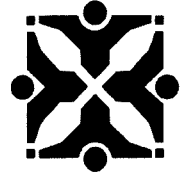


City of Columbia

701 East Broadway, Columbia, Missouri 65201



Agenda Item Number: B 228-14

Department Source: Human Resources

To: City Council

From: City Manager & Staff

Council Meeting Date: July 21, 2014

Re: Chapter 19 and classification and pay plan amendments to revise specific add pay and allowance provisions that will take effect as of the pay period beginning August 17, 2014.

Documents Included With This Agenda Item

Council memo, Resolution/Ordinance

Supporting documentation includes: Proposed Amended Classification and Pay Plan

Executive Summary

City pay practices have been reviewed, based on recommendations from benchmarking City compensation practices by CBIZ Human Capital Management during the classification and compensation study, and implementation issues associated with the new City ERP system, particularly with the time and attendance module. Several pay allowances and pay practices have been identified for elimination, which requires ordinance changes in Chapter 19. All proposed changes have been included in discussions during the meet and confer process with recognized labor groups. Any employee receiving pay under an identified allowance or add pay as of August 4, 2014, will have that amount added to his/her current base pay rate on August 17, 2014. These changes will begin to address the City's pay compression issues, decrease numerous manual tracking processes, and increase accuracy of pay and overtime calculations.

The FY 2014 Classification and Pay Plan is also amended to reflect the changes.

Discussion

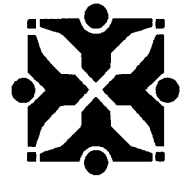
Proposed ordinance and classification and pay plan changes include:

1. Elimination of the Police Department career development programs. This change addresses equity among all City departments and eliminates additional compensation for select positions, seen as a lack of fairness. Per 19-105(d), these programs were designed to be temporary and phased out; compensation is now addressed by market comparisons under the 2014 compensation philosophy and policies. All current participants would receive an increase to current base pay equal to the add pay amount received for career development as of August 4, 2014. This change will improve the current pay compression issues in the Police Department. This change also requires an amendment to the FY 2014 Classification and Pay Plan.

2. 19-107(a) is amended to eliminate the \$0.44/hour plain clothes allowance for police, and add a quarterly allowance of \$229.00 for classified commissioned police employees in plain clothes assignments. This change eliminates manual calculation issues in the new time and attendance module,

City of Columbia

701 East Broadway, Columbia, Missouri 65201



and creates consistency with quarterly payments for other City allowances for clothing and safety equipment.

3. 19-108 and 19-108 are deleted to eliminate the police \$0.26/hour equipment allowance and \$0.31 flexible benefit. Any police employee receiving pay under these provisions as of August 4, 2014, will have that amount added to his/her current base pay rate on August 17, 2014. These changes eliminate manual calculation and tracking issues in the new time and attendance module. These changes will also improve the current pay compression issues in the Police Department.

4. 19-100(a) and 19-100(b) are deleted to eliminate the \$0.20/hour meal allowance add pay provision, and the \$2.25/day meal allowance reimbursement provision. Any employee receiving pay under these provisions as of August 4, 2014, will have that amount added to his/her current base pay rate on August 17, 2014. The \$2.25/day reimbursement will be added at \$0.10/hour. This change eliminates manual calculation and tracking issues in the new time and attendance module. These changes will improve the current pay compression issues in several City departments.

5. 19-101 is amended to change payment of shift differential to overtime eligible permanent employees who work any hours between 6:00 p.m. to 6:00 a.m. This change promotes fairness and equity of payment by limiting payment to the less desirable working hours between 6:00 p.m. and 6:00 a.m. This change greatly simplifies the new time and attendance module under the ERP system. The rate of \$0.65/hour does not change. Any eligible permanent employee receiving shift differential as of August 4, 2014 for hours outside the 6:00 p.m. to 6:00 a.m. time frame will have the calculated hourly equivalent for shift differential hours lost added to his/her current base pay rate on August 17, 2014. This change will also improve the current pay compression issues in several City departments.

As of August 17, 2014 only permanent employees are eligible to receive shift differential.

Fiscal Impact

Short-Term Impact: All add pays and allowances are currently budgeted. No increase to costs in FY 2014.

Any pay increases approved for FY 2015 will be based on new base rates that include the eliminated allowances/add pays.

Long-Term Impact: Future increases to employee pay will continue to include these increases to base pay.

It is expected that some administrative and other cost savings will occur because of these changes.

Vision, Strategic & Comprehensive Plan Impact

Vision Impact: Governance and Decision Making

Strategic Plan Impact: Financial Health, Workforce

City of Columbia

701 East Broadway, Columbia, Missouri 65201



Comprehensive Plan Impact: Not Applicable

Suggested Council Action

Approval of the ordinance.

Legislative History

None.



Department Approved



City Manager Approved

Introduced by _____

First Reading _____

Second Reading _____

Ordinance No. _____

Council Bill No. B 228-14

AN ORDINANCE

amending Chapter 19 of the City Code as it relates to meal allowance, shift differential, police equipment allowance and flexible benefits; amending the FY 2014 Classification and Pay Plan to eliminate the Police Department career development programs; and fixing the time when this ordinance shall become effective.

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF COLUMBIA, MISSOURI, AS FOLLOWS:

SECTION 1. Chapter 19 of the Code of Ordinances of the City of Columbia, Missouri, is hereby amended as follows:

Material to be deleted in ~~strikeout~~; material to be added underlined.

Sec. 19-100. Meal allowance; job site meal compensation.

~~(a) Budgeted full-time permanent employees who normally work eight (8) hours per day with a half-hour lunch break and are normally assigned to consume lunch in the field shall be allowed a job site meal compensation of twenty cents (\$0.20) per hour in addition to their regular pay.~~

~~(b) Eligible employees whose job does not normally require them to eat lunch in the field (but are assigned to do so fewer than ninety (90) days per year) shall be reimbursed two dollars twenty-five cents (\$2.25) for each day so assigned.~~

~~(c-a)~~ Eligible fire department employees on a fifty-six-hour week schedule shall be allowed thirteen dollars (\$13.00) per day for meal reimbursements for days actually worked. Eligible airport fire/safety officers on a sixteen-hour shift assignment shall be allowed eight dollars and sixty-six cents (\$8.66) per day for meal allowance for days actually worked.

~~(d-b)~~ Except as otherwise indicated, an employee shall be allowed a maximum reimbursement of ten dollars (\$10.00) for a meal after having worked a continuous two (2) hours in excess of the employee's regular shift of at least eight (8) hours without time off for meals. An additional maximum meal reimbursement of ten dollars (\$10.00) will be allowed for every five (5) consecutive hours worked thereafter. Time for the meal shall not exceed

thirty (30) minutes, will be counted as working time, and will be at a place designated by the supervisor. Individuals on continuous sixteen- or twenty-four-hour shift assignments shall be exempt from this provision.

Sec. 19-101. Shift differential.

(a) ~~Beginning with the pay period on August 17, 2014, all All-overtime eligible city employees, except temporary employees and employees on twenty-four (24) hour service shifts, assigned to second, third, split shift or rotating relief shifts shall be paid a shift differential for all hours worked between 6:00 p.m. and 6:00 a.m. of sixty-five cents (\$0.65) per hour. Employees regularly scheduled to work three (3) or more different shift schedules each pay period shall be paid the shift differential for all shifts.~~

(b) ~~All classified employees regularly scheduled for second, third, split or rotating relief shift work will receive shift differential for all authorized paid absences including payment for unused accruals upon separation of service.~~

(c) ~~Shift work generally starting on or after 2:00 p.m. but before 10:00 p.m. is considered second or "afternoon" shift. Work assignments generally starting on or after 10:00 p.m. but before 6:00 a.m. are considered third or "midnight" shift.~~

(d) ~~Employees eligible for shift differential who work overtime over the course of the pay period shall receive overtime pay based on salary plus shift differential times one and one-half (1.5).~~

(e) ~~Temporary employees are eligible for shift differential pay.~~

(f) ~~Employees not normally eligible for shift differential who work overtime into another shift shall not receive shift differential in addition to normal overtime remuneration.~~

...

Sec. 19-107. Uniform clothing allowance and personal protective equipment.

(a) Employees required to wear uniform clothing, specifically those individuals readily visible to the general public, will be provided with such clothing allocations as deemed appropriate by the department head. If allocations are provided, the employee shall be required to wear the uniform clothing, to maintain the garments in a clean and maintained fashion, and to return the full allocation of garments upon separation from city service (or be docked the fair value of missing articles from the final paycheck). The city shall replace uniform clothing damaged through natural wear on the job, but not due to negligence by the employee. The employee shall wear uniform clothing only en route to and from work and while on duty, and police and fire personnel shall be subject to specific departmental policies concerning clothing allotments and/or allowances. Uniformed police officers will have uniforms dry cleaned at city expense within limits of the annual department budget allocation for such purpose. Upon the expiration of available funds, the

individual employee will be responsible for dry cleaning of the uniforms. Rules and procedures for dry cleaning of uniforms by the city may be established by the police chief, and when established must be followed by the employee. Classified C commissioned police assigned to plain clothes operations, as specified and defined by the police chief, ~~working a forty-hour week,~~ shall be eligible to receive additional compensation of nine hundred sixteen dollar (\$916.00) per fiscal year to purchase the required clothes. The compensation shall be paid on the first payroll check of each quarter in the amount of two hundred twenty-nine dollars (\$229.00). To be eligible to receive a quarterly compensation payment, the employee must be employed on the first day of the quarter. If the employee is employed by the city after the first day of the quarter, the employee will receive the compensation beginning with the subsequent quarter. ~~not to exceed forty-four cents (\$0.44) per hour, to be added to their regular rate of pay, for obtaining necessary clothing.~~

. . .

Sec. 19-108. Reserved Police equipment allowance.

~~Each individual in a full-time police capacity not under jurisdiction of the Columbia Police Officer's Association working a forty-hour week will be allotted an amount of twenty-six cents (\$0.26) per hour, to be added to the individual's regular rate of pay, for the purpose of purchasing necessary footwear, off-duty sidearms, off-duty ammunition, and other incidentals necessary for the performance of the total police function.~~

. . .

Sec. 19-109. Reserved Flexible benefits.

~~All employees represented by the Columbia Police Officers Association shall be granted a benefit amount of thirty-one cents (\$0.31) per hour, to be added to their regular rate of pay for obtaining equipment and life insurance. The above employees shall not be eligible for any other life insurance benefits established herein.~~

SECTION 2. The FY 2014 Classification and Pay Plan adopted by Ordinance No. 021826 is amended to eliminate the Police Department career development programs.

SECTION 3. This ordinance shall be in full force and effect on August 17, 2014.

PASSED this _____ day of _____, 2014.

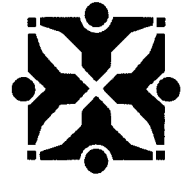
ATTEST:

City Clerk

Mayor and Presiding Officer

APPROVED AS TO FORM:

City Counselor



SUPPORTING DOCUMENTS INCLUDED WITH THIS AGENDA ITEM ARE AS FOLLOWS:

Proposed Amended Classification and Pay Plan

City of Columbia, Missouri
FY 2014 Classification and Pay Plan

Effective August 17, 2014

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Minimum	Midpoint	Maximum
A1					Annual	18,346	21,556	24,767
					2080 Hourly	8.820	10.364	11.907
A2					Annual	19,263	22,634	26,005
					2080 Hourly	9.261	10.882	12.502
A3					Annual	20,226	23,766	27,305
					2080 Hourly	9.724	11.426	13.127
A4					Annual	21,743	25,548	29,353
					2080 Hourly	10.453	12.283	14.112
	2001 Custodian	Operator	Non-Exempt	8				
	2003 Custodian - 773	Operator	Non-Exempt	8				
A5					Annual	23,374	27,464	31,554
					2080 Hourly	11.237	13.204	15.170
	2210 Material Handler-773	Operator	Non-Exempt	8				
	6104 Storeroom Assistant-773	Operator	Non-Exempt	6				
	6101 Storeroom Assistant	Operator	Non-Exempt	6				
A6					Annual	25,127	29,524	33,921
					2080 Hourly	12.080	14.194	16.308
	7810 Document Support Services Clerk	Operator	Non-Exempt	8				
	2299 Equipment Operator I-773	Operator	Non-Exempt	7				
	2301 Equipment Operator I	Operator	Non-Exempt	7				
	2397 Maintenance Assistant-773	Operator	Non-Exempt	8				
	2870 Meter Reader	Operator	Non-Exempt	8				
	3018 Parking Meter Repair Assistant-773	Operator	Non-Exempt	8				
A7					Annual	27,639	32,476	37,313
					2080 Hourly	13.288	15.614	17.939
	2502 Bus Driver-773	Operator	Non-Exempt	8				
	2300 Equipment Operator II-773	Operator	Non-Exempt	7				

City of Columbia, Missouri
FY 2014 Classification and Pay Plan

Effective August 17, 2014

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Minimum	Midpoint	Maximum
A7					Annual	27,639	32,476	37,313
					2080 Hourly	13.288	15.614	17.939
	2302 Equipment Operator II	Operator	Non-Exempt	7				
	3032 Parking Meter Repair Technician-773	Technician	Non-Exempt	7				
	3412 Probation & Collections Officer	Technician	Non-Exempt	5				
	2211 Refuse Collector-773	Operator	Non-Exempt	8				
	2880 Utility Service Worker	Operator	Non-Exempt	7				
	2102 Vehicle Service Worker-773	Operator	Non-Exempt	7				
	2641 Water Treatment Plant Operator I	Technician	Non-Exempt	7				
A8					Annual	30,403	35,724	41,045
					2080 Hourly	14.617	17.175	19.733
	7101 Animal Control Officer	Technician	Non-Exempt	8				
	2631 Associate Power Plant Operator-773	Operator	Non-Exempt	7				
	2390 Building Maintenance Mechanic-773	Technician	Non-Exempt	7				
	7003 Emergency Telecommunicator I	Technician	Non-Exempt	6				
	2503 Lead Bus Driver-773	Operator	Non-Exempt	8				
	2883 Lead Utility Service Worker	Operator	Non-Exempt	7				
	3021 Parking Enforcement Agent	Operator	Non-Exempt	8				
	2412 Parks & Grounds Technician-773	Technician	Non-Exempt	8				
	2874 Senior Meter Reader	Technician	Non-Exempt	8				
	2431 Utility Locator	Operator	Non-Exempt	7				
	2642 Water Treatment Plant Operator II	Technician	Non-Exempt	7				
	2601 WWTP Operator-773	Technician	Non-Exempt	7				
A9					Annual	32,079	39,296	46,514
					2080 Hourly	15.422	18.892	22.363
	5000 Associate Engineering Technician	Technician	Non-Exempt	3				
	2419 Associate Utility Maintenance Mechanic-773	Operator	Non-Exempt	7				
	9933 Audio Visual Technician	Technician	Non-Exempt	3				
A9					Annual	32,079	39,296	46,514
					2080 Hourly	15.422	18.892	22.363

City of Columbia, Missouri
FY 2014 Classification and Pay Plan

Effective August 17, 2014

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range		
						Minimum	Midpoint	Maximum
2860	Electronic Data Specialist	Technician	Non-Exempt	6				
7005	Emergency Telecommunicator II	Technician	Non-Exempt	6				
2303	Equipment Operator III-773	Technician	Non-Exempt	7				
2298	Equipment Operator III	Technician	Non-Exempt	7				
1402	Human Resources Technician	Technician	Non-Exempt	6				
5040	Laboratory Technician-773	Technician	Non-Exempt	3				
5041	Laboratory Technician	Technician	Non-Exempt	3				
2404	Maintenance Mechanic -773	Operator	Non-Exempt	7				
2396	Maintenance Technician-773	Technician	Non-Exempt	7				
2297	Pipefitter	Technician	Non-Exempt	7				
2626	Railroad Operator	Technician	Non-Exempt	8				
2214	Senior Refuse Collector-773	Operator	Non-Exempt	8				
2312	Water Distribution Technician	Technician	Non-Exempt	7				
2643	Water Treatment Plant Operator III	Technician	Non-Exempt	7				
A10					Annual	35,286	43,226	51,165
					2080 Hourly	16.965	20.782	24.599
1215	Billing Auditor	Technician	Non-Exempt	6				
7920	Computer Support Technician-773	Technician	Non-Exempt	3				
2405	Construction Specialist-773	Technician	Non-Exempt	7				
2801	Electric Meter Repair Worker	Technician	Non-Exempt	7				
2411	Electrician-773	Technician	Non-Exempt	7				
4521	Energy Technician	Technician	Non-Exempt	7				
5003	Engineering Technician	Technician	Non-Exempt	3				
2877	Lead Meter Reader	Technician	Non-Exempt	8				
2403	Maintenance Specialist-773	Technician	Non-Exempt	7				

City of Columbia, Missouri
FY 2014 Classification and Pay Plan

Effective August 17, 2014

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Minimum	Midpoint	Maximum
A10					Annual	35,286	43,226	51,165
					2080 Hourly	16.965	20.782	24.599
	4102 Plan Reviewer	Technician	Non-Exempt	3				
	2694 Power Plant Operator-773	Operator	Non-Exempt	7				
	2410 Railroad Maintenance Specialist	Technician	Non-Exempt	7				
	2590 Sewer Utility Lead Operator-773	Technician	Non-Exempt	7				
	2394 Sr. Building Maintenance Mechanic-773	Technician	Non-Exempt	7				
	3033 Traffic Signal Technician	Technician	Non-Exempt	7				
	2432 Utility Locator Foreman	Technician	Non-Exempt	7				
	2429 Utility Maintenance Mechanic -773	Technician	Non-Exempt	7				
	2425 Utility Maintenance Mechanic	Technician	Non-Exempt	7				
	2107 Vehicle Mechanic - 773	Technician	Non-Exempt	7				
	2314 Water Distribution Foreman	Technician	Non-Exempt	7				
A11					Annual	39,697	48,629	57,561
					2080 Hourly	19.085	23.379	27.674
	2400 Airport Maintenance Foreman	Technician	Non-Exempt	7				
	2850 Assistant Electric Distribution Coordinator	Technician	Non-Exempt	7				
	7693 Biogas Plant Technician	Technician	Non-Exempt	7				
	3202 Building Inspector	Technician	Non-Exempt	1				
	2320 CCTV Technician	Technician	Non-Exempt	7				
	4999 Code Educator Specialist	Technician	Non-Exempt	3				
	4650 Code Enforcement Specialist	Technician	Non-Exempt	3				
	3960 Housing Specialist	Technician	Non-Exempt	5				
	2324 Instrument Technician-773	Technician	Non-Exempt	7				
	2325 Instrument Technician	Technician	Non-Exempt	7				
	2628 Railroad Operations Foreman	Technician	Non-Exempt	7				
	5004 Senior Engineering Technician	Technician	Non-Exempt	3				

City of Columbia, Missouri
FY 2014 Classification and Pay Plan

Effective August 17, 2014

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Minimum	Midpoint	Maximum
A11					Annual	39,697	48,629	57,561
					2080 Hourly	19.085	23.379	27.674
	2420 Senior Utility Maintenance Mechanic-773	Technician	Non-Exempt	7				
	9934 Video Engineering Specialist	Technician	Non-Exempt	3				
	5006 Water Inspection Foreman	Technician	Non-Exempt	7				
A12					Annual	44,659	54,708	64,756
					2080 Hourly	21.471	26.302	31.133
	2630 Apprentice Balancing Authority Operator - 773	Technician	Non-Exempt	8				
	2330 Apprentice Communication Technician	Technician	Non-Exempt	8				
	2701 Apprentice Lineworker	Technician	Non-Exempt	8				
	2333 Apprentice Substation Technician	Technician	Non-Exempt	8				
	7692 CEC Technician	Technician	Non-Exempt	7				
	2851 Electric Distribution Coord	Technician	Non-Exempt	7				
	2803 Lead Electric Meter Repair Worker	Technician	Non-Exempt	7				
	2695 Lead Power Plant Operator-773	Technician	Non-Exempt	7				
	3203 Senior Building Inspector	Technician	Non-Exempt	1				
	4652 Senior Code Enforcement Specialist	Technician	Non-Exempt	3				
A13					Annual	50,242	61,546	72,851
					2080 Hourly	24.155	29.590	35.024
	2331 Journeyman Communication Technician	Technician	Non-Exempt	7				
	2703 Journeyman Lineworker	Technician	Non-Exempt	7				
	2334 Journeyman Substation Technician	Technician	Non-Exempt	7				
	2640 NERC Certified Balancing Authority Operator-773	Technician	Non-Exempt	7				
A14					Annual	56,522	69,240	81,957
					2080 Hourly	27.174	33.288	39.402
	2332 Communication Technician Foreman	Technician	Non-Exempt	3				
	2706 Line Foreman	Technician	Non-Exempt	7				
	2888 NERC Compliance Officer-773	Technician	Exempt	7				
	2335 Substation Technician Foreman	Technician	Non-Exempt	7				

City of Columbia, Missouri
FY 2014 Classification and Pay Plan

Effective August 17, 2014

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range		
						Minimum	Midpoint	Maximum
B1					Annual	18,346	22,015	25,684
					2080 Hourly	8.820	10.584	12.348
	1201 Cashier	Clerical	Non-Exempt	6				
B2					Annual	19,722	23,666	27,610
					2080 Hourly	9.482	11.378	13.274
B3					Annual	21,201	25,441	29,681
					2080 Hourly	10.193	12.231	14.270
	1200 Lead Cashier	Clerical	Non-Exempt	5				
B4					Annual	22,791	27,349	31,907
					2080 Hourly	10.957	13.148	15.340
	8510 Recreation Leader	Clerical	Non-Exempt	5				
B5					Annual	25,070	30,084	35,098
					2080 Hourly	12.053	14.463	16.874
	1005 Administrative Support Assistant	Clerical	Non-Exempt	6				
	1211 Customer Service Rep I	Clerical	Non-Exempt	6				
	6100 Stores Clerk - 773	Clerical	Non-Exempt	6				
	6102 Stores Clerk	Clerical	Non-Exempt	6				
	7451 WIC Office Specialist	Clerical	Non-Exempt	6				
B6					Annual	27,577	33,092	38,607
					2080 Hourly	13.258	15.910	18.561
	1213 Customer Service Rep II	Clerical	Non-Exempt	6				
	1006 Senior Administrative Support Assistant	Clerical	Non-Exempt	6				
B7					Annual	30,334	36,401	42,468
					2080 Hourly	14.584	17.501	20.417
	1203 Accounting Assistant	Clerical	Non-Exempt	6				

City of Columbia, Missouri
FY 2014 Classification and Pay Plan

Effective August 17, 2014

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range		
						Minimum	Midpoint	Maximum
B8					Annual	34,126	40,951	47,777
					2080 Hourly	16.407	19.688	22.970
	1400 Administrative Technician	Clerical	Non-Exempt	6				
	3012 Investigative Technician	Clerical	Non-Exempt	6				
B9					Annual	38,392	46,070	53,749
					2080 Hourly	18.458	22.149	25.841
B10					Annual	43,191	51,829	60,467
					2080 Hourly	20.765	24.918	29.071

City of Columbia, Missouri
FY 2014 Classification and Pay Plan

Effective August 17, 2014

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Minimum	Midpoint	Maximum
C1					Annual	25,208	30,250	35,292
					2080 Hourly	12.119	14.543	16.967
C2					Annual	27,729	33,275	38,821
					2080 Hourly	13.331	15.998	18.664
C3					Annual	31,195	37,434	43,673
					2080 Hourly	14.998	17.997	20.997
	9950 City Management Fellowship*	Specialist	Non-Exempt	2				
	7911 Systems Support Analyst	Professional	Non-Exempt	2				
C4					Annual	34,379	42,114	49,849
					2080 Hourly	16.528	20.247	23.966
	4200 Financial Specialist	Specialist	Non-Exempt	2				
	2190 GIS Technician	Specialist	Non-Exempt	3				
	4810 Marketing Specialist	Specialist	Exempt	2				
	4801 Public Communications Specialist	Specialist	Exempt	2				
	4802 Public Information Specialist	Specialist	Exempt	5				
	8520 Recreation Specialist	Specialist	Exempt	5				
	7301 Social Services Specialist	Professional	Non-Exempt	2				
	4300 Tourism Services Specialist	Professional	Exempt	2				
	9932 Videographer	Specialist	Non-Exempt	2				
	4615 Volunteer Program Specialist	Specialist	Non-Exempt	2				
	4580 Wellness Educator	Specialist	Exempt	2				
C5					Annual	38,676	47,378	56,080
					2080 Hourly	18.594	22.778	26.962
	6207 Accountant	Specialist	Exempt	2				
	9911 Assistant to City Manager*	Professional	Non-Exempt	6				
	5007 City Arborist	Professional	Exempt	8				
* Denotes Unclassified Employee								
C5					Annual	38,676	47,378	56,080

City of Columbia, Missouri
FY 2014 Classification and Pay Plan

Effective August 17, 2014

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Minimum	Midpoint	Maximum
					2080 Hourly	18.594	22.778	26.962
6308	Contract Compliance Officer	Specialist	Exempt	2				
4510	Energy Management Specialist	Specialist	Non-Exempt	2				
7201	Environmental Public Health Specialist	Professional	Non-Exempt	2				
6204	Financial Analyst	Professional	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				
7403	Nutritionist	Professional	Exempt	2				
5090	Pavement Specialist	Specialist	Exempt	2				
6305	Procurement Officer	Specialist	Non-Exempt	5				
7931	Technical Trainer	Specialist	Non-Exempt	2				
5135	Water Quality Compliance Officer	Professional	Exempt	2				
C6					Annual	43,510	53,300	63,090
					2080 Hourly	20.918	25.625	30.332
5114	Bioreactor Specialist	Professional	Exempt	7				
3015	Crime Analyst	Professional	Non-Exempt	2				
4509	Energy Educator	Specialist	Exempt	2				
2175	GIS Analyst	Professional	Exempt	2				
4601	Human Resources Analyst	Professional	Exempt	2				
4610	Internal Auditor*	Professional	Exempt	2				
4104	Neighborhood Communications Coordinator	Specialist	Non-Exempt	2				
4101	Planner	Specialist	Exempt	2				
7503	Public Health Nurse	Professional	Exempt	2				

* Denotes Unclassified Employee

City of Columbia, Missouri
FY 2014 Classification and Pay Plan

Effective August 17, 2014

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range		
						Minimum	Midpoint	Maximum
C6					Annual	43,510	53,300	63,090
					2080 Hourly	20.918	25.625	30.332
4501	Rate Analyst	Professional	Exempt	2				
6595	Risk Management Specialist	Professional	Exempt	2				
4108	Senior Plan Reviewer	Professional	Exempt	3				
9916	Sustainability Educator	Specialist	Exempt	2				
4570	Training Coordinator	Professional	Exempt	2				
4619	Trust Specialist	Professional	Exempt	2				
C7					Annual	47,970	59,963	71,955
					2080 Hourly	23.063	28.828	34.594
6604	Budget Analyst	Professional	Exempt	2				
7930	Business Analyst	Professional	Exempt	2				
5098	Engineering Specialist	Professional	Exempt	3				
5015	Property Acquisition Coordinator	Professional	Exempt	2				
6203	Senior Accountant	Professional	Exempt	2				
4103	Senior Planner	Professional	Exempt	2				
4502	Senior Rate Analyst	Professional	Exempt	2				
C8					Annual	53,966	67,458	80,950
					2080 Hourly	25.945	32.432	38.918
9955	Civic Relations Officer*	Professional	Exempt	2				
7924	Database Administrator	Professional	Exempt	2				
5113	Engineer	Professional	Exempt	2				
2150	GIS Enterprise Systems Administrator	Professional	Exempt	2				
7927	Systems Administrator	Professional	Exempt	2				
7922	Systems Analyst	Professional	Exempt	2				

* Denotes Unclassified Employee

City of Columbia, Missouri
FY 2014 Classification and Pay Plan

Effective August 17, 2014

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range		
						Minimum	Midpoint	Maximum
C9					Annual	60,712	75,890	91,068
					2080 Hourly	29.189	36.486	43.783
	3301 Assistant City Counselor	Professional	Exempt	2				
	6760 Financial Project Officer*	Professional	Exempt	2				
	7506 Nurse Practitioner	Professional	Exempt	2				
C10					Annual	68,301	85,376	102,452
					2080 Hourly	32.837	41.046	49.256
C11					Annual	76,839	96,049	115,258
					2080 Hourly	36.942	46.177	55.413

* Denotes Unclassified Employee

City of Columbia, Missouri
FY 2014 Classification and Pay Plan

Effective August 17, 2014

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range		
						Minimum	Midpoint	Maximum
D1					Annual	25,208	30,250	35,292
					2080 Hourly	12.119	14.543	16.967
D2					Annual	27,729	33,275	38,821
					2080 Hourly	13.331	15.998	18.664
	7809 Document Support Services Supervisor	Supervisor	Non-Exempt	8				
D3					Annual	30,502	36,603	42,703
					2080 Hourly	14.664	17.597	20.530
D4					Annual	33,552	40,263	46,973
					2080 Hourly	16.131	19.357	22.583
	2504 Bus Supervisor	Supervisor	Exempt	8				
	1009 Records Unit Supervisor	Supervisor	Exempt	6				
	2112 Vehicle Service Coordinator	Supervisor	Non-Exempt	7				
D5					Annual	36,154	44,289	52,424
					2080 Hourly	17.382	21.293	25.204
	1007 Administrative Supervisor	Supervisor	Exempt	2				
	7105 Animal Control Supervisor	Supervisor	Exempt	8				
	3014 Evidence Custodian	Supervisor	Exempt	2				
	3290 Paralegal	Supervisor	Non-Exempt	5				
	3024 Parking Supervisor	Supervisor	Exempt	8				
	2417 Parks & Facilities Specialist	Supervisor	Non-Exempt	8				
	2305 Public Works Supervisor I	Supervisor	Exempt	7				
D6					Annual	39,770	48,718	57,666
					2080 Hourly	19.120	23.422	27.724
	4800 Communications & Marketing Supervisor	Supervisor	Exempt	2				
	5205 Forester	Supervisor	Exempt	2				
	2416 Golf Course Specialist	Supervisor	Exempt	7				
	5203 Horticulturist	Supervisor	Exempt	2				
	4600 Human Resources Specialist	Supervisor	Exempt	2				
D6					Annual	39,770	48,718	57,666
					2080 Hourly	19.120	23.422	27.724

City of Columbia, Missouri
FY 2014 Classification and Pay Plan

Effective August 17, 2014

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range		
						Minimum	Midpoint	Maximum
2306	Public Works Supervisor II	Supervisor	Exempt	7				
1008	Senior Administrative Supervisor	Supervisor	Exempt	6				
7302	Social Services Supervisor	Supervisor	Exempt	2				
2208	Solid Waste District Administrator	Supervisor	Exempt	2				
2418	Sports Turf Specialist	Supervisor	Exempt	7				
2616	Transload Operations Supervisor	Supervisor	Exempt	7				
1214	Utility Accounts & Billing Supervisor	Supervisor	Exempt	2				
D7					Annual	43,747	53,590	63,433
					2080 Hourly	21.032	25.764	30.497
8762	Assistant to the Parks & Recreation Director	Supervisor	Exempt	2				
2407	Building & Grounds Supervisor	Supervisor	Exempt	7				
2406	Construction Supervisor	Supervisor	Exempt	7				
7207	Environmental Public Health Supervisor	Supervisor	Exempt	2				
3975	Housing Programs Supervisor	Supervisor	Exempt	2				
7405	Nutrition Supervisor	Supervisor	Exempt	2				
2415	Parks Supervisor	Supervisor	Exempt	2				
7007	PSJC Supervisor	Supervisor	Exempt	6				
7375	Public Health Promotion Supervisor	Supervisor	Exempt	2				
2307	Public Works Supervisor III	Supervisor	Exempt	7				
8530	Recreation Supervisor	Supervisor	Exempt	5				
6200	Senior Financial Analyst	Supervisor	Exempt	2				
6307	Senior Procurement Officer	Supervisor	Exempt	5				
2428	Sewer Maint Supervisor	Supervisor	Exempt	7				
6103	Stores Supervisor	Supervisor	Exempt	6				
2505	Transportation Superintendent	Supervisor	Exempt	1				

City of Columbia, Missouri
FY 2014 Classification and Pay Plan

Effective August 17, 2014

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range		
						Minimum	Midpoint	Maximum
D7					Annual	43,747	53,590	63,433
					2080 Hourly	21.032	25.764	30.497
1210	Treasury Support Supervisor	Supervisor	Exempt	2				
2426	Utility Maintenance Supervisor	Supervisor	Exempt	7				
2104	Vehicle Maintenance Supervisor	Supervisor	Exempt	7				
2614	Wastewater Operations Supervisor	Supervisor	Exempt	7				
D8					Annual	47,159	58,949	70,738
					2080 Hourly	22.673	28.341	34.009
5800	Assistant to the Public Works Director	Supervisor	Exempt	2				
7694	Biogas Plant Supervisor	Supervisor	Non-Exempt	7				
5023	City Land Surveyor	Supervisor	Exempt	2				
4513	Energy Services Supervisor	Supervisor	Exempt	2				
2100	Fleet Operations Supt	Supervisor	Exempt	1				
3402	Municipal Court Administrator	Supervisor	Exempt	2				
7515	Nursing Supervisor	Supervisor	Exempt	2				
4533	Waste Minimization Supervisor	Supervisor	Exempt	2				
2317	Water Distribution Supervisor	Supervisor	Exempt	7				
D9					Annual	51,875	64,844	77,812
					2080 Hourly	24.940	31.175	37.410
6201	Accounting Supervisor	Supervisor	Exempt	2				
2557	Airport Superintendent	Supervisor	Exempt	1				
7695	CEC Supervisor	Supervisor	Non-Exempt	7				
2408	Construction Project Supervisor	Supervisor	Exempt	2				
2770	Electric Services Superintendent	Supervisor	Exempt	1				
4518	Energy Services Superintendent	Supervisor	Exempt	1				
2185	GIS Supervisor	Supervisor	Exempt	2				

City of Columbia, Missouri
FY 2014 Classification and Pay Plan

Effective August 17, 2014

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Minimum	Midpoint	Maximum
D9					Annual	51,875	64,844	77,812
					2080 Hourly	24.940	31.175	37.410
7913	Help Desk Supervisor	Supervisor	Exempt	3				
5134	Laboratory Supervisor	Supervisor	Exempt	2				
2207	Landfill Superintendent	Supervisor	Exempt	1				
8710	Parks Development Superintendent	Supervisor	Exempt	1				
2637	Power Plant Tech Supv	Supervisor	Exempt	7				
7308	Public Health Planning Supervisor	Supervisor	Exempt	2				
8610	Recreation & Community Programs Superintendent	Supervisor	Exempt	1				
2430	Sewer Maint Superintendent	Supervisor	Exempt	1				
2206	Solid Waste Collection Superintendent	Supervisor	Exempt	1				
2655	Water Distribution Superintendent	Supervisor	Exempt	1				
2645	Water Production Superintendent	Supervisor	Exempt	1				
D10					Annual	57,062	71,328	85,594
					2080 Hourly	27.434	34.292	41.151
2635	Assistant Power Production Superintendent	Supervisor	Exempt	2				
3205	Building Regulations Supervisor	Supervisor	Exempt	1				
2730	Line Superintendent	Supervisor	Exempt	1				
2311	Street Maintenance Superintendent	Supervisor	Exempt	1				
2337	Substation Repair Superintendent	Supervisor	Exempt	1				
2606	WWTP Superintendent	Supervisor	Exempt	7				
D11					Annual	61,538	78,461	95,384
					2080 Hourly	29.585	37.721	45.858
5109	Engineering Supervisor	Supervisor	Exempt	2				

City of Columbia, Missouri
FY 2014 Classification and Pay Plan

Effective August 17, 2014

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Minimum	Midpoint	Maximum
E1					Annual	35,200	44,000	52,800
					2080 Hourly	16.923	21.154	25.385
E2					Annual	38,720	48,400	58,080
					2080 Hourly	18.615	23.269	27.923
	8804 Deputy City Clerk*	Manager	Non-Exempt	6				
E3					Annual	43,560	54,450	65,340
					2080 Hourly	20.942	26.178	31.413
E4					Annual	49,005	61,256	73,508
					2080 Hourly	23.560	29.450	35.340
	6505 Business Services & Pension Manager	Manager	Exempt	2				
	2620 Railroad Operations Manager	Manager	Exempt	1				
	9915 Sustainability Manager*	Manager	Exempt	1				
	1220 Utility Accounts and Billing Manager	Manager	Exempt	1				
E5					Annual	54,050	68,913	83,777
					2080 Hourly	25.985	33.131	40.277
	2106 Fleet Operations Manager	Manager	Exempt	1				
	4605 Human Resources Manager	Manager	Exempt	1				
	4616 Human Services Manager	Manager	Exempt	1				
	9924 Media and Event Services Manager	Manager	Exempt	1				
	4702 Multi-Modal Manager	Manager	Exempt	1				
	4622 Neighborhood Services Manager	Manager	Exempt	1				
	7015 PSJC Manager	Manager	Exempt	1				
	9925 Public Communications Manager	Manager	Exempt	1				
	6401 Purchasing Agent	Manager	Exempt	1				
	6600 Risk Manager	Manager	Exempt	1				
	6700 Treasurer	Manager	Exempt	1				

* Denotes Unclassified Employee

City of Columbia, Missouri
FY 2014 Classification and Pay Plan

Effective August 17, 2014

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range		
						Minimum	Midpoint	Maximum
E6					Annual	60,806	77,527	94,249
					2080 Hourly	29.234	37.273	45.312
6605	Budget Officer	Manager	Exempt	2				
2125	City-Wide Geospatial Services Manager	Manager	Exempt	1				
6205	Controller	Manager	Exempt	1				
4107	Development Services Manager	Manager	Exempt	1				
2855	Electric Distribution Manager	Manager	Exempt	2				
7926	Information Technologies Manager	Manager	Exempt	1				
5107	Operations Manager	Manager	Exempt	1				
8750	Parks & Recreation Manager	Manager	Exempt	1				
2636	Power Prod Superintendent	Manager	Exempt	7				
2205	Solid Waste Manager	Manager	Exempt	1				
2690	Water Distribution Manager	Manager	Exempt	1				
2661	Water Production Manager	Manager	Exempt	1				
E7					Annual	69,927	89,157	108,386
					2080 Hourly	33.619	42.864	52.109
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				
5108	Engineering Manager	Manager	Exempt	1				
4503	Utility Financial Manager	Manager	Exempt	1				
4514	Utility Services Manager	Manager	Exempt	1				

* Denotes Unclassified Employee

City of Columbia, Missouri
FY 2014 Classification and Pay Plan

Effective August 17, 2014

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range		
						Minimum	Midpoint	Maximum
E8					Annual	77,381	102,530	127,679
					2080 Hourly	37.202	49.293	61.384
	8901 Assistant Director, Economic Development*	Manager	Exempt	1				
	6750 Assistant Director, Finance*	Manager	Exempt	1				
	7960 Assistant Director, Information Technologies*	Manager	Exempt	1				
	8760 Assistant Director, Parks & Recreation*	Manager	Exempt	1				
	7680 Assistant Director, Public Health & Human Services*	Manager	Exempt	1				
	5106 Assistant Director, Public Works*	Manager	Exempt	1				
	2980 Assistant Director, Water & Light*	Manager	Exempt	1				
	3408 Deputy City Counselor*	Manager	Exempt	2				
	3110 Deputy Fire Chief*	Manager	Exempt	1				
	3006 Deputy Police Chief*	Manager	Exempt	1				
E9					Annual	88,988	117,910	146,831
					2080 Hourly	42.783	56.687	70.592
	9901 Assistant City Manager*	Manager	Exempt	1				
	8803 City Clerk*	Charter	Exempt	2				
	3410 City Counselor*	Director	Exempt	2				
	4105 Director, Community Development*	Director	Exempt	1				
	8950 Director, Convention & Visitors Bureau*	Director	Exempt	1				
	4625 Director, Cultural Affairs*	Director	Exempt	1				
	8900 Director, Economic Development*	Director	Exempt	1				
	6800 Director, Finance*	Director	Exempt	1				
	4604 Director, Human Resources*	Director	Exempt	1				
	7950 Director, Information Technologies*	Director	Exempt	1				
	8970 Director, Parks & Recreation*	Director	Exempt	1				
	7700 Director, Public Health & Human Services*	Director	Exempt	1				
* <u>Denotes Unclassified Employee</u>								
E9					Annual	88,988	117,910	146,831
					2080 Hourly	42.783	56.687	70.592

City of Columbia, Missouri
FY 2014 Classification and Pay Plan

Effective August 17, 2014

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range		
						Minimum	Midpoint	Maximum
5901	Director, Public Works*	Director	Exempt	1				
2990	Director, Water & Light*	Director	Exempt	1				
3108	Fire Chief*	Director	Exempt	1				
3401	Municipal Judge*	Charter	Exempt	2				
3007	Police Chief*	Director	Exempt	1				
E10					Annual	102,337	135,596	168,855
					2080 Hourly	49.200	65.190	81.180
9905	Deputy City Manager*	Manager	Exempt	1				
E11					Annual	117,687	155,935	194,184
					2080 Hourly	56.580	74.969	93.358
9998	City Manager*	Charter	Exempt	1				

* Denotes Unclassified Employee

City of Columbia, Missouri
FY 2014 Classification and Pay Plan

Effective August 17, 2014

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Minimum	Midpoint	Maximum
F1					Annual	29,167	35,000	40,833
					2080 Hourly	14.022	16.827	19.631
	3009 Station Master	Public Safety	Non-Exempt	5				
F2					Annual	31,354	37,625	43,896
					2080 Hourly	15.074	18.089	21.104
	3011 Community Service Aide	Public Safety	Non-Exempt	4				
F3					Annual	33,706	40,447	47,188
					2080 Hourly	16.205	19.446	22.687
F4					Annual	37,076	44,492	51,907
					2080 Hourly	17.825	21.390	24.955
					2912 Hourly	12.732	15.279	17.825
	2550 Airport Safety Officer	Public Safety	Non-Exempt	4				
	3101 Firefighter I **	Public Safety	Non-Exempt	4				
	8690 Park Ranger	Public Safety	Non-Exempt	4				
	3000 Police Officer in Training	Public Safety	Non-Exempt	4				
F5					Annual	40,784	48,941	57,098
					2080 Hourly	19.608	23.529	27.451
					2912 Hourly	14.005	16.807	19.608
	3102 Firefighter II**	Public Safety	Non-Exempt	4				
	3001 Police Officer***	Public Safety	Non-Exempt	4				
F6					Annual	44,862	53,835	62,807
					2080 Hourly	21.568	25.882	30.196
					2912 Hourly	15.406	18.487	21.568
	3103 Fire Engineer**	Public Safety	Non-Exempt	4				

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

*** Police Officers are eligible for 5% to 15% additions to their base pay upon successful participation in the Police Department Career Development Program.

City of Columbia, Missouri
FY 2014 Classification and Pay Plan

Effective August 17, 2014

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Minimum	Midpoint	Maximum
F7					Annual	47,375	59,218	71,062
					2080 Hourly	22.776	28.470	34.164
					2912 Hourly	16.269	20.336	24.403
	2555 Airport Operations Supervisor	Public Safety	Exempt	5				
	3104 Fire Lieutenant**	Public Safety	Non-Exempt	2				
F8					Annual	52,112	65,140	78,168
					2080 Hourly	25.054	31.317	37.581
					2912 Hourly	17.896	22.370	26.843
	3114 Assistant Fire Marshal	Public Safety	Non-Exempt	4				
	3105 Fire Captain**	Public Safety	Non-Exempt	2				
	3002 Police Sergeant****	Public Safety	Non-Exempt	3				
F9					Annual	57,323	71,654	85,985
					2080 Hourly	27.559	34.449	41.339
					2912 Hourly	19.685	24.606	29.528
	3107 Fire Battalion Chief**	Public Safety	Exempt	4				
F10					Annual	63,056	78,820	94,583
					2080 Hourly	30.315	37.894	45.473
					2912 Hourly	21.654	27.067	32.481
	3106 Fire Division Chief**	Public Safety	Exempt	4				
	3003 Police Lieutenant****	Public Safety	Exempt	2				

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

**** ~~Police Sergeants are eligible for a 4% addition to their base pay upon successful participation in the Law Enforcement Management Program (LEMP) established by the Police Department.~~

***** ~~Police Lieutenants receive 4% above base pay for LEMP certification.~~

City of Columbia, Missouri
FY 2014 Classification and Pay Plan

Effective August 17, 2014

Pay Grade	Job Title	Job Group	Overtime	EEO	Type of Pay Rate	Pay Range		
						Minimum	Midpoint	Maximum
F11					Annual	69,361	86,701	104,042
					2080 Hourly	33.347	41.683	50.020
F12					Annual	76,297	95,372	114,446
					2080 Hourly	36.681	45.852	55.022