202 Building Inspector	Technician	Non-Exempt	1				
	2320 CCTV Technician - 955	Technician	Non-Exempt	7				
	4650 Code Enforcement Specialist	Technician	Non-Exempt	1				
	2781 Consulting Utility Forester-W&L	Operator	Non-Exempt	7				
	2801 Electric Meter Repair Worker-W&L	Technician	Non-Exempt	7				
	2411 Electrician - 955	Technician	Non-Exempt	7				
	3960 Housing Specialist	Technician	Non-Exempt	5				
	2325 Instrument Technician-W&L	Technician	Non-Exempt	7				
	2324 Instrument Technician - 955	Technician	Non-Exempt	7				
	3030 Parking Utility Maintenance Mechanic - 955	Technician	Non-Exempt	7				
	4999 Pretreatment Inspector	Technician	Non-Exempt	3				
	4998 Project Compliance Inspector	Technician	Non-Exempt	1				
	2394 Senior Building Maintenance Mechanic - 955	Technician	Non-Exempt	7				
	5004 Senior Engineering Technician	Technician	Non-Exempt	3				
	2421 Senior Utility Maintenance Mechanic-W&L	Technician	Non-Exempt	7				
	2420 Senior Utility Maintenance Mechanic - 955	Technician	Non-Exempt	7				

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A11								
					Annual	42,931	54,808	66,664
					2080 Hourly	20.64	26.35	32.05
	2438 Sewer Technician	Technician	Exempt	3				
	2590 Sewer Utility Lead Operator - 955	Technician	Non-Exempt	7				
	2582 Storm Water MS4 Technician	Technician	Exempt	3				
	2107 Vehicle Mechanic - 955	Technician	Non-Exempt	7				
	9934 Video Engineering Specialist	Technician	Non-Exempt	3				
	2314 Water Distribution Crew Leader-W&L	Technician	Non-Exempt	7				
	2643 Water Treatment Plant Operator III-W&L	Technician	Non-Exempt	7				
A12								
					Annual	48,298	61,651	75,005
					2080 Hourly	23.22	29.64	36.06
	2630 Apprentice Balancing Authority Operator	Technician	Non-Exempt	8				
	2330 Apprentice Communication Technician-W&L	Technician	Non-Exempt	8				
	2701 Apprentice Lineworker-W&L	Technician	Non-Exempt	8				
	2333 Apprentice Substation Technician-W&L	Technician	Non-Exempt	8				
	7693 Biogas Plant Technician-W&L	Technician	Non-Exempt	7				
	7692 CEC Technician-W&L	Technician	Non-Exempt	7				
	2851 Electric Distribution Coordinator	Technician	Non-Exempt	7				
	2803 Lead Electric Meter Repair Worker-W&L	Technician	Non-Exempt	7				
	2695 Lead Power Plant Operator-W&L	Technician	Non-Exempt	7				
	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				
	3961 Senior Housing Specialist	Technician	Non-Exempt	5				
	4996 Senior Project Compliance Inspector	Technician	Non-Exempt	1				
	2108 Vehicle Mechanic II - 955	Technician	Non-Exempt	7				

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A13					Annual	54,330	69,347	84,365
					2080 Hourly	26.12	33.34	40.56
	2331 Communication Technician-W&L	Technician	Non-Exempt	7				
	2640 NERC Certified Balancing Authority Operator	Technician	Non-Exempt	7				
	2334 Substation Technician-W&L	Technician	Non-Exempt	7				
A14					Annual	61,131	78,042	94,931
					2080 Hourly	29.39	37.52	45.64
	2332 Communication Technician Crew Leader-W&L	Technician	Non-Exempt	7				
	2703 Lineworker-W&L	Technician	Non-Exempt	7				
	2888 NERC Compliance Officer	Technician	Exempt	2				
	2335 Substation Technician Crew Leader-W&L	Technician	Non-Exempt	7				
A15					Annual	68,786	87,776	106,787
					2080 Hourly	33.07	42.20	51.34
	2706 Line Crew Leader-W&L	Technician	Non-Exempt	7				

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B1					Annual	19,760	26,728	33,696
					2080 Hourly	9.50	12.85	16.20
B2					Annual	21,237	27,477	33,696
					2080 Hourly	10.21	13.21	16.20
B3					Annual	22,838	28,517	34,174
					2080 Hourly	10.98	13.71	16.43
B4					Annual	24,544	30,638	36,733
					2080 Hourly	11.80	14.73	17.66
	1201 Cashier	Clerical	Non-Exempt	6				
B5					Annual	26,998	33,717	40,414
					2080 Hourly	12.98	16.21	19.43
	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				
	6106 Stores Clerk	Clerical	Non-Exempt	6				
	6100 Stores Clerk - 955	Clerical	Non-Exempt	6				
	6102 Stores Clerk - W&L	Clerical	Non-Exempt	6				
	1216 Utility Customer Service Rep I	Clerical	Non-Exempt	6				
	7451 WIC Office Specialist	Clerical	Non-Exempt	6				
B6					Annual	29,702	37,086	44,450
					2080 Hourly	14.28	17.83	21.37
	2500 Compliance Clerk	Clerical	Non-Exempt	6				
	1213 Customer Service Rep II	Clerical	Non-Exempt	6				
	1010 Information Specialist	Clerical	Non-Exempt	6				
	1030 Medical Billing Clerk	Clerical	Non-Exempt	6				
	1006 Senior Administrative Support Assistant	Clerical	Non-Exempt	6				
	1218 Utility Customer Service Rep II	Clerical	Non-Exempt	6				

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B7					Annual	32,656	40,789	48,901
					2080 Hourly	15.70	19.61	23.51
	1203 Accounting Assistant	Clerical	Non-Exempt	6				
	6507 Business Services Technician	Clerical	Non-Exempt	5				
	3013 Property & Evidence Technician	Clerical	Non-Exempt	6				
B8					Annual	36,754	45,885	55,016
					2080 Hourly	17.67	22.06	26.45
	1400 Administrative Technician	Clerical	Non-Exempt	6				
	3406 Deputy Court Clerk	Clerical	Non-Exempt	6				
	1205 Payroll Specialist	Clerical	Non-Exempt	6				
	1015 Records Custodian	Clerical	Non-Exempt	6				
	2879 Services Coordinator	Clerical	Non-Exempt	5				
B9					Annual	41,350	51,626	61,880
					2080 Hourly	19.88	24.82	29.75
B10					Annual	46,509	58,074	69,618
					2080 Hourly	22.36	27.92	33.47

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C1					Annual	27,165	33,883	40,602
					2080 Hourly	13.06	16.29	19.52
C2					Annual	29,890	37,274	44,658
					2080 Hourly	14.37	17.92	21.47
C3					Annual	33,634	41,954	50,253
					2080 Hourly	16.17	20.17	24.16
	9950 City Management Fellowship*	Specialist	Non-Exempt	2				
	7305 Community Health Worker	Specialist	Non-Exempt	5				
	4575 Training Assistant	Specialist	Non-Exempt	6				
C4					Annual	37,066	47,216	57,346
					2080 Hourly	17.82	22.70	27.57
	6208 Accountant I	Professional	Exempt	2				
	2190 GIS Technician	Specialist	Non-Exempt	3				
	4310 Industry Relations Specialist	Specialist	Non-Exempt	2				
	7510 Licensed Practical Nurse	Specialist	Non-Exempt	3				
	4810 Marketing Specialist	Specialist	Non-Exempt	2				
	4627 Program Specialist	Specialist	Non-Exempt	2				
	4801 Public Information Specialist	Specialist	Non-Exempt	2				
	7301 Social Services 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				

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C5					Annual	41,683	53,102	64,522
					2080 Hourly	20.04	25.53	31.02
	6207 Accountant II	Professional	Exempt	2				
	2560 Assistant to Airport Manager	Professional	Exempt	2				
	2999 Civilian Investigator	Specialist	Non-Exempt	3				
	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				
	9942 Digital Communications Coordinator	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				
	5132 Lab Analyst	Professional	Non-Exempt	2				
	1403 Lead Human Resources Technician	Specialist	Exempt	2				
	4602 Leave and Accommodation Specialist	Specialist	Exempt	2				
	7403 Nutritionist	Professional	Exempt	2				
	6305 Procurement Officer	Specialist	Non-Exempt	5				
	7298 Social Services Program Coordinator	Professional	Non-Exempt	2				
	9918 Sustainability Analyst	Specialist	Non-Exempt	2				
	7360 Tobacco Enforcement & Education Officer	Professional	Non-Exempt	2				
	5135 Water Quality Compliance Officer	Professional	Exempt	2				
	4580 Wellness Coordinator	Specialist	Exempt	2				

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C6					Annual	46,904	59,738	72,571
					2080 Hourly	22.55	28.72	34.89
	7928 Associate System Administrator	Specialist	Non-Exempt	5				
	7900 Associate Systems Analyst	Professional	Non-Exempt	2				
	5114 Bioreactor Specialist	Professional	Exempt	2				
	5007 City Arborist	Professional	Exempt	2				
	7300 Clinical Social Worker	Professional	Non-Exempt	2				
	9917 Community Conservationist	Specialist	Exempt	2				
	3015 Crime Analyst	Professional	Non-Exempt	2				
	2995 Digital Forensic Investigator	Specialist	Non-Exempt	2				
	8903 Entrepreneurship Program Coordinator	Professional	Exempt	2				
	2584 Environmental Education Coordinator	Specialist	Exempt	5				
	4509 Environmental Program Coordinator	Specialist	Exempt	2				
	6204 Financial Analyst	Professional	Exempt	2				
	3117 Fire Trainer	Professional	Exempt	2				
	2173 GIS Data Analyst	Professional	Non-Exempt	2				
	4601 Human Resources Analyst	Professional	Exempt	2				
	4603 Human Resources Coordinator	Professional	Exempt	2				
	8907 Minority Business Program Coordinator	Professional	Exempt	2				
	4104 Neighborhood Communications Coordinator	Specialist	Non-Exempt	2				
	3290 Paralegal	Professional	Non-Exempt	2				
	4101 Planner	Specialist	Exempt	2				
	3008 Police Trainer	Professional	Exempt	2				
	4501 Rate Analyst	Professional	Exempt	2				
	8909 Refugee Entrepreneurship Coordinator	Professional	Exempt	2				
	6595 Risk Management Specialist	Professional	Exempt	2				

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C6					Annual	46,904	59,738	72,571
					2080 Hourly	22.55	28.72	34.89
	4108 Senior Plan Reviewer	Professional	Exempt	3				
	6307 Senior Procurement Officer	Specialist	Exempt	2				
	7931 Technical Trainer	Specialist	Exempt	2				
	4309 Tourism Operations Analyst	Professional	Exempt	2				
	4570 Training Coordinator	Professional	Exempt	2				
	4615 Volunteer Program Specialist	Specialist	Non-Exempt	2				
	9944 Web Developer	Specialist	Non-Exempt	2				
C7					Annual	51,709	67,246	82,784
					2080 Hourly	24.86	32.33	39.80
	6604 Budget Analyst	Professional	Exempt	2				
	7930 Business Analyst	Professional	Exempt	2				
	8905 Business Development Specialist	Professional	Exempt	2				
	5098 Engineering Specialist	Professional	Exempt	3				
	2175 GIS Analyst	Professional	Exempt	2				
	4610 Internal Auditor*	Professional	Exempt	2				
	5015 Property Acquisition Coordinator	Professional	Exempt	2				
	7503 Public Health Nurse	Professional	Exempt	2				
	6203 Senior Accountant	Professional	Exempt	2				
	4103 Senior Planner	Professional	Exempt	2				
	4502 Senior Rate Analyst	Professional	Exempt	2				

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C8					Annual	58,178	75,650	93,122
					2080 Hourly	27.97	36.37	44.77
	7919 Cyber Security Analyst	Professional	Exempt	2				
	7924 Database Administrator	Professional	Exempt	2				
	6610 Economic Analyst	Professional	Exempt	2				
	4500 Energy Market Analyst	Professional	Exempt	2				
	5113 Engineer	Professional	Exempt	2				
	6607 Enterprise Resource Planning Administrator	Professional	Exempt	2				
	9960 Grant Administrator	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				

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C9					Annual	65,437	85,114	104,770
					2080 Hourly	31.46	40.92	50.37
	3301 Assistant City Counselor*	Professional	Exempt	2				
	6608 Economist	Professional	Exempt	2				
	7506 Nurse Practitioner	Professional	Exempt	2				
	9930 Public Information Officer*	Professional	Exempt	1				
	7915 Senior Cyber Security Analyst	Professional	Exempt	2				
	7925 Senior Database Administrator	Professional	Exempt	2				
	7917 Senior Network Engineer	Professional	Exempt	2				
	7935 Senior Systems Administrator	Professional	Exempt	2				
	7921 Senior Systems Analyst	Professional	Exempt	2				
C10					Annual	73,611	95,742	117,853
					2080 Hourly	35.39	46.03	56.66
C11					Annual	82,826	107,723	132,600
					2080 Hourly	39.82	51.79	63.75

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Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Minimum	Midpoint	Maximum
D1					Annual	27,206	33,883	40,560
					2080 Hourly	13.08	16.29	19.50
D2					Annual	29,910	37,274	44,616
					2080 Hourly	14.38	17.92	21.45
D3					Annual	32,906	40,997	49,088
					2080 Hourly	15.82	19.71	23.60
D4					Annual	36,192	45,094	53,997
					2080 Hourly	17.40	21.68	25.96
	2504 Bus Supervisor	Supervisor	Exempt	8				
D5					Annual	39,000	49,629	60,258
					2080 Hourly	18.75	23.86	28.97
	1007 Administrative Supervisor	Supervisor	Exempt	2				
	7105 Animal Control Supervisor	Supervisor	Exempt	8				
	2112 Equipment Supervisor	Supervisor	Exempt	7				
	1009 Information Center Supervisor	Supervisor	Exempt	6				
	2417 Parks & Facilities Specialist	Supervisor	Exempt	8				
	2996 Patrol Administrative Supervisor	Supervisor	Exempt	2				
	3016 Property & Evidence Unit Supervisor	Supervisor	Exempt	6				
	8520 Recreation Specialist	Supervisor	Exempt	2				
	2216 Solid Waste Supervisor I	Supervisor	Exempt	7				

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Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Minimum	Midpoint	Maximum
D6					Annual	42,910	54,600	66,290
					2080 Hourly	20.63	26.25	31.87
	8660 C.A.R.E. Program Supervisor	Supervisor	Exempt	2				
	7306 Community Health Worker Supervisor	Supervisor	Exempt	2				
	2002 Custodian Supervisor	Supervisor	Non-Exempt	8				
	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 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				
	2208 Solid Waste District Administrator	Supervisor	Exempt	2				
	2217 Solid Waste Supervisor II	Supervisor	Exempt	7				
	2418 Sports Turf Specialist	Supervisor	Exempt	7				
	6103 Stores Supervisor	Supervisor	Exempt	6				
	4320 Tourism Administrative Supervisor	Supervisor	Exempt	2				
	2616 Transload Operations Supervisor	Supervisor	Non-Exempt	7				
D7					Annual	47,195	60,050	72,904
					2080 Hourly	22.69	28.87	35.05
	2407 Building & Grounds Supervisor	Supervisor	Exempt	7				
	2998 Communications & Outreach Supervisor	Supervisor	Exempt	2				
	2406 Construction Supervisor	Supervisor	Exempt	7				
	1385 Customer Service Supervisor	Supervisor	Exempt	2				
	7207 Environmental Public Health Supervisor	Supervisor	Exempt	2				

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D7					Annual	47,195	60,050	72,904
					2080 Hourly	22.69	28.87	35.05
	9924 Media & Creative Services Supervisor	Supervisor	Exempt	2				
	2878 Meter Reading Supervisor	Supervisor	Exempt	7				
	7405 Nutrition Supervisor	Supervisor	Exempt	2				
	2413 Parks Program 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				
	8530 Recreation Supervisor	Supervisor	Exempt	2				
	2428 Sewer and Storm Water Maintenance Supervisor	Supervisor	Exempt	7				
	2218 Solid Waste Supervisor III	Supervisor	Exempt	7				
	4317 Sports Tourism Supervisor	Supervisor	Non-Exempt	2				
	4302 Tourism Services Supervisor	Supervisor	Exempt	2				
	1210 Treasury Support Supervisor	Supervisor	Exempt	2				
	1214 Utility Customer Service Supervisor	Supervisor	Exempt	2				
	2434 Utility Locator Supervisor	Supervisor	Exempt	7				
	2426 Utility Maintenance Supervisor	Supervisor	Exempt	7				
	2614 Wastewater Operations Supervisor	Supervisor	Exempt	7				

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D8					Annual	50,877	66,102	81,307
					2080 Hourly	24.46	31.78	39.09
	6399 Assistant Purchasing Agent	Supervisor	Exempt	2				
	3295 Assistant to the City Counselor	Supervisor	Non-Exempt	2				
	9911 Assistant to the City Manager*	Supervisor	Exempt	2				
	1022 Assistant to the Police Chief	Supervisor	Exempt	2				
	5800 Assistant to the Public Works Director	Supervisor	Exempt	2				
	6698 Assistant Treasurer	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				
	4600 Human Resources Supervisor	Supervisor	Exempt	2				
	3402 Municipal Court Administrator*	Supervisor	Exempt	2				
	6105 Stores Superintendent	Supervisor	Exempt	1				
	2104 Vehicle Maintenance Supervisor	Supervisor	Exempt	7				
	2317 Water Distribution Supervisor	Supervisor	Exempt	7				
	2604 WWTP Chief Operator	Supervisor	Exempt	2				

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D9					Annual	55,973	72,717	89,440
					2080 Hourly	26.91	34.96	43.00
	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				
	2100 Fleet Operations Superintendent	Supervisor	Exempt	1				
	2185 GIS Supervisor	Supervisor	Exempt	2				
	7913 Help Desk Supervisor	Supervisor	Exempt	3				
	5134 Laboratory Supervisor	Supervisor	Exempt	2				
	2207 Landfill Superintendent	Supervisor	Exempt	1				
	7515 Nursing Supervisor	Supervisor	Exempt	2				
	8710 Parks Development Superintendent	Supervisor	Exempt	1				
	2637 Power Plant Tech Supervisor	Supervisor	Exempt	7				
	7308 Public Health Planning Supervisor	Supervisor	Exempt	2				
	2209 Recovery Superintendent	Supervisor	Exempt	1				
	8610 Recreation & Community Programs Superintendent	Supervisor	Exempt	1				
	7296 Social Work Supervisor	Supervisor	Exempt	2				
	2206 Solid Waste Collection Superintendent	Supervisor	Exempt	1				
	2655 Water Distribution Superintendent	Supervisor	Exempt	1				
	2645 Water Production Superintendent	Supervisor	Exempt	1				

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D10					Annual	61,568	79,976	98,384
					2080 Hourly	29.60	38.45	47.30
	6206 Assistant Controller	Supervisor	Exempt	2				
	2635 Assistant Power Production Superintendent	Supervisor	Exempt	2				
	3205 Building Regulations Supervisor	Supervisor	Exempt	1				
	2450 Construction Project Superintendent	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				
D11					Annual	66,394	86,258	106,101
					2080 Hourly	31.92	41.47	51.01
	5109 Engineering Supervisor	Supervisor	Exempt	2				
	7929 Infrastructure Supervisor	Supervisor	Exempt	2				
	2730 Line Superintendent	Supervisor	Exempt	1				
	2607 WWTP Superintendent	Supervisor	Exempt	1				
D12					Annual	73,029	94,869	116,709
					2080 Hourly	35.11	45.61	56.11

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E1					Annual	37,981	49,317	60,632
					2080 Hourly	18.26	23.71	29.15
E2					Annual	41,766	54,226	66,685
					2080 Hourly	20.08	26.07	32.06
	8804 Deputy City Clerk*	Manager	Non-Exempt	6				
E3					Annual	47,008	61,027	75,026
					2080 Hourly	22.60	29.34	36.07
E4					Annual	52,874	68,640	84,406
					2080 Hourly	25.42	33.00	40.58
	2385 Building Facilities Manager	Manager	Exempt	1				
	6505 Business Services Manager	Manager	Exempt	1				
	9802 Community Relations Manager*	Manager	Exempt	1				
	4629 Cultural Affairs Manager*	Manager	Exempt	1				
	3975 Housing Programs Manager	Manager	Exempt	1				
	2620 Railroad Operations Manager	Manager	Exempt	1				
	9915 Sustainability Manager*	Manager	Exempt	1				
	1220 Utility Customer Service Manager	Manager	Exempt	1				
E5					Annual	58,323	77,272	96,200
					2080 Hourly	28.04	37.15	46.25
	2556 Airport Manager	Manager	Exempt	1				
	2106 Fleet Operations Manager	Manager	Exempt	1				
	4616 Human Services Manager	Manager	Exempt	1				
	4622 Neighborhood Services Manager	Manager	Exempt	1				
	6401 Purchasing Agent	Manager	Exempt	1				

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E5					Annual	58,323	77,272	96,200
					2080 Hourly	28.04	37.15	46.25
	6212 Payroll Manager	Manager	Exempt	1				
	6600 Risk Manager	Manager	Exempt	1				
	4702 Transit & Parking Manager	Manager	Exempt	1				
E6					Annual	65,603	86,923	108,222
					2080 Hourly	31.54	41.79	52.03
	6605 Budget Officer	Manager	Exempt	1				
	4799 Communications & Creative Services Manager*	Manager	Exempt	1				
	6205 Controller	Manager	Exempt	1				
	4107 Development Services Manager	Manager	Exempt	1				
	9970 Diversity, Equity and Inclusion Officer*	Professional	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 Production Superintendent	Manager	Exempt	1				
	6700 Treasurer	Manager	Exempt	1				
	2690 Water Distribution Manager	Manager	Exempt	1				
	2661 Water Production Manager	Manager	Exempt	1				
E7					Annual	75,442	99,965	124,467
					2080 Hourly	36.27	48.06	59.84
	8901 Assistant Director, Economic Development*	Manager	Exempt	1				
	2988 Assistant Director, Utilities P.E.-Water*	Manager	Exempt	1				
	2986 Assistant Director, Utilities-Solid Waste*	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	Midpoint	Maximum
E7					Annual	75,442	99,965	124,467
					2080 Hourly	36.27	48.06	59.84
	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	83,491	115,066	146,619
					2080 Hourly	40.14	55.32	70.49
	9901 Assistant City Manager*	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				
	8760 Assistant Director, Parks & Recreation*	Manager	Exempt	1				
	7680 Assistant Director, Public Health & Human Services*	Manager	Exempt	1				
	2982 Assistant Director, Utilities P.E.-Electric*	Manager	Exempt	1				
	2984 Assistant Director, Utilities P.E.-Sewer and Storm Water*	Manager	Exempt	1				
	2980 Assistant Director, Utilities-Rates and Fiscal Planning*	Manager	Exempt	1				
	8803 City Clerk*	Charter	Exempt	1				
	3408 Deputy City Counselor*	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	96,013	132,309	168,605
					2080 Hourly	46.16	63.61	81.06
	4105 Director, Community Development*	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	110,406	152,152	193,898
					2080 Hourly	53.08	73.15	93.22
	3410 City Counselor*	Director	Exempt	1				
	9905 Deputy City Manager*	Manager	Exempt	1				
	2990 Director, Utilities*	Director	Exempt	1				
	6800 Director, Finance*	Director	Exempt	1				
E11					Annual	126,984	174,990	222,976
					2080 Hourly	61.05	84.13	107.20
	9998 City Manager*	Charter	Exempt	1				

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F1					Annual	31,429	39,208	46,987
					2080 Hourly	15.11	18.85	22.59
F2					Annual	33,800	42,162	50,502
					2080 Hourly	16.25	20.27	24.28
F3					Annual	36,338	45,323	54,288
					2080 Hourly	17.47	21.79	26.10
	3011 Community Service Aide	Public Safety	Non-Exempt	4				
F4					Annual	39,957	49,837	59,717
					2080 Hourly	19.21	23.96	28.71
	3000 Police Officer in Training	Public Safety	Non-Exempt	4				
F5					Annual	43,950	54,829	65,686
					2080 Hourly	21.13	26.36	31.58
					2912 Hourly	15.10	18.83	22.56
	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	48,360	60,320	72,259
					2080 Hourly	23.25	29.00	34.74
					2912 Hourly	16.61	20.71	24.81
	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	51,064	64,022	76,981
					2080 Hourly	24.55	30.78	37.01
					2912 Hourly	17.54	21.99	26.44
	2555 Airport Safety Supervisor	Public Safety	Exempt	3				
	3103 Fire Engineer - 1055**	Public Safety	Non-Exempt	4				
F8					Annual	56,181	73,050	89,918
					2080 Hourly	27.01	35.12	43.23
					2912 Hourly	19.29	25.09	30.88
	3114 Assistant Fire Marshal - 1055	Public Safety	Non-Exempt	4				
	3002 Police Sergeant - CPOA	Public Safety	Non-Exempt	3				
F9					Annual	61,776	80,350	98,925
					2080 Hourly	29.70	38.63	47.56
					2912 Hourly	21.22	27.59	33.97
	3105 Fire Captain - 1055**	Public Safety	Non-Exempt	2				
	3116 Training and Safety Captain-1055	Public Safety	Non-Exempt	2				
F10					Annual	67,974	88,400	108,805
					2080 Hourly	32.68	42.50	52.31
					2912 Hourly	23.34	30.35	37.36
	3115 Chief Training Officer**	Public Safety	Exempt	2				
	3107 Fire Battalion Chief**	Public Safety	Exempt	2				
	3010 Police Lieutenant-CPLA	Public Safety	Exempt	2				

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F11					Annual	74,755	97,219	119,683
					2080 Hourly	35.94	46.74	57.54
					2912 Hourly	25.67	33.39	41.10
	3106 Fire Division Chief**	Public Safety	Exempt	1				
F12					Annual	82,243	106,954	131,664
					2080 Hourly	39.54	51.42	63.30

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