

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 | | | | |

* **Unclassified Position**

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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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| Pay Grade | Job Title | Job Group | Overtime | EEO | Type of Pay Rate | Minimum | Midpoint | Maximum |
|-----------|---------------------------------------|--------------|------------|-----|------------------|---------------|---------------|---------------|
| 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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| Pay Grade | Job Title | Job Group | Overtime | EEO | Type of Pay Rate | Minimum | Midpoint | Maximum |
|-----------|---|--------------|----------|-----|------------------|---------------|---------------|---------------|
| 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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| Pay Grade | Job Title | Job Group | Overtime | EEO | Type of Pay Rate | Minimum | Midpoint | Maximum |
|------------|------------------------------------|--------------|----------|-----|------------------|---------------|----------------|----------------|
| 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 | Pay Range 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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| Pay Grade | Job Title | Job Group | Overtime | EEO | Type of Pay Rate | Minimum | Midpoint | Maximum |
|-----------|---|------------|------------|-----|------------------|---------|----------|---------|
| 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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| Pay Grade | Job Title | Job Group | Overtime | EEO | Type of Pay Rate | Minimum | Midpoint | Maximum |
|-----------|--|------------|------------|-----|------------------|---------|----------|---------|
| 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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| Pay Grade | Job Title | Job Group | Overtime | EEO | Type of Pay Rate | Minimum | Midpoint | Maximum |
|-----------|---|------------|------------|-----|------------------|---------|----------|---------|
| 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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|-----------|--|-----------|----------|-----|------------------|---------------|----------------|----------------|
| 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 | | | | |

* Unclassified Position

City of Columbia, Missouri
FY 2023 Classification and Pay Plan

printed 8/15/2022

Effective September 18, 2022

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| Pay Grade | Job Title | Job Group | Overtime | EEO | Type of Pay Rate | Minimum | Midpoint | Maximum |
|-----------|---------------------------------|---------------|------------|-----|------------------|---------------|---------------|---------------|
| 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 |

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