

City of Columbia FY 2012 Pay Plan (\$.25 ATB with NC to Min Salary and No PP increases)

Effective: October 1, 2011

Grade	Annual Minimum	Annual Maximum	Overtime	Bi-Weekly Minimum	Bi-Weekly Maximum	40-Hour Minimum	40-Hour Maximum	56-Hour Minimum	56-Hour Maximum
36	101,675	147,549		3,910.56	5,674.96	48.882	70.937		
28	68,981	100,202		2,653.12	3,853.92	33.164	48.174		
JC1	6750	Assistant Director of Finance*	Exempt						
JC1	8760	Assistant Parks & Rec Director*	Exempt						
JC1	5106	Assistant Public Works Director*	Exempt						
JC1	2980	Assistant Director of Water & Light*	Exempt						
JC1	3110	Deputy Fire Chief*	Exempt						
JC1	3006	Deputy Police Chief*	Exempt						
26	62,623	90,990		2,408.56	3,499.60	30.107	43.745		
JC1	3303	Assistant City Counselor III	Exempt						
JC1	8901	Asst Director of Econ Dev*	Exempt						
JC1	6605	Budget Officer	Exempt						
JC1	6205	Comptroller	Exempt						
JC1	4107	Development Services Manager	Exempt						
JC1	5107	Operations Manager	Exempt						
JC2	3004	Police Captain LEMP	Exempt						
25A	65,634	95,370		2,524.40	3,668.08	31.555	45.851		
JC1	5108	Engineering Mgr 10% Premium	Exempt						
25	59,667	86,701		2,294.88	3,334.64	28.686	41.683		
JC1	2855	Electric Distr. Manager	Exempt						
JC1	5122	Mgr of Environmental Svcs	Exempt						
JC1	2690	Manager of Water Operations	Exempt						
JC1	2636	Power Prod Superintendent	Exempt						
JC1	6700	Treasurer	Exempt						
24	56,846	82,626		2,186.40	3,177.92	27.330	39.724	19.521	28.374
JC1	2557	Airport Manager	Exempt						
JC1	3205	Building Reg Supervisor	Exempt						

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24	56,846	82,626		2,186.40	3,177.92	27.330	39.724	19.521	28.374
JC1	3106	Fire Division Chief ***	Exempt						
JC1	2106	Fleet Operations Manager	Exempt						
JC2	4605	Human Resources Manager	Exempt						
JC1	7926	Information Tech Supv	Exempt						
JC1	4622	Neighborhood Svcs Manager	Exempt						
JC1	8750	Parks & Rec Manager	Exempt						
JC1	7600	Public Health Manager	Exempt						
JC1	6401	Purchasing Agent	Exempt						
JC1	2427	Sewer Utility Manager	Exempt						
JC1	2205	Solid Waste Manager	Exempt						
JC1	2311	Street & Stormwater Maint Mgr	Exempt						
JC1	4702	Transportation Manager	Exempt						
JC1	4514	Utility Services Manager	Exempt						
23A	59,584	86,617		2,291.68	3,331.44	28.646	41.643		
JC2	5109A	Engineering Supv 10% Premium	Exempt						
23	54,167	78,743		2,083.36	3,028.56	26.042	37.857		
JC2	5109	Engineering Supervisor	Exempt						
JC1	2125	GIS Manager	Exempt						
JC1	4503	Manager Rates/Fiscal Planning	Exempt						
JC2	3003	Police Lieutenant****	Exempt						
22	51,617	75,036		1,985.28	2,886.00	24.816	36.075	17.726	25.768
JC2	2556	Airport Superintendent	Exempt						
JC2	2635	Asst Power Prod Supt	Exempt						
JC2	2206	Collection Superintendent	Exempt						
JC2	3975	Community Development Coord	Exempt						
JC2	7924	Database Administrator	Exempt						
JC2	2770	Electric Services Superintendent	Exempt						

***Police Lieutenants receive 4% above Grade 23 for LEMP participation.

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

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22	51,617	75,036		1,985.28	2,886.00	24.816	36.075	17.726	25.768
JC2	4518	Energy Services Superintendent	Exempt						
JC1	7205	Environmental Health Manager	Exempt						
JC2	3107	Fire Battalion Chief ***	Exempt						
JC2	2100	Fleet Operations Supt	Exempt						
JC1	4616	Human Services Manager	Exempt						
JC2	4610	Internal Auditor*	Exempt						
JC2	2207	Landfill Superintendent	Exempt						
JC2	2730	Line Superintendent	Exempt						
JC2	7506	Nurse Practitioner	Exempt						
JC2	8710	Park Development Supt	Exempt						
JC2	9925	Public Communications Manager	Exempt						
JC2	2430	Sewer Maint Superintendent	Exempt						
JC2	2308	Streets Superintendent	Exempt						
JC2	2337	Substation Repair Supt	Exempt						
JC2	8610	Supt of Rec & Comm Programs	Exempt						
JC2	2771	Water Distr. Svc Supt	Exempt						
JC2	2655	Water Distr. Superintendent	Exempt						
JC2	2660	Water Plant Superintendent	Exempt						
JC2	2606	WWTP Superintendent	Exempt						
21A	54,090	78,668		2,080.40	3,025.68	26.005	37.821		
JC2	5100	Engineer II	Exempt						
21	49,173	71,517		1,891.28	2,750.64	23.641	34.383		
JC2	6201	Accounting Supervisor	Exempt						
JC2	3302	Assistant City Counselor II	Exempt						
JC1	7930	Business Analyst	Exempt						
JC2	5099	Engineer I	Exempt						
JC2	5110	Engineering Specialist II	Exempt						
JC2	2150	GIS Enterprise Systems Adminstr	Exempt						
JC2	2175	GIS Support Coordinator	Exempt						
JC2	4603	Human Resources Coordinator****	Exempt						

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21	49,173	71,517		1,891.28	2,750.64	23.641	34.383		
JC2	6600	Risk Manager	Exempt						
JC2	4103	Sr Planner	Exempt						
JC2	7922	Systems Analyst	Exempt						
JC3	7921	Systems Programmer	Exempt						
JC1	1220	Utility Accts & Billing Manager	Exempt						
20	46,858	68,157		1,802.24	2,621.44	22.528	32.768	16.091	23.406
JC2	7308	Commun. Disease Epi. Coord.	Exempt						
JC2	3105	Fire Captain ***							
JC1	4625	Manager of Cultural Affairs*	Exempt						
JC2	7515	Nursing Coordinator	Exempt						
JC3	3002	Police Sergeant ***							
JC1	9921	Public Communications Officer	Exempt						
JC1	9915	Sustainability Manager*	Exempt						
19	44,656	64,965		1,717.52	2,498.64	21.469	31.233	15.335	22.309
JC2	6505	Bus Svcs & Pension Manager	Exempt						
JC1	3204	Chief Building Inspector	Exempt						
JC2	2408	Construction Project Manager	Exempt						
JC2	6204	Financial Analyst	Exempt						
JC2	3104	Fire Lieutenant ***							
JC7	2710	Line Supervisor II - IBEW							
JC2	7304	Public Hth Emg Prep Planner	Exempt						
JC2	6203	Sr Accountant	Exempt						
JC2	2505	Transportation Supervisor	Exempt						
18	42,553	61,926		1,636.64	2,381.76	20.458	29.772		
JC2	9911	Assistant to City Manager*	Exempt						
JC2	5114	Bioreactor Specialist	Exempt						
JC2	5007	City Arborist	Exempt						

***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.

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18	42,553	61,926		1,636.64	2,381.76	20.458	29.772		
JC2	5023	City Land Surveyor	Exempt						
JC7	2332	Communication Tech Supv - IBEW							
JC2	5111	Engineering Specialist I	Exempt						
JC2	7375	Health Promotion Coordinator	Exempt						
JC7	2705	Line Supervisor I - IBEW							
JC7	2640	NERC Cert Balanc Auth Op - 773							
JC2	2888	NERC Compliance Officer - 773	Exempt						
JC2	7405	Nutrition Coordinator	Exempt						
JC2	5015	Property Acquisition Manager	Exempt						
JC2	7302	Social Services Supervisor	Exempt						
JC3	5133	Sr Laboratory Analyst							
JC2	8700	Sr Parks Planner	Exempt						
JC7	2335	Substation Technician Supv - IBEW							
17	40,552	59,022		1,559.68	2,270.08	19.496	28.376		
JC4	2555	Airport Safety Supervisor							
JC7	2407	Building and Grounds Supervisor							
JC7	2409	Building Construction Coordinator							
JC7	2331	Communication Technician - IBEW							
JC2	6308	Compliance Officer	Exempt						
JC7	2406	Construction Supervisor	Exempt						
JC2	4513	Energy Services Supervisor	Exempt						
JC2	5135	Environmental Supervisor	Exempt						
JC2	4601	Human Resources Analyst****	Exempt						
JC2	5134	Laboratory Supervisor	Exempt						
JC7	2703	Lineworker - IBEW							
JC7	7694	Ops & Maint Tech Supervisor							
JC7	3024	Parking Supervisor							
JC7	2415	Parks Supervisor	Exempt						
JC2	4102	Plan Reviewer							
JC7	2637	Power Plant Tech Supv							

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17	40,552	59,022		1,559.68	2,270.08	19.496	28.376		
JC3	7015	PSJC Manager	Exempt						
JC2	7503	Public Health Nurse	Exempt						
JC2	7306	Public Health Planner	Exempt						
JC7	2307	Public Works Supervisor III	Exempt						
JC2	8530	Recreation Supervisor	Exempt						
JC7	2428	Sewer Maintenance Supervisor							
JC1	2208	Solid Waste Dist Manager	Exempt						
JC2	4502	Sr Rate Analyst	Exempt						
JC7	6103	Stores Supervisor	Exempt						
JC7	2334	Substation Technician - IBEW							
JC7	2426	Utility Maint Supervisor							
JC2	4533	Waste Minimization Supervisor	Exempt						
JC7	2614	Wastewater Operations Supv	Exempt						
JC7	2317	Water Distribution Supv III	Exempt						
JC7	2645	WTP Chief Operator							
JC7	2604	WWTP Chief Operator							
16	38,644	56,268		1,486.32	2,164.16	18.579	27.052	13.271	19.323
JC2	6207	Accountant	Exempt						
JC3	2851	Electric Distr. Coordinator - IBEW							
JC2	9941	Electronic Government Coord							
JC3	5004	Engineering Aide IV							
JC4	3103	Fire Engineer ***							
JC7	2324	Instrument Technician - 773							
JC7	2325	Instrument Technician - IBEW							
JC7	2400	Maintenance Supervisor							
JC2	4203	Management Support Spec	Exempt						
JC2	7403	Nutritionist	Exempt						
JC7	7693	Ops & Maint Technician							
JC2	4101	Planner	Exempt						
JC4	3001	Police Officer ***							

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

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16	38,644	56,268		1,486.32	2,164.16	18.579	27.052	13.271	19.323
JC7	2695	Power Plant Operator IV - 773							
JC3	7007	PSJC Supervisor							
JC2	7203	Sr Environmental Health Spec							
JC3	7911	Systems Support Analyst							
JC2	4800	Utility Services Specialist	Exempt						
JC7	2105	Vehicle Maint Supervisor II							
JC3	9934	Video Engineering Spec							
15	36,833	53,635		1,416.64	2,062.88	17.708	25.786	12.649	18.419
JC7	2803	Electric Meter Repair Supv - IBEW							
JC2	4512	Energy Mgmt Specialist II							
JC2	7201	Environmental Health Spec							
JC2	4201	Financial Mgmt Specialist	Exempt						
JC4	3102	Firefighter II ***							
JC2	7303	Health Educator	Exempt						
JC2	4600	Human Resources Specialist	Exempt						
JC2	7250	Human Rights Specialist	Exempt						
JC3	5132	Laboratory Analyst							
JC7	2877	Meter Reading Supervisor - IBEW							
JC2	4802	Public Information Specialist	Exempt						
JC7	2306	Public Works Supervisor II							
JC7	2628	Railroad Operations Supervisor							
JC2	4501	Rate Analyst	Exempt						
JC7	2204	Refuse Collection Supv II							
JC2	6595	Risk Management Specialist	Exempt						
JC2	7301	Social Services Specialist							
JC1	3203	Sr Building Inspector							
JC1	4652	Sr Code Enforcement Specialist							
JC2	6307	Sr Procurement Officer	Exempt						
JC2	4300	Tourism Services Specialist	Exempt						
JC7	2616	Transload Operations Supervisor							
JC7	2420	Utility Maint Mechanic IV-773							

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15	36,833	53,635		1,416.64	2,062.88	17.708	25.786	12.649	18.419
JC7	2104	Vehicle Maint Supervisor I							
JC7	2101	Vehicle Maint Supervisor I - IBEW							
JC7	2316	Water Distribution Supv II							
JC3	2650	Water Quality Specialist							
14	35,100	51,128		1,350.00	1,966.48	16.875	24.581		
JC8	2630	Apprentice Balanc Auth Op - 773							
JC8	2330	Apprentice Comm Tech - IBEW							
JC8	2701	Apprentice Lineworker - IBEW							
JC8	2333	Apprentice Substation Tech - IBEW							
JC1	3202	Building Inspector							
JC1	4650	Code Enforcement Specialist							
JC5	4624	Cultural Affairs Specialist	Exempt						
JC3	5003	Engineering Aide III							
JC7	5205	Forester							
JC7	2416	Golf Course Specialist							
JC7	5203	Horticulturist							
JC5	3960	Housing Specialist							
JC2	8520	Recreation Specialist	Exempt						
JC3	3033	Traffic Signal Technician							
JC5	4619	Trust Specialist	Exempt						
13	33,446	48,743		1,286.40	1,874.72	16.080	23.434	11.486	16.739
JC5	1004	Admin Support Supervisor	Exempt						
JC4	2550	Airport Safety Officer							
JC4	7105	Animal Control Supervisor							
JC3	2504	Bus Dispatcher							
JC7	2405	Construction Specialist - 773							
JC4	3101	Firefighter I ***							
JC5	7510	Licensed Practical Nurse							
JC7	2410	Maintenance Specialist							
JC7	2403	Maintenance Specialist-773							
JC2	4104	Neighborhood Coordinator							

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13	33,446	48,743		1,286.40	1,874.72	16.080	23.434	11.486	16.739
JC4	8690	Park Ranger							
JC7	2633	Power Plant Operator III - 773							
JC7	2305	Public Works Supervisor I							
JC7	2203	Refuse Collection Supervisor I							
JC5	1210	Treasury Support Supervisor	Exempt						
JC5	1215	Utility Accts & Billing Supv	Exempt						
JC7	2432	Utility Locator Supervisor - IBEW							
JC7	2425	Utility Maint Mechanic III - IBEW							
JC7	2429	Utility Maint Mechanic III-773							
JC3	9932	Videographer							
JC7	2315	Water Distribution Supv I - IBEW							
JC7	2643	Water Treatment Plt Op III - IBEW							
JC2	4350	Web & Comm Coordinator							
JC7	2603	WWTP Operator III - 773							
12	31,899	46,484		1,226.88	1,787.84	15.336	22.348		
JC3	2850	Asst Electric Dist Coord - IBEW							
JC2	9950	City Management Fellowship*	Exempt						
JC7	2801	Elect Meter Repair Worker - IBEW							
JC7	2860	Electronic Data Specialist - IBEW							
JC3	7005	EMG Telecommunicator II							
JC5	4511	Energy Mgmt Specialist I							
JC3	5002	Engineering Aide II							
JC3	2190	GIS Technician							
JC3	4803	Graphic Artist							
JC5	1402	Human Resources Technician							
JC3	4100	Planning Aide							
JC5	6305	Procurement Officer	Exempt						
JC7	2626	Railroad Operator							
JC7	2107	Vehicle Mechanic-773							
11	30,418	44,333		1,169.92	1,705.12	14.624	21.314		
JC6	7910	Computer Operator - 773							
JC5	3014	Evidence Custodian							

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11	30,418	44,333		1,169.92	1,705.12	14.624	21.314		
JC3	5032	Laboratory Technician II - IBEW							
JC3	5033	Laboratory Technician II - 773							
JC7	2404	Maintenance Mechanic - 773							
JC7	2632	Power Plant Operator II - 773							
JC7	2421	Utility Maint Mech II-773							
JC7	2883	Utility Service Worker III - IBEW							
JC7	2642	WTP Opeator II - IBEW							
JC7	2602	WWTP Operator II - 773							
10	29,014	42,305		1,115.92	1,627.12	13.949	20.339		
JC6	1101	Administrative Assistant							
JC5	1400	Administrative Technician							
JC7	2875	Asst Meter Reading Supv - IBEW							
JC3	7003	EMG Telecommunicator I							
JC7	2298	Equipment Operator III - IBEW							
JC7	2303	Equipment Operator III-773							
JC8	2414	Groundskeeper II - 773							
JC7	7809	Printer II							
JC5	3412	Probation Officer							
JC5	4615	Program Assistant							
JC8	2214	Refuse Collector III - 773							
JC7	6102	Stores Clerk - IBEW							
JC7	6100	Stores Clerk-773							
JC7	2312	Water Distr. Technician - IBEW							
09	27,718	40,375		1,066.08	1,552.88	13.326	19.411		
JC6	1203	Accounting Assistant							
JC6	1003	Admin Support Assistant III							
JC8	2002	Custodian Supervisor							
JC5	4521	Energy Technician							
JC3	5001	Engineering Aide I							
JC3	5031	Laboratory Technician I - 773							
JC7	3032	Meter Repair Technician - 773							

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09	27,718	40,375		1,066.08	1,552.88	13.326	19.411		
JC7	2631	Power Plant Operator I - 773							
JC7	2431	Utility Locator - IBEW							
JC7	2882	Utility Service Worker II - IBEW							
JC7	2112	Vehicle Service Coordinator							
JC7	2641	WTP Operator I - IBEW							
JC7	2601	WWTP Operator I - 773							
08	26,528	38,534		1,020.32	1,482.08	12.754	18.526		
JC4	7101	Animal Control Officer							
JC5	3011	Community Service Aide							
JC6	1213	Customer Service Rep II							
JC7	2302	Equipment Operator II - IBEW							
JC7	2300	Equipment Operator II-773							
JC8	2413	Groundskeeper I - 773							
JC7	2871	Mobile Meter Reader - IBEW							
JC8	2213	Refuse Collector II - 773							
07	25,393	36,781		976.64	1,414.64	12.208	17.683		
JC8	2422	Utility Maint Mech I-773							
JC8	2881	Utility Service Worker I - IBEW							
06	24,313	35,115		935.12	1,350.56	11.689	16.882		
JC6	1002	Admin Support Assistant II							
JC8	2502	Bus Driver - 773							
JC6	1211	Customer Service Rep I							
JC8	2301	Equipment Operator I - IBEW							
JC8	2299	Equipment Operator I-773							
JC5	7451	Health Professional Asst							
JC6	1200	Lead Cashier							
JC8	2402	Maintenance Assistant II - 773							
JC8	2870	Meter Reader - IBEW							
JC5	3021	Parking Enforcement Agent							
JC8	7810	Printer I							
JC8	2212	Refuse Collector I - 773							
JC8	2102	Vehicle Service Worker - 773							

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05	23,288	33,550		895.68	1,290.40	11.196	16.130		
JC6	1201	Cashier							
JC8	3018	Parking Meter Repair Asst - 773							
JC8	6101	Storeroom Assistant - IBEW							
JC8	6104	Storeroom Assistant-773							
04	22,304	32,044		857.84	1,232.48	10.723	15.406		
JC6	1001	Admin Support Assistant I							
JC8	2401	Maintenance Assistant I - 773							
JC5	8510	Recreation Leader							
03	21,370	30,649		821.92	1,178.80	10.274	14.735		
JC8	2001	Custodian							
JC8	2003	Custodian 773							

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