

**CITY OF MISSOULA, MT
POSITION CLASSIFICATION & COMPENSATION PLAN**

FY 2020 NON-UNION SALARY ADMINISTRATION PLAN (with UPDATES)

	Grade	Entry	Midpoint	Maximum
Cashier	5	15.3000		
Administrative Assistant I Clerk	7	15.3000	15.3000	19.9992
Accounting Clerk	8	15.3000	17.7701	21.4986
Cemetery Technician Assistant	8	15.3000	17.7701	21.4986
Police Property Clerk	8	15.3000	17.7701	21.4986
Abandoned Vehicle Specialist	9	15.6443	19.1032	23.1115
Police Transcriptionist	9	15.6443	19.1032	23.1115
Administrative Assistant II	10	16.6568	20.5358	24.8447
Administrative Assistant II/Dispatcher	10	16.6568	20.5358	24.8447
Code Compliance Coordinator I	10	16.6568	20.5358	24.8447
Collections Processor	10	16.6568	20.5358	24.8447
Community Services Specialist	10	16.6568	20.5358	24.8447
Court Clerk	10	16.6568	20.5358	24.8447
Crime Prevention Assistant	10	16.6568	20.5358	24.8447
Customer Service Representative	10	16.6568	20.5358	24.8447
Fire Records Specilaist	10	16.6568	20.5358	24.8447
Legal Administrative Assistant	10	16.6568	20.5358	24.8447
Legal Administrative Assistant II	10	16.6568	20.5358	24.8447
Permit/License Coordinator	10	16.6568	20.5358	24.8447
Permit Coordinator I	10	16.6568	20.5358	24.8447
Police Support Specialist	10	16.6568	20.5358	24.8447
Procurement Specialist	10	16.6568	20.5358	24.8447
Program Assistant	10	16.6568	20.5358	24.8447
Recreation Support Specialist I	10	16.6568	20.5358	24.8447
Senior Accounting Clerk	10	16.6568	20.5358	24.8447
Senior Legal Adminstrative Support	10	16.6568	20.5358	24.8447
Sports and Wellness Coordinator	10	16.6568	20.5358	24.8447
Vehicle Services Assistant	10	16.6568	20.5358	24.8447
Water Utility Site Maint Worker	10	16.6568	20.5358	24.8447
Aquatics Program Coordinator	11	17.9060	22.0758	26.7078
Communication Specialist	11	17.9060	22.0758	26.7078
Food and Beverage Program Coordinator	11	17.9060	22.0758	26.7078
MORE Coordinator	11	17.9060	22.0758	26.7078
Safety Training Coordinator	11	17.9060	22.0758	26.7078
Accounting Coordinator	12	19.2490	23.7315	28.7110
Adminstrative Assistant III	12	19.2490	23.7315	28.7110
Cemetery Lead Maintenance Tech	12	19.2490	23.7315	28.7110
Cemetery Maintenance Technician	12	19.2490	23.7315	28.7110
Code Compliance Coordinator II	12	19.2490	23.7315	28.7110
Conservations Lands Research Specialist	12	19.2490	23.7315	28.7110
Court Compliance Coordinator	12	19.2490	23.7315	28.7110

Engineering Coordinator	12	19.2490	23.7315	28.7110
Evidence Technician	12	19.2490	23.7315	28.7110
Facilities Maintenance Worker	12	19.2490	23.7315	28.7110
IT Help Desk Specialist	12	19.2490	23.7315	28.7110
Judge's Clerk	12	19.2490	23.7315	28.7110
Legal Assistant/Victim Witness Assistant	12	19.2490	23.7315	28.7110
Legal Services Technology Specialist	12	19.2490	23.7315	28.7110
Meter Reading Technician	12	19.2490	23.7315	28.7110
Municipal Court Compliance Coordinator	12	19.2490	23.7315	28.7110
Municipal Court Legal Assistant	12	19.2490	23.7315	28.7110
Municipal Court Technology Specialist	12	19.2490	23.7315	28.7110
Neighborhood Liaison	12	19.2490	23.7315	28.7110
Parking Maintenance Supervisor	12	19.2490	23.7315	28.7110
Permit Coordinator II	12	19.2490	23.7315	28.7110
Police Special Services Assistant	12	19.2490	23.7315	28.7110
Police Volunteer Coordinator	12	19.2490	23.7315	28.7110
Program Specialist	12	19.2490	23.7315	28.7110
Recreation Accounting Technician	12	19.2490	23.7315	28.7110
Sr. Legal Assistant	12	19.2490	23.7315	28.7110
Settlement Master	12	19.2490	23.7315	28.7110
Utility Inspector	12	19.2490	23.7315	28.7110
Utility Locator	12	19.2490	23.7315	28.7110
Utility Serviceperson	12	19.2490	23.7315	28.7110
Victim Witness Assistant	12	19.2490	23.7315	28.7110
Youth Program Coordinator	12	19.2490	23.7315	28.7110
Civilian Accident Investigator	13	20.6930	25.5118	30.8649
Code Compliance Coordinator III	13	20.6930	25.5118	30.8649
Crime Scene Technician	13	20.6930	25.5118	30.8649
Deputy City Clerk	13	20.6930	25.5118	30.8649
Financial Analyst	13	20.6930	25.5118	30.8649
Firefighter Probate	13	20.6930	25.5118	30.8649
GIS Tech	13	20.6930	25.5118	30.8649
Grants Administrator I	13	20.6930	25.5118	30.8649
Legal Services Coordinator	13	20.6930	25.5118	30.8649
P.C. Network Specialist	13	20.6930	25.5118	30.8649
Recreation Administrative Specialist	13	20.6930	25.5118	30.8649
Senior GIS Technician	13	20.6930	25.5118	30.8649
Senior Judge's Clerk	13	20.6930	25.5118	30.8649
Senior Utility Inspector	13	20.6930	25.5118	30.8649
Urban Forestry Specialist I	13	20.6930	25.5118	30.8649
Victim Witness Coordinator	13	20.6930	25.5118	30.8649
Accountant	14	22.2447	27.4248	33.1793
Administrative Services Manager	14	22.2447	27.4248	33.1793
Application Specialist	14	22.2447	27.4248	33.1793
Cemetery Maintenance Foreman	14	22.2447	27.4248	33.1793
Citizen Services Manager	14	22.2447	27.4248	33.1793
Backflow/Cross Connection Specialist	14	22.2447	27.4248	33.1793
Engineering Permit Tech I	14	22.2447	27.4248	33.1793
HVAC/Facilities Maintenance Technician	14	22.2447	27.4248	33.1793
GIS Analyst	14	22.2447	27.4248	33.1793
Human Resources Analyst	14	22.2447	27.4248	33.1793
Judicial Services Manager	14	22.2447	27.4248	33.1793
Legal Services Manager	14	22.2447	27.4248	33.1793

Mayor's Executive Assistant	14	22.2447	27.4248	33.1793
Neighborhood Coordinator	14	22.2447	27.4248	33.1793
Payroll Accountant	14	22.2447	27.4248	33.1793
Project Accountant	14	22.2447	27.4248	33.1793
Recreation Specialist	14	22.2447	27.4248	33.1793
Recreation Event Specialist	14	22.2447	27.4248	33.1793
Senior PC Specialist	14	22.2447	27.4248	33.1793
Software Support Specialist	14	22.2447	27.4248	33.1793
Utility Inspection Coordinator	14	22.2447	27.4248	33.1793
Water Quality Specialist	14	22.2447	27.4248	33.1793
Adminstrative Services Senior Manager	15	23.9130	29.4817	35.6676
Construction Plans Examiner	15	23.9130	29.4817	35.6676
Construction Projects Coordinator	15	23.9130	29.4817	35.6676
Control & Instrumentation Technician	15	23.9130	29.4817	35.6676
Energy Conservation Coordinator	15	23.9130	29.4817	35.6676
Engineering Permit Tech II	15	23.9130	29.4817	35.6676
Facilities Manager	15	23.9130	29.4817	35.6676
Fiscal Analyst	15	23.9130	29.4817	35.6676
GIS Analyst/Project Development Coord.	15	23.9130	29.4817	35.6676
GIS Coordinator	15	23.9130	29.4817	35.6676
Grants Administrator III	15	23.9130	29.4817	35.6676
Legal Services Senior Manager	15	23.9130	29.4817	35.6676
IT Network Systems Administrator	15	23.9130	29.4817	35.6676
Open Space Program Manager	15	23.9130	29.4817	35.6676
Park Trail Design and Development Coordinator	15	23.9130	29.4817	35.6676
Permit Coordination Supervisor	15	23.9130	29.4817	35.6676
Plant Maintenance Supervisor	15	23.9130	29.4817	35.6676
Project Development Coordinator	15	23.9130	29.4817	35.6676
Public Works Special Services Administrator	15	23.9130	29.4817	35.6676
Reaching Home Coordinator	15	23.9130	29.4817	35.6676
Senior Construction Projects Coordinator	15	23.9130	29.4817	35.6676
Senior Project Development Coordinator	15	23.9130	29.4817	35.6676
Sports and Wellness Supervisor	15	23.9130	29.4817	35.6676
Storm Water Regulatory Compliance Specialist	15	23.9130	29.4817	35.6676
Accounting Supervisor	16	25.7067	31.6930	38.3832
Collections Operations & Maintenance Manager	16	25.7067	31.6930	38.3832
Comm. Shop Supervisor	16	25.7067	31.6930	38.3832
Financial Reporting Supervisor	16	25.7067	31.6930	38.3832
Fire Services Manager	16	25.7067	31.6930	38.3832
Laboratory Pretreatment Manager	16	25.7067	31.6930	38.3832
Legal Services Manager	16	25.7067	31.6930	38.3832
Plant Operations & Maintenance Manager	16	25.7067	31.6930	38.3832
Police Services Manager	16	25.7067	31.6930	38.3832
Senior Accountant	16	25.7067	31.6930	38.3832
Senior Construction Project Coordinator	16	25.7067	31.6930	38.3832
Senior IT Network Systems Administrator	16	25.7067	31.6930	38.3832
Senior Recreation Specialist	16	25.7067	31.6930	38.3832
Street Supervisor	16	25.7067	31.6930	38.3832
Traffic Services Coordinator	16	25.7067	31.6930	38.3832
GIS Manager	17	27.6346	34.0698	41.2185
Compost Facility Manager	17	27.6346	34.0698	41.2185
Deputy Court Administrator	17	27.6346	34.0698	41.2185

Open Space Program Manager	17	27.6346	34.0698	41.2185
Planning Supervisor	17	27.6346	34.0698	41.2185
Redevelopment Finance/Project Manager	17	27.6346	34.0698	41.2185
Sr Construction Plans Examiner	17	27.6346	34.0698	41.2185
Wastewater Collections Superintendent	17	27.6346	34.0698	41.2185
Water Resource Recovery Superintendent	17	27.6346	34.0698	41.2185
Aquatics Manager	18	29.7069	36.6247	44.3095
Cemetery Director	18	29.7069	36.6247	44.3095
Chief Accountant	18	29.7069	36.6247	44.3095
City Forester	18	29.7069	36.6247	44.3095
Conservation Lands Manager	18	29.7069	36.6247	44.3095
Construction Projects Manager	18	29.7069	36.6247	44.3095
Fleet Manager	18	29.7069	36.6247	44.3095
Business Manager	18	29.7069	36.6247	44.3095
Parks Maintenance Manager	18	29.7069	36.6247	44.3095
Project Manager/Redevelopment Specialist	18	29.7069	36.6247	44.3095
Storm Water Superintendent	18	29.7069	36.6247	44.3095
Street Superintendent	18	29.7069	36.6247	44.3095
Assistant City Engineer	19	31.9350	39.3717	47.6827
Assistant MRA Director	19	31.9350	39.3717	47.6827
Park Trail Design & Development Manager	19	31.9350	39.3717	47.6827
Permit & Land Use Manager	19	31.9350	39.3717	47.6827
Planning Manager	19	31.9350	39.3717	47.6827
Sr. Deputy City Attorney	19	31.9350	39.3717	47.6827
Transportation Manager	19	31.9350	39.3717	47.6827
Utility Project Manager	19	31.9350	39.3717	47.6827
City Clerk	20	34.3300	42.3246	51.2052
Housing & Community Development Director	20	34.3300	42.3246	51.2052
Parking Services Director	20	34.3300	42.3246	51.2052
Parks Systems/Services Manager	20	34.3300	42.3246	51.2052
Police Captain	20	34.3300	42.3246	51.2052
Recreation Superintendent	20	34.3300	42.3246	51.2052
Assistant Director Development Services	21	36.9049	45.4989	55.0457
Assistant Fire Chief	21	36.9049	45.4989	55.0457
Assistant Judge	21	36.9049	45.4989	55.0457
Assistant Police Chief	21	36.9049	45.4989	55.0457
City Engineer	21	36.9049	45.4989	55.0457
Court Administrator	21	36.9049	45.4989	55.0457
Deputy City Attorney I - III	21	36.9049	45.4989	55.0457
Deputy Public Works Director - Streets	21	36.9049	45.4989	55.0457
Deputy Public Works Director - Utilities	21	36.9049	45.4989	55.0457
Human Resources Director	21	36.9049	45.4989	55.0457
Legislative Services Director/City Clerk	21	36.9049	45.4989	55.0457
Public Info/Communications Director	21	36.9049	45.4989	55.0457
	22	39.6728	48.9114	59.1743
Chief Civil Attorney	23	42.6483	52.5799	63.6125
Chief Prosecuting Attorney	23	42.6483	52.5799	63.6125
Finance Director	23	42.6483	52.5799	63.6125
IS Manager	23	42.6483	52.5799	63.6125

MRA Director	23	42.6483	52.5799	63.6125
Parks and Recreation Director	23	42.6483	52.5799	63.6125
Public Works Director	23	42.6483	52.5799	63.6125
City Attorney	24	45.8468	56.5232	68.3830
Development Services Director	24	45.8468	56.5232	68.3830
Fire Chief	24	45.8468	56.5232	68.3830
Police Chief	24	45.8468	56.5232	68.3830
Central Services Director	25	49.2855	60.7626	73.5121
Chief Administrative Officer	25	49.2855	60.7626	73.5121