#### **Employee Group 09 Saint Paul Supervisors Organization** Effective Date: January 4, 2020 Issued Date: 09/17/2020 Hourly **Job Code & Description** Grade Rate Step 1: Start 001 22.67 001 2: 1 year (2080) 24.33 001 3: 2 year (4160) 25.36 001 4: 3 year (6240) 26.51 27.70 001 5: 4 year (8320) 001 6: 5 year (10,400) 28.92 001 29.82 7: 10 year (20,800) 001 8: 15 year (31,200) 30.90 002 1: Start 23.27 002 2: 1 year (2080) 24.96 002 3: 2 year (4160) 26.05 002 4: 3 year (6240) 27.25 002 28.43 5: 4 year (8320) 002 6: 5 year (10,400) 29.75 002 7: 10 year (20,800) 30.63 002 8: 15 year (31,200) 31.77 003 1: Start 23.90 003 2: 1 year (2080) 25.61 003 3: 2 year (4160) 26.76 003 4: 3 year (6240) 27.96 003 5: 4 year (8320) 29.24 003 6: 5 year (10,400) 30.55 003 7: 10 year (20,800) 31.48 003 8: 15 year (31,200) 32.59 004 1: Start 24.52 004 2: 1 year (2080) 26.29 004 3: 2 year (4160) 27.47 004 4: 3 year (6240) 28.74 004 5: 4 year (8320) 30.04 004 6: 5 year (10,400) 31.40 004 32.29 7: 10 year (20,800) 004 8: 15 year (31,200) 33.46

	005	1: Start	25.21
	005	2: 1 year (2080)	26.97
	005	3: 2 year (4160)	28.27
	005	4: 3 year (6240)	29.50
	005	5: 4 year (8320)	30.84
	005	6: 5 year (10,400)	32.22
	005	7: 10 year (20,800)	33.19
	005	8: 15 year (31,200)	34.40
910030 PARK FACILITY SUPERVISOR	006	1: Start	25.85
	006	2: 1 year (2080)	27.74
	006	3: 2 year (4160)	29.01
	006	4: 3 year (6240)	30.31
	006	5: 4 year (8320)	31.68
	006	6: 5 year (10,400)	33.12
	006	7: 10 year (20,800)	34.11
	006	8: 15 year (31,200)	35.36
	007	1: Start	26.46
	007	2: 1 year (2080)	28.40
	007	3: 2 year (4160)	29.67
	007	4: 3 year (6240)	31.02
	007	5: 4 year (8320)	32.42
	007	6: 5 year (10,400)	33.90
	007	7: 10 year (20,800)	34.91
	007	8: 15 year (31,200)	36.19
630310 IMPOUND LOT SUPERVISOR	008	1: Start	27.26
	008	2: 1 year (2080)	29.28
	008	3: 2 year (4160)	30.59
	008	4: 3 year (6240)	31.93
	008	5: 4 year (8320)	33.41
	008	6: 5 year (10,400)	34.98
	008	7: 10 year (20,800)	36.03
	008	8: 15 year (31,200)	37.37

			T
	009	1: Start	27.98
	009	2: 1 year (2080)	30.06
	009	3: 2 year (4160)	31.42
	009	4: 3 year (6240)	32.86
	009	5: 4 year (8320)	34.37
	009	6: 5 year (10,400)	35.95
	009	7: 10 year (20,800)	36.99
	009	8: 15 year (31,200)	38.38
950030 CIRCULATION COORDINATOR 221220 DATA RELEASE COORDINATOR	010	1: Start	28.78
600030 EMERGENCY PLANNING AND SECURITY SUPERVISOR	010	2: 1 year (2080)	30.84
900201 EVENTS COORDINATOR	010	3: 2 year (4160)	32.26
820220 HORTICULTURE SUPERVISOR 200130 OFFICE MANAGER	010	4: 3 year (6240)	33.76
630130 PARKS SAFETY & SECURITY SUPERVISOR	010	5: 4 year (8320)	35.30
	010	6: 5 year (10,400)	36.90
	010	7: 10 year (20,800)	38.06
	010	8: 15 year (31,200)	39.49
	010	9: FROZEN RATE	38.43
910301 GOLF PRO/MANAGER	011	1: Start	29.53
	011	2: 1 year (2080)	31.72
	011	3: 2 year (4160)	33.18
	011	4: 3 year (6240)	34.69
	011	5: 4 year (8320)	36.31
	011	6: 5 year (10,400)	37.98
	011	7: 10 year (20,800)	39.02
	011	8: 15 year (31,200)	40.59
810630 BUILDING AND FACILITY SUPERVISOR 200140 OFFICE ADMINISTRATOR	012	1: Start	30.33
2301 TO OTH TOLE ADMINISTRATION	012	2: 1 year (2080)	32.58
	012	3: 2 year (4160)	34.06
	012	4: 3 year (6240)	35.63
	012	5: 4 year (8320)	37.29
	012	6: 5 year (10,400)	39.00
	012	7: 10 year (20,800)	40.24
	012	8: 15 year (31,200)	41.71

131   15   15   15   15   15   15   15	120120 DUCINICO ACCICTANCE DROCDANA CURERVICOR	0:-	1	04 :-
1013   2.1 year (2000)   35.48     510210 SENIOR SAFETY OFFICER   1013   3.2 year (4160)   35.08     1013   5.4 year (6240)   36.59     1013   5.5 year (10,400)   40.13     1013   7.10 year (20,800)   41.33     1013   8.15 year (31,200)   42.84     1014   1.5 tart   32.00     1015   3.2 year (4160)   35.97     1016   6.5 year (10,400)   40.13     1017   1.5 year (20,800)   41.33     1018   3.2 year (4160)   35.97     1019   3.2 year (4160)   35.97     1014   4.3 year (6240)   37.65     1015   5.4 year (8320)   39.38     1016   6.5 year (10,400)   41.23     1017   1.5 year (20,800)   42.47     1018   8.15 year (31,200)   44.07     420030 ENGINEERING TECHNICIAN SUPERVISOR   40.10     420030 ENGINEERING TECHNICIAN SUPERVISOR - WATER UTILITY   40.10     420030 ENGINEERING TECHNICIAN SUPERVISOR   40.10     420030	130120 BUSINESS ASSISTANCE PROGRAM SUPERVISOR 920420 FACILITY/PROGRAM SUPERVISOR	013	1: Start	31.15
1013	•			
160020 MARKETING AND PUBLIC RELATIONS MANAGER   220520 WATER CUSTOMER SERVICE and BILLING SUPERVISOR   21 year (20,800)   41.33   31.2 year (31,200)   42.84   42.3 year (4160)   35.97   42.3 year (4160)   35.97   42.3 year (4160)   35.97   42.3 year (4160)   35.97   42.3 year (4160)   37.65   42.3 year (4160)   37.65   42.3 year (4160)   43.3 year (6240)   44.07   42.0 year (4160)   42.3 year (4160)   42.3 year (4160)   43.3 year (6240)   44.07   42.0 year (4160)	510210 SENIOR SAFETY OFFICER			
013 6: 5 year (10,400) 40.13		013	4: 3 year (6240)	36.59
160020 MARKETING AND PUBLIC RELATIONS MANAGER   201520 WATER CUSTOMER SERVICE and BILLING SUPERVISOR   2: 1 year (2080)   34.40   3.2 year (4160)   35.97   37.10 year (20,800)   42.84   3.200   34.40   3.2 year (4160)   3.5.97   3.2 year (4160)   3.5.97   3.2 year (4160)   3.3 year (6240)   3.3 ye		013	, , ,	38.31
1013   8: 15 year (31,200)   42.84     160020 MARKETING AND PUBLIC RELATIONS MANAGER   201520 WATER CUSTOMER SERVICE and BILLING SUPERVISOR   014   1: Start   32.00     1014   3: 2 year (4160)   35.97     1014   4: 3 year (6240)   37.65     1014   5: 4 year (8320)   39.38     1014   6: 5 year (10,400)   41.23     1014   7: 10 year (20,800)   42.47     1014   8: 15 year (31,200)   44.07     420030 ENGINEERING TECHNICIAN SUPERVISOR   016   1: Start   32.91     420120 ENGINEERING TECHNICIAN SUPERVISOR - WATER UTILITY   015   2: 1 year (2080)   35.35     1015   3: 2 year (4160)   36.94     1015   4: 3 year (6240)   36.94     1016   5: 4 year (8320)   40.46     1017   4DMINISTRATIVE ASSISTANT (U)   30080 AQUATICS AND SPECIAL SERVICES PROGRAM SUPERVISOR   3016   2: 1 year (2080)   36.33     110701 ADMINISTRATIVE ASSISTANT (U)   30080 AQUATICS AND SPECIAL SERVICES PROGRAM SUPERVISOR   3016   2: 1 year (2080)   36.33     101701 ADMINISTRATIVE ASSISTANT (U)   30080 AQUATICS AND SPECIAL SERVICES PROGRAM SUPERVISOR   3016   2: 1 year (2080)   36.33     80030 NATURAL RESOURCES SUPERVISOR   3016   3: 2 year (4160)   38.03     80030 NATURAL RESOURCES SUPERVISOR   3016   3: 2 year (4160)   38.03     80030 NATURAL RESOURCES SUPERVISOR   3016   3: 2 year (4160)   39.78     1016   3: 2 year (4160)   39.78     101701 ADMINISTRATIVE ASSISTANT (U)   30080 AQUATICS AND SPECIAL SERVICES PROGRAM SUPERVISOR   3016   3: 2 year (4160)   38.03     101701 ADMINISTRATIVE ASSISTANT (U)   30080 AQUATICS AND SPECIAL SERVICES PROGRAM SUPERVISOR   3016   3: 2 year (4160)   38.03     101701 ADMINISTRATIVE ASSISTANT (U)   3016   3: 2 year (4160)   3.03     101701 ADMINISTRATIVE ASSISTANT (U)   3016   3: 2 year (4160)   3.03     101701 ADMINISTRATIVE ASSISTANT (U)   3016   3: 2 year (4160)   3.03     101701 ADMINISTRATIVE ASSISTANT (U)   3016   3: 2 year (4160)   3.03     101701 ADMINISTRATIVE ASSISTANT (U)   301701   301701   301701   301701   301701   301701   301701   301701   301701   301701   301701   301701   301701   301701   301701   3017		013	6: 5 year (10,400)	40.13
160020 MARKETING AND PUBLIC RELATIONS MANAGER   220520 WATER CUSTOMER SERVICE and BILLING SUPERVISOR   014   2: 1 year (2080)   34.40   014   3: 2 year (4160)   35.97   014   4: 3 year (6240)   37.65   014   5: 4 year (8320)   39.38   014   6: 5 year (10,400)   41.23   014   7: 10 year (20,800)   42.47   014   8: 15 year (31,200)   44.07   015   2: 1 year (2080)   35.35   015   3: 2 year (4160)   36.94   015   3: 2 year (4160)   36.94   015   3: 2 year (6240)   38.68   015   5: 4 year (8320)   40.46   015   6: 5 year (10,400)   42.35   015   3: 15 year (31,200)   43.68   015   5: 15 year (31,200)   45.33   015   01		013	7: 10 year (20,800)	41.33
220520 WATER CUSTOMER SERVICE and BILLING SUPERVISOR  014 2: 1 year (2080) 34.40  014 3: 2 year (4160) 35.97  014 4: 3 year (6240) 37.65  014 5: 4 year (8320) 39.38  014 6: 5 year (10,400) 41.23  014 7: 10 year (20,800) 42.47  014 8: 15 year (31,200) 44.07  420030 ENGINEERING TECHNICIAN SUPERVISOR WATER UTILLITY 420120 ENGINEERING TECHNICIAN SUPERVISOR WATER UTILLITY 515 2: 1 year (2080) 35.35  515 3: 2 year (4160) 36.94  516 4: 3 year (6240) 42.35  517 10 year (20,800) 45.33  510701 ADMINISTRATIVE ASSISTANT (U) 5108 2: 1 year (2080) 36.33  5109030 NATURAL RESOURCES SUPERVISOR 5109 2: 1 year (2080) 36.33  5109030 NATURAL RESOURCES SUPERVISOR 5109 2: 1 year (2080) 36.33  5109030 NATURAL RESOURCES SUPERVISOR 5109 3: 2 year (4160) 38.03  5109 3: 2 year (4160) 39.78  5109 3: 2 year		013	8: 15 year (31,200)	42.84
110701 ADMINISTRATIVE ASSISTANT   10701 ADMINISTRATIVE A		014	1: Start	32.00
014	220320 WATER COSTOWER SERVICE and BILLING SOF ERVISOR	014	2: 1 year (2080)	34.40
014   5: 4 year (8320)   39.38		014	3: 2 year (4160)	35.97
014   6:5 year (10,400)   41.23		014	4: 3 year (6240)	37.65
014		014	5: 4 year (8320)	39.38
A20030 ENGINEERING TECHNICIAN SUPERVISOR   44.07		014	6: 5 year (10,400)	41.23
A20030 ENGINEERING TECHNICIAN SUPERVISOR   420120 ENGINEERING TECHNICIAN SUPERVISOR - WATER UTILITY   420120 ENGINEERING TECHNICIAN SUPERVISOR - WATER UTILITY   015   2: 1 year (2080)   35.35   015   3: 2 year (4160)   36.94   015   4: 3 year (6240)   38.68   015   5: 4 year (8320)   40.46   015   6: 5 year (10,400)   42.35   015   7: 10 year (20,800)   43.68   015   8: 15 year (31,200)   45.33   110701 ADMINISTRATIVE ASSISTANT (U)   930080 AQUATICS AND SPECIAL SERVICES PROGRAM SUPERVISOR   016   1: Start   33.83   36.33   300220 URBAN FORESTER SUPERVISOR   016   3: 2 year (4160)   38.03   36.33   30220 URBAN FORESTER SUPERVISOR   016   4: 3 year (6240)   39.78   016   5: 4 year (8320)   41.62   016   6: 5 year (10,400)   43.57   016   7: 10 year (20,800)   44.89   016   01		014	7: 10 year (20,800)	42.47
420120 ENGINEERING TECHNICIAN SUPERVISOR - WATER UTILITY  015		014	8: 15 year (31,200)	44.07
015   2: 1 year (2080)   35.35     015   3: 2 year (4160)   36.94     015   4: 3 year (6240)   38.68     015   5: 4 year (8320)   40.46     015   6: 5 year (10,400)   42.35     015   7: 10 year (20,800)   43.68     015   8: 15 year (31,200)   45.33     110701 ADMINISTRATIVE ASSISTANT   110701 ADMINISTRATIVE ASSISTANT (U)   930080 AQUATICS AND SPECIAL SERVICES PROGRAM SUPERVISOR   8000230 NATURAL RESOURCES SUPERVISOR   8000230 URBAN FORESTER SUPERVISOR   8000220 URBAN FORESTER SUPERVISOR   850130 VIDEO PRODUCTION SUPERVISOR   016   3: 2 year (4160)   38.03     850130 VIDEO PRODUCTION SUPERVISOR   016   4: 3 year (6240)   39.78     016   5: 4 year (8320)   41.62     016   6: 5 year (10,400)   43.57     016   7: 10 year (20,800)   44.89		015	1: Start	32.91
015   4: 3 year (6240)   38.68     015   5: 4 year (8320)   40.46     015   6: 5 year (10,400)   42.35     015   7: 10 year (20,800)   43.68     015   8: 15 year (31,200)   45.33     110701 ADMINISTRATIVE ASSISTANT   10701 ADMINISTRATIVE ASSISTANT (U)     930080 AQUATICS AND SPECIAL SERVICES PROGRAM SUPERVISOR   800220 URBAN FORESTER SUPERVISOR   800220 URBAN FORESTER SUPERVISOR   850130 VIDEO PRODUCTION SUPERVISOR   016   3: 2 year (4160)   38.03     850130 VIDEO PRODUCTION SUPERVISOR   016   5: 4 year (8320)   41.62     016   6: 5 year (10,400)   43.57     016   7: 10 year (20,800)   44.89	420120 ENGINEERING TECHNICIAN SUPERVISOR - WATER OTILITY	015	2: 1 year (2080)	35.35
015   5: 4 year (8320)   40.46     015   6: 5 year (10,400)   42.35     015   7: 10 year (20,800)   43.68     015   8: 15 year (31,200)   45.33     110701 ADMINISTRATIVE ASSISTANT (U)   930080 AQUATICS AND SPECIAL SERVICES PROGRAM SUPERVISOR 800220 URBAN FORESTER SUPERVISOR 800220 URBAN FORESTER SUPERVISOR 850130 VIDEO PRODUCTION SUPERVISOR   016   3: 2 year (4160)   38.03     850130 VIDEO PRODUCTION SUPERVISOR   016   4: 3 year (6240)   39.78     016   5: 4 year (8320)   41.62     016   6: 5 year (10,400)   43.57     016   7: 10 year (20,800)   44.89		015	3: 2 year (4160)	36.94
015 6: 5 year (10,400) 42.35  015 7: 10 year (20,800) 43.68  015 8: 15 year (31,200) 45.33  110701 ADMINISTRATIVE ASSISTANT 110701 ADMINISTRATIVE ASSISTANT (U) 930080 AQUATICS AND SPECIAL SERVICES PROGRAM SUPERVISOR 800030 NATURAL RESOURCES SUPERVISOR 800220 URBAN FORESTER SUPERVISOR 80016 3: 2 year (2080) 36.33  850130 VIDEO PRODUCTION SUPERVISOR 016 4: 3 year (6240) 39.78  016 5: 4 year (8320) 41.62  016 6: 5 year (10,400) 43.57  016 7: 10 year (20,800) 44.89		015	4: 3 year (6240)	38.68
015   7: 10 year (20,800)   43.68		015	5: 4 year (8320)	40.46
110701 ADMINISTRATIVE ASSISTANT 110701 ADMINISTRATIVE ASSISTANT (U) 930080 AQUATICS AND SPECIAL SERVICES PROGRAM SUPERVISOR 800030 NATURAL RESOURCES SUPERVISOR 800220 URBAN FORESTER SUPERVISOR 850130 VIDEO PRODUCTION SUPERVISOR  850130 VIDEO PRODUCTION SUPERVISOR  016 2: 1 year (2080) 36.33  016 3: 2 year (4160) 38.03  016 4: 3 year (6240) 39.78  016 5: 4 year (8320) 41.62  016 6: 5 year (10,400) 43.57  016 7: 10 year (20,800) 44.89		015	6: 5 year (10,400)	42.35
110701 ADMINISTRATIVE ASSISTANT 110701 ADMINISTRATIVE ASSISTANT (U) 930080 AQUATICS AND SPECIAL SERVICES PROGRAM SUPERVISOR 800030 NATURAL RESOURCES SUPERVISOR 800220 URBAN FORESTER SUPERVISOR 850130 VIDEO PRODUCTION SUPERVISOR  016 2: 1 year (2080) 36.33 016 3: 2 year (4160) 38.03 016 4: 3 year (6240) 39.78 016 5: 4 year (8320) 41.62 016 6: 5 year (10,400) 43.57 016 7: 10 year (20,800)		015	7: 10 year (20,800)	43.68
110701 ADMINISTRATIVE ASSISTANT (U) 930080 AQUATICS AND SPECIAL SERVICES PROGRAM SUPERVISOR 800030 NATURAL RESOURCES SUPERVISOR 800220 URBAN FORESTER SUPERVISOR 850130 VIDEO PRODUCTION SUPERVISOR  016 2: 1 year (2080) 36.33  016 3: 2 year (4160) 38.03  016 4: 3 year (6240) 39.78  016 5: 4 year (8320) 41.62  016 6: 5 year (10,400) 43.57  016 7: 10 year (20,800) 44.89		015	8: 15 year (31,200)	45.33
930080 AQUATICS AND SPECIAL SERVICES PROGRAM SUPERVISOR 800030 NATURAL RESOURCES SUPERVISOR 800220 URBAN FORESTER SUPERVISOR 850130 VIDEO PRODUCTION SUPERVISOR  016 2: 1 year (2080) 36.33  016 3: 2 year (4160) 38.03  016 4: 3 year (6240) 39.78  016 5: 4 year (8320) 41.62  016 6: 5 year (10,400) 43.57  016 7: 10 year (20,800) 44.89		016	1: Start	33.83
800220 URBAN FORESTER SUPERVISOR 850130 VIDEO PRODUCTION SUPERVISOR  016 3: 2 year (4160) 38.03  016 4: 3 year (6240) 39.78  016 5: 4 year (8320) 41.62  016 6: 5 year (10,400) 43.57  016 7: 10 year (20,800) 44.89	930080 AQUATICS AND SPECIAL SERVICES PROGRAM SUPERVISOR	016	2: 1 year (2080)	36.33
850130 VIDEO PRODUCTION SUPERVISOR  016 4: 3 year (6240) 39.78  016 5: 4 year (8320) 41.62  016 6: 5 year (10,400) 43.57  016 7: 10 year (20,800) 44.89	800220 URBAN FORESTER SUPERVISOR	016	3: 2 year (4160)	38.03
016 6: 5 year (10,400) 43.57 016 7: 10 year (20,800) 44.89		016	4: 3 year (6240)	39.78
016 7: 10 year (20,800) 44.89		016	5: 4 year (8320)	41.62
		016	6: 5 year (10,400)	43.57
016 8: 15 year (31,200) 46.59		016	7: 10 year (20,800)	44.89
		016	8: 15 year (31,200)	46.59

\$40030 SENIOR PUBLIC HEALTH NURSE"S**   140220 WATER CONTROL SYSTEMS INFORMATION SUPERVISOR   11.5 start   34.75     140220 WATER CONTROL SYSTEMS INFORMATION SUPERVISOR   17.				,
140220 WATER CONTROL SYSTEMS INFORMATION SUPERVISOR  017 3: 2 year (14160) 39.05  017 4: 3 year (6240) 40.84  017 5: 4 year (6240) 40.84  017 5: 4 year (6240) 40.84  017 7: 10 year (20.800) 42.76  017 7: 10 year (20.800) 46.18  017 8: 15 year (31,200) 47.94  018 1: Start 35.70  130030 CONTRACT COMPLIANCE SUPERVISOR 9500420 EDUCATION AND CONSERVATION CURATOR 100220 ENVIRONMENTAL HEALTH PROGRAM SUPERVISOR 950050 MATERIALS MANAGEMENT SUPERVISOR 20020 ENVIRONMENTAL HEALTH PROGRAM SUPERVISOR 950050 MATERIALS MANAGEMENT SUPERVISOR 201050 PRINT SERVICES OPERATIONS MANAGER 1018 3: 2 year (4160) 40.19  950050 MUNICIPAL CARAGE SUPERVISOR: 018 5: 4 year (8320) 44.02  1018 6: 5 year (10.400) 46.06  1018 7: 10 year (20.800) 47.50  1018 6: 5 year (10.400) 46.06  1018 7: 10 year (20.800) 47.50  1019 1: Start 36.70  1019 3: 2 year (4160) 40.19  1019 3: 2 year (4160) 40.19  1019 4: 3 year (6240) 42.21  1019 4: 3 year (6240) 43.20  1019 5: 4 year (8320) 45.22  1019 6: 5 year (10.400) 46.06  1019 5: 4 year (8320) 45.22  1019 6: 5 year (10.400) 47.38  1019 7: 10 year (20.800) 48.78  1019 7: 10 year (20.800) 48.78  1019 7: 10 year (20.800) 45.22  1019 6: 5 year (10.400) 47.38  1019 7: 10 year (20.800) 48.78  1019 8: 15 year (31.200) 50.65  1018 8: 15 year (31.200) 50.65  1018 8: 15 year (31.200) 50.65  1018 9: 15 year		017	1: Start	34.75
017   3: 2 year (4160)   39.05		017	2: 1 year (2080)	37.35
017   5: 4 year (8320)   42.76	140220 WATER CONTROL STSTEMS INTORNATION SOF ERVISOR	017	3: 2 year (4160)	39.05
017 6:5 year (10,400) 44.79   017 7:10 year (20,800) 46.18   017 8:15 year (31,200) 47.94   017 7:10 year (20,800) 46.18   017 8:15 year (31,200) 47.94   018 1: Start 35.70   130030 CONTRACT COMPLIANCE SUPERVISOR 900020 EDUCATION AND CONSERVATION CURATOR 700220 ENVIRONMENTAL HEALTH PROGRAM SUPERVISOR 950050 MATERIALS MANAGEMENT SUPERVISOR 970050 MUNICIPAL GARAGE SUPERVISOR 970050 MINISTERVICES OPERATIONS MANAGER 970050 MISTORIC PRESERVATION SUPERVISOR 970050 MISTORIC PRE		017	4: 3 year (6240)	40.84
17		017	5: 4 year (8320)	42.76
1017   8: 15 year (31,200)   47.94		017	6: 5 year (10,400)	44.79
950420 COMMUNITY AND DIGITAL SERVICES MANAGER 130303 CONTRACT COMPLIANCE SUPERVISOR 900202 EDUCATION AND CONSERVATION CURATOR 700220 ENVIRONMENTAL HEALTH PROGRAM SUPERVISOR 95042 LIBRARIAN III 950050 MATERIALS MANAGEMENT SUPERVISOR 930220 MEDICAL TECHNOLOGIST SUPERVISOR 830220 MEDICAL TECHNOLOGIST SUPERVISOR 920150 PARK AND RECREATION PROGRAM SUPERVISOR 210050 PRINT SERVICES OPERATIONS MANAGER 400220 DESIGN SUPERVISOR 720050 HISTORIC PRESERVATION SUPERVISOR 730030 SUPERVISOR OF REHABILITATION 919 3: 2 year (4160) 40.19 920150 PARK AND RECREATION PROGRAM SUPERVISOR 1018 6: 5 year (10,400) 46.06 920150 PARK AND RECREATION SUPERVISOR 9018 7: 10 year (20,800) 47.50 9019 1: Start 36.70 9019 2: 1 year (2080) 39.43 9019 3: 2 year (4160) 41.27 9019 4: 3 year (6240) 43.20 9019 5: 4 year (8320) 45.22 9019 6: 5 year (10,400) 47.38 9019 7: 10 year (20,800) 47.38 9019 7: 10 year (20,800) 48.78 9019 8: 15 year (31,200) 50.65 90113 ACCOUNTANT IV 90020 ANIMAL CURATOR 160120 BUSINESS IMPROVEMENT SUPERVISOR 1019 8: 15 year (31,200) 50.65 9020 1: Start 37.70 9020 CODE ENFORCEMENT SUPERVISOR 90301 NATURAL RESOURCES MANAGER 9020 5: 4 year (8320) 46.51 90301 NATURAL RESOURCES MANAGER 9020 5: 4 year (8320) 46.51 90300 PROLUREMENT MANAGER 9020 7: 10 year (20,800) 50.17 90030 CODE REPORCEMENT MANAGER 90301 NATURAL RESOURCES MANAGER 9020 7: 10 year (20,800) 50.17 90030 CORLINEST SUPERVISOR 9020 7: 10 year (20,800) 50.17 90030 CORLINEST SUPERVISOR 9020 7: 10 year (20,800) 50.17 903030 CORLINEST SUPERVISOR 90301 NATURAL RESOURCES MANAGER 90301 NATURAL RESOURCES MANAG		017	7: 10 year (20,800)	46.18
130030 CONTRACT COMPLIANCE SUPERVISOR   018   2: 1 year (2080)   38.35     900020 EDUCATION AND CONSERVATION CURATOR   700220 ENVIRONMENTAL HEALTH PROGRAM SUPERVISOR   018   3: 2 year (4160)   40.19     950042 LIBRARIAN III   018   4: 3 year (6240)   42.01     950050 MATERIALS MANAGEMENT SUPERVISOR   530220 MEDICAL TECHNOLOGIST SUPERVISOR   20150 PARK AND RECREATION PROGRAM SUPERVISOR   20150 PARK AND RECREATION PROGRAM SUPERVISOR   201050 PRINT SERVICES OPERATIONS MANAGER   018   6: 5 year (10,400)   46.06     920150 PARK AND RECREATION SUPERVISOR   2018   8: 15 year (20,800)   47.50     400220 DESIGN SUPERVISOR   019   1: Start   36.70     720050 HISTORIC PRESERVATION SUPERVISOR   019   2: 1 year (2080)   39.43     730030 SUPERVISOR OF REHABILITATION   019   3: 2 year (4160)   41.27     019   4: 3 year (6240)   43.20     019   5: 4 year (8320)   45.22     019   6: 5 year (10,400)   47.38     019   7: 10 year (20,800)   48.78     019   8: 15 year (31,200)   50.65     300113 ACCOUNTANT IV   020   1: Start   37.70     940020 ANIMAL CURATOR   020   1: Start   37.70     160120 BUSINESS IMPROVEMENT SUPERVISOR   020   2: 1 year (2080)   40.56     700030 CODE ENFORCEMENT SUPERVISOR   020   3: 2 year (4160)   42.45     130130 CONTRACT COMPLIANCE MANAGER   020   4: 3 year (6240)   44.42     950801 LIBRARY TECHNOLOGY MANAGER   020   5: 4 year (8320)   46.51     800301 NATURAL RESOURCES MANAGER   020   6: 5 year (10,400)   48.69     340020 PROCUREMENT MANAGER   020   6: 5 year (10,400)   48.69     340020 PROCUREMENT MANAGER   020   7: 10 year (20,800)   50.17     350050 REAL ESTATE SUPERVISOR   020   7: 10 year (20,800)   50.17     350050 REAL ESTATE SUPERVISOR   020   7: 10 year (20,800)   50.17     350050 REAL ESTATE SUPERVISOR   020   7: 10 year (20,800)   50.17     350050 REAL ESTATE SUPERVISOR   020   7: 10 year (20,800)   50.17     350050 REAL ESTATE SUPERVISOR   020   7: 10 year (20,800)   50.17     350050 REAL ESTATE SUPERVISOR   020   7: 10 year (20,800)   50.17     350050 REAL ESTATE SUPERVISOR   020   7: 10		017	8: 15 year (31,200)	47.94
900020 EDUCATION AND CONSERVATION CURATOR   018   2: 1 year (2080)   33.35   3.35   3.20 year (4160)   40.19   300042 LIBRARIAN III   018   4: 3 year (6240)   42.01   300050 MATERIALS MANAGEMENT SUPERVISOR   530220 MEDICAL TECHNOLOGIST SUPERVISOR   530220 MEDICAL TECHNOLOGIST SUPERVISOR   520150 PARK AND RECREATION PROGRAM SUPERVISOR   018   6: 5 year (10,400)   46.06   40.05		018	1: Start	35.70
TOD		018	2: 1 year (2080)	38.35
950050 MATERIALS MANAGEMENT SUPERVISOR   530220 MEDICAL TECHNOLOGIST SUPERVISOR"   530220 MEDICAL TECHNOLOGIST SUPERVISOR"   018   5: 4 year (8320)   44.02		018	3: 2 year (4160)	40.19
S30220 MEDICAL TECHNOLOGIST SUPERVISOR     S30020 MUNICIPAL GARAGE SUPERVISOR     920150 PARK AND RECREATION PROGRAM SUPERVISOR     210050 PRINT SERVICES OPERATIONS MANAGER     A00220 DESIGN SUPERVISOR     7: 10 year (20,800)     47.50     018   8: 15 year (31,200)     49.23     400220 DESIGN SUPERVISOR     720050 HISTORIC PRESERVATION SUPERVISOR     730030 SUPERVISOR OF REHABILITATION     019   1: Start     019   3: 2 year (4160)     41.27     019   4: 3 year (6240)     43.20     019   5: 4 year (8320)     45.22     019   6: 5 year (10,400)     47.38     019   7: 10 year (20,800)     48.78     019   8: 15 year (31,200)     50.65     300113 ACCOUNTANT IV     940020 ANIMAL CURATOR     160120 BUSINESS IMPROVEMENT SUPERVISOR     160120 BUSINESS IMPROVEMENT SUPERVISOR     160120 BUSINESS IMPROVEMENT SUPERVISOR     170030 CODE ENFORCEMENT MANAGER     170030 CODE ENFORCE		018	4: 3 year (6240)	42.01
920150 PARK AND RECREATION PROGRAM SUPERVISOR 210050 PRINT SERVICES OPERATIONS MANAGER  018 7: 10 year (20,800) 47.50  018 8: 15 year (31,200) 49.23  400220 DESIGN SUPERVISOR 720050 HISTORIC PRESERVATION SUPERVISOR 730030 SUPERVISOR OF REHABILITATION  019 1: Start 019 2: 1 year (2080) 39.43  019 3: 2 year (4160) 41.27  019 4: 3 year (6240) 43.20  019 5: 4 year (8320) 45.22  019 6: 5 year (10,400) 47.38  019 7: 10 year (20,800) 48.78  019 8: 15 year (31,200) 50.65  300113 ACCOUNTANT IV 940020 ANIMAL CURATOR 160120 BUSINESS IMPROVEMENT SUPERVISOR 160120 BUSINESS IMPROVEMENT SUPERVISOR 700030 CODE ENFORCEMENT SUPERVISOR 160120 BUSINESS IMPROVEMENT SUPERVISOR 160120 BUSINESS IMPROVEMENT SUPERVISOR 160130 CONTRACT COMPLIANCE MANAGER 820230 HORTICULTURE MANAGER 820230 HORTICULTURE MANAGER 950801 LIBRARY TECHNOLOGY MANAGER 330030 LOAN SERVICING AND REAL ESTATE SUPERVISOR 800301 NATURAL RESOURCES MANAGER 950801 RATURAL RESOURCES MANAGER 950801 PUBLIC SERVICE MANAGER 160030 PUBLIC SERVICE MANAGER		018	5: 4 year (8320)	44.02
210050 PRINT SERVICES OPERATIONS MANAGER   018		018	6: 5 year (10,400)	46.06
A00220 DESIGN SUPERVISOR   720050 HISTORIC PRESERVATION SUPERVISOR   730030 SUPERVISOR OF REHABILITATION   019   2: 1 year (2080)   39.43   019   3: 2 year (4160)   41.27   019   4: 3 year (6240)   43.20   019   5: 4 year (8320)   45.22   019   6: 5 year (10,400)   47.38   019   7: 10 year (20,800)   48.78   019   7: 10 year (20,800)   48.78   019   8: 15 year (31,200)   50.65   019		018	7: 10 year (20,800)	47.50
720050 HISTORIC PRESERVATION SUPERVISOR 730030 SUPERVISOR OF REHABILITATION  019 2: 1 year (2080) 39.43  019 3: 2 year (4160) 41.27  019 4: 3 year (6240) 43.20  019 5: 4 year (8320) 45.22  019 6: 5 year (10,400) 47.38  019 7: 10 year (20,800) 48.78  019 8: 15 year (31,200) 50.65  300113 ACCOUNTANT IV 940020 ANIMAL CURATOR 160120 BUSINESS IMPROVEMENT SUPERVISOR 160120 BUSINESS IMPROVEMENT SUPERVISOR 130130 CONTRACT COMPLIANCE MANAGER 820230 HORTICULTURE MANAGER 820301 LIBRARY TECHNOLOGY MANAGER 820301 NATURAL RESOURCES MANAGER 800301 NATURAL RESOURCES MANAGER 94020 PROCUREMENT MANAGER 160030 PUBLIC SERVICE MANAGER		018	8: 15 year (31,200)	49.23
730030 SUPERVISOR OF REHABILITATION  019		019	1: Start	36.70
019   3: 2 year (4160)   41.27     019   4: 3 year (6240)   43.20     019   5: 4 year (8320)   45.22     019   6: 5 year (10,400)   47.38     019   7: 10 year (20,800)   48.78     019   8: 15 year (31,200)   50.65     300113 ACCOUNTANT IV   019   8: 15 year (31,200)   50.65     300113 ACCOUNTANT IV   020   1: Start   37.70     940020 ANIMAL CURATOR   020   2: 1 year (2080)   40.56     700030 CODE ENFORCEMENT SUPERVISOR   020   2: 1 year (2080)   40.56     700030 CODE ENFORCEMENT SUPERVISOR   020   3: 2 year (4160)   42.45     820230 HORTICULTURE MANAGER   020   4: 3 year (6240)   44.42     950801 LIBRARY TECHNOLOGY MANAGER   020   4: 3 year (8320)   46.51     800301 NATURAL RESOURCES MANAGER   020   6: 5 year (10,400)   48.69     340020 PROCUREMENT MANAGER   020   7: 10 year (20,800)   50.17     350050 REAL ESTATE SUPERVISOR   020   8: 15 year (31,200)   53.00     800301 STENICE MANAGER   020   7: 10 year (20,800)   50.17     350050 REAL ESTATE SUPERVISOR   020   8: 15 year (31,200)   53.00     800301 NATURAL RESOURCES MANAGER   020   7: 10 year (20,800)   50.17     800301 NATURAL RESOURCES MANAGER   020   7: 10 year (20,800)   50.17     800301 NATURAL RESOURCES MANAGER   020   7: 10 year (20,800)   50.17     800301 NATURAL RESOURCES MANAGER   020   7: 10 year (20,800)   50.17		019	2: 1 year (2080)	39.43
019   5: 4 year (8320)   45.22     019   6: 5 year (10,400)   47.38     019   7: 10 year (20,800)   48.78     019   8: 15 year (31,200)   50.65     300113 ACCOUNTANT IV   020   1: Start   37.70     940020 ANIMAL CURATOR   020   2: 1 year (2080)   40.56     160120 BUSINESS IMPROVEMENT SUPERVISOR   020   2: 1 year (2080)   40.56     700030 CODE ENFORCEMENT SUPERVISOR   020   3: 2 year (4160)   42.45     820230 HORTICULTURE MANAGER   020   4: 3 year (6240)   44.42     950801 LIBRARY TECHNOLOGY MANAGER   020   5: 4 year (8320)   46.51     800301 NATURAL RESOURCES MANAGER   020   6: 5 year (10,400)   48.69     340020 PROCUREMENT MANAGER   020   7: 10 year (20,800)   50.17     350050 REAL ESTATE SUPERVISOR   020   8: 15 year (21,200)   53.00     350050 REAL ESTATE SUPERVISOR   020   7: 10 year (20,800)   50.17     350050 REAL ESTATE SUPERVISOR   020   8: 15 year (21,200)   53.00     350050 REAL ESTATE SUPERVISOR   020   7: 10 year (20,800)   50.17     350050 REAL ESTATE SUPERVISOR   020   8: 15 year (21,200)   53.00     350050 REAL ESTATE SUPERVISOR   020   7: 10 year (20,800)   50.17     350050 REAL ESTATE SUPERVISOR   020   8: 15 year (21,200)   53.00     350050 REAL ESTATE SUPERVISOR   020   7: 10 year (20,800)   50.17	730030 301 ERVISOR OF REHABILITATION	019	3: 2 year (4160)	41.27
019   6: 5 year (10,400)   47.38     019   7: 10 year (20,800)   48.78     019   8: 15 year (31,200)   50.65     019   8: 15 year (31,200)   50.65     020   1: Start   37.70     020   1: Start   37.70     020   2: 1 year (2080)   40.56     020   3: 2 year (4160)   42.45     020   4: 3 year (6240)   44.42     020   3: 2 year (8320)   46.51   020   3: 2 year (10,400)   48.69   340020 PROCUREMENT MANAGER   020   6: 5 year (10,400)   48.69   350050 REAL ESTATE SUPERVISOR   020   7: 10 year (20,800)   50.17   020		019	4: 3 year (6240)	43.20
019   7: 10 year (20,800)   48.78		019	5: 4 year (8320)	45.22
019   8: 15 year (31,200)   50.65		019	6: 5 year (10,400)	47.38
300113 ACCOUNTANT IV 940020 ANIMAL CURATOR 160120 BUSINESS IMPROVEMENT SUPERVISOR 700030 CODE ENFORCEMENT SUPERVISOR 130130 CONTRACT COMPLIANCE MANAGER 820230 HORTICULTURE MANAGER 950801 LIBRARY TECHNOLOGY MANAGER 330030 LOAN SERVICING AND REAL ESTATE SUPERVISOR 800301 NATURAL RESOURCES MANAGER 340020 PROCUREMENT MANAGER 160030 PUBLIC SERVICE MANAGER 160030 PUBLIC SERVICE MANAGER 350050 REAL ESTATE SUPERVISOR		019	7: 10 year (20,800)	48.78
940020 ANIMAL CURATOR 160120 BUSINESS IMPROVEMENT SUPERVISOR 700030 CODE ENFORCEMENT SUPERVISOR 130130 CONTRACT COMPLIANCE MANAGER 820230 HORTICULTURE MANAGER 950801 LIBRARY TECHNOLOGY MANAGER 330030 LOAN SERVICING AND REAL ESTATE SUPERVISOR 800301 NATURAL RESOURCES MANAGER 340020 PROCUREMENT MANAGER 160030 PUBLIC SERVICE MANAGER 350050 REAL ESTATE SUPERVISOR		019	8: 15 year (31,200)	50.65
160120 BUSINESS IMPROVEMENT SUPERVISOR       020       2: 1 year (2080)       40.56         700030 CODE ENFORCEMENT SUPERVISOR       020       3: 2 year (4160)       42.45         130130 CONTRACT COMPLIANCE MANAGER       020       4: 3 year (6240)       44.42         950801 LIBRARY TECHNOLOGY MANAGER       020       5: 4 year (8320)       46.51         800301 NATURAL RESOURCES MANAGER       020       5: 4 year (8320)       46.51         800301 NATURAL RESOURCES MANAGER       020       6: 5 year (10,400)       48.69         340020 PROCUREMENT MANAGER       020       7: 10 year (20,800)       50.17         350050 REAL ESTATE SUPERVISOR       020       8: 15 year (31,300)       52.00		020	1: Start	37.70
130130 CONTRACT COMPLIANCE MANAGER 820230 HORTICULTURE MANAGER 950801 LIBRARY TECHNOLOGY MANAGER 330030 LOAN SERVICING AND REAL ESTATE SUPERVISOR 800301 NATURAL RESOURCES MANAGER 340020 PROCUREMENT MANAGER 160030 PUBLIC SERVICE MANAGER 2020 3: 2 year (4160) 42.45  020 4: 3 year (6240) 44.42  020 5: 4 year (8320) 46.51  020 6: 5 year (10,400) 48.69  160030 PUBLIC SERVICE MANAGER 160030 PUBLIC SERVICE MANAGER 160030 REAL ESTATE SUPERVISOR	160120 BUSINESS IMPROVEMENT SUPERVISOR 700030 CODE ENFORCEMENT SUPERVISOR 130130 CONTRACT COMPLIANCE MANAGER 820230 HORTICULTURE MANAGER 950801 LIBRARY TECHNOLOGY MANAGER 330030 LOAN SERVICING AND REAL ESTATE SUPERVISOR 800301 NATURAL RESOURCES MANAGER	020	2: 1 year (2080)	40.56
820230 HORTICULTURE MANAGER       020       4: 3 year (6240)       44.42         950801 LIBRARY TECHNOLOGY MANAGER       020       5: 4 year (8320)       46.51         800301 NATURAL RESOURCES MANAGER       020       6: 5 year (10,400)       48.69         340020 PROCUREMENT MANAGER       020       7: 10 year (20,800)       50.17         350050 REAL ESTATE SUPERVISOR       020       8: 15 year (31,300)       52.00		020	3: 2 year (4160)	42.45
330030 LOAN SERVICING AND REAL ESTATE SUPERVISOR       020       5: 4 year (8320)       46.51         800301 NATURAL RESOURCES MANAGER       020       6: 5 year (10,400)       48.69         340020 PROCUREMENT MANAGER       020       7: 10 year (20,800)       50.17         350050 REAL ESTATE SUPERVISOR       020       8: 15 year (31,300)       52.00		020	4: 3 year (6240)	44.42
800301 NATURAL RESOURCES MANAGER       020       6: 5 year (10,400)       48.69         340020 PROCUREMENT MANAGER       020       7: 10 year (20,800)       50.17         350050 REAL ESTATE SUPERVISOR       020       8: 15 year (31,300)       52.00		020	5: 4 year (8320)	46.51
160030 PUBLIC SERVICE MANAGER 350050 REAL ESTATE SUPERVISOR 020 7: 10 year (20,800) 50.17		020	6: 5 year (10,400)	48.69
$\begin{vmatrix} 0.00 & 0.15 \text{ year} / 21.200 \\ 0.15  ye$		020	7: 10 year (20,800)	50.17
	350050 REAL ESTATE SUPERVISOR 830060 VEHICLE AND EQUIPMENT SERVICES SUPERVISOR	020	8: 15 year (31,200)	52.09

430020 CHIEF SURVEYOR	021	1: Start	38.74
350020 REAL ESTATE AND ASSESSMENT SUPERVISOR	021	2: 1 year (2080)	41.67
	021	3: 2 year (4160)	43.61
	021	4: 3 year (6240)	45.67
	021	5: 4 year (8320)	47.84
	021	6: 5 year (10,400)	50.05
	021	7: 10 year (20,800)	51.58
	021	8: 15 year (31,200)	53.57
700130 LICENSING MANAGER	022	1: Start	39.83
710020 PLAN REVIEW SUPERVISOR	022	2: 1 year (2080)	42.84
	022	3: 2 year (4160)	44.85
	022	4: 3 year (6240)	46.96
	022	5: 4 year (8320)	49.16
	022	6: 5 year (10,400)	51.47
	022	7: 10 year (20,800)	53.08
	022	8: 15 year (31,200)	55.08
300114 ACCOUNTANT V	023	1: Start	40.95
	023	2: 1 year (2080)	44.06
	023	3: 2 year (4160)	46.11
	023	4: 3 year (6240)	48.27
	023	5: 4 year (8320)	50.58
	023	6: 5 year (10,400)	52.94
	023	7: 10 year (20,800)	54.62
	023	8: 15 year (31,200)	56.70
850140 COMMUNICATIONS & DIGITAL MEDIA MANAGER 740030 DSI FIRE SAFETY MANAGER	024	1: Start	42.07
740030 DSI FIRE SAFETY MANAGER 700040 HOUSING AND CODE ENFORCEMENT MANAGER 630320 IMPOUND LOT MANAGER 900501 PARKS AND RECREATION ASSET MANAGER 400113 SENIOR LANDSCAPE ARCHITECT 540130 WIC PROGRAM MANAGER~S~ 700120 ZONING MANAGER	024	2: 1 year (2080)	45.26
	024	3: 2 year (4160)	47.42
	024	4: 3 year (6240)	49.66
	024	5: 4 year (8320)	51.98
	024	6: 5 year (10,400)	54.46
	024	7: 10 year (20,800)	56.12
	024	8: 15 year (31,200)	58.25

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140413 IS SYSTEMS CONSULTANT IV	24T	1: Start	42.07
	24T	2: 1 year (2080)	45.26
	24T	3: 1.5 year (3120)	46.34
	24T	4: 2 year (4160)	47.42
	24T	5: 2.5 year (5200)	48.53
	24T	6: 3 year (6240)	49.66
	24T	7: 3.5 year (7280)	50.82
	24T	8: 4 year (8320)	51.98
	24T	9: 4.5 year (9360)	53.23
	24T	10: 5 year (10,400)	54.46
	24T	11: 10 year (20,800)	56.12
	24T	12: 15 year (31,200)	58.25
410013 CIVIL ENGINEER IV 410113 CIVIL ENGINEER IV-SPRWS	025	1: Start	43.24
140601 INFORMATION SERVICES MANAGER - SPRWS	025	2: 1 year (2080)	46.59
810730 LIBRARY FACILITIES MANAGER 830051 MUNICIPAL GARAGE SUPERVISOR II	025	3: 2 year (4160)	48.77
350030 REAL ESTATE MANAGER 530040 WATER QUALITY SUPERVISOR	025	4: 3 year (6240)	51.03
	025	5: 4 year (8320)	53.44
	025	6: 5 year (10,400)	56.00
	025	7: 10 year (20,800)	57.75
	025	8: 15 year (31,200)	59.92
111801 BUILDING OFFICIAL 520120 FORENSIC LAB MANAGER	026	1: Start	44.48
540230 HEALTH ADMINISTRATION MANAGER~S~	026	2: 1 year (2080)	47.91
400301 PRINCIPAL DESIGNER 360030 PROGRAM ADMINISTRATOR	026	3: 2 year (4160)	50.09
350040 REAL ESTATE AND ASSESSMENT MANAGER 140701 TECHNOLOGY MANAGER	026	4: 3 year (6240)	52.52
	026	5: 4 year (8320)	55.00
	026	6: 5 year (10,400)	57.61
	026	7: 10 year (20,800)	59.39
	026	8: 15 year (31,200)	61.64

720020 CITY DI ANNINIC ADMAINICEDATOR			T .
720030 CITY PLANNING ADMINISTRATOR	027	1: Start	45.71
	027	2: 1 year (2080)	49.22
	027	3: 2 year (4160)	51.55
	027	4: 3 year (6240)	54.00
	027	5: 4 year (8320)	56.55
	027	6: 5 year (10,400)	59.26
	027	7: 10 year (20,800)	61.07
	027	8: 15 year (31,200)	63.41
111501 ADMINISTRATION MANAGER	028	1: Start	47.03
100701 DEPUTY DIRECTOR OF LIEP FOR LICENSES, PERMITS, AND CUSTOMER SERVICE	028	2: 1 year (2080)	50.62
400120 PARKS AND RECREATION DESIGN AND CONSTRUCTION	028	3: 2 year (4160)	53.02
MANAGER 900401 PARKS AND RECREATION MANAGER	028	4: 3 year (6240)	55.56
300401 PARKS AND RECREATION MANAGER	028	5: 4 year (8320)	58.16
	028	6: 5 year (10,400)	60.91
	028	7: 10 year (20,800)	62.86
	028	8: 15 year (31,200)	65.24
	029	1: Start	48.35
	029	2: 1 year (2080)	52.07
	029	3: 2 year (4160)	54.52
	029	4: 3 year (6240)	57.11
	029	5: 4 year (8320)	59.85
	029	6: 5 year (10,400)	62.70
	029	7: 10 year (20,800)	64.65
	029	8: 15 year (31,200)	67.11
410020 ASSISTANT CITY ENGINEER 410120 BUSINESS DIVISION MANAGER - SAINT PAUL REGIONAL	030	1: Start	49.72
WATER SERVICES 101801 DEPUTY DIRECTOR OF TECHNOLOGY AND	030	2: 1 year (2080)	53.55
COMMUNICATIONS (U) 410121 DISTRIBUTION DIVISION MANAGER - SPRWS 410123 ENGINEERING DIVISION MANAGER - SAINT PAUL REGIONAL WATER SERVICES 100901 EXECUTIVE SERVICES MANAGER 410122 PRODUCTION DIVISION MANAGER-SPRWS 320220 TREASURY MANAGER	030	3: 2 year (4160)	56.08
	030	4: 3 year (6240)	58.71
	030	5: 4 year (8320)	61.55
	030	6: 5 year (10,400)	64.47
	030	7: 10 year (20,800)	66.44
	030	8: 15 year (31,200)	69.07

102001 ECONOMIC DEVELOPMENT MANAGER (U)		T	
102001 ECONOMIC DEVELOPMENT MANAGER (U) 101201 PLANNING AND ECONOMIC DEVELOPMENT MANAGER (U)	031	1: Start	51.14
	031	2: 1 year (2080)	55.06
	031	3: 2 year (4160)	57.69
	031	4: 3 year (6240)	60.44
	031	5: 4 year (8320)	63.30
	031	6: 5 year (10,400)	66.31
	031	7: 10 year (20,800)	68.40
	031	8: 15 year (31,200)	71.02
	032	1: Start	52.58
	032	2: 1 year (2080)	56.60
	032	3: 2 year (4160)	59.34
	032	4: 3 year (6240)	62.16
	032	5: 4 year (8320)	65.14
	032	6: 5 year (10,400)	68.25
	032	7: 10 year (20,800)	70.40
	032	8: 15 year (31,200)	73.07
410021 ASSOCIATE CITY ENGINEER	033	1: Start	54.08
410130 CHIEF ENGINEER - SAINT PAUL REGIONAL WATER SERVICES	033	2: 1 year (2080)	58.24
	033	3: 2 year (4160)	61.03
	033	4: 3 year (6240)	63.95
	033	5: 4 year (8320)	67.03
	033	6: 5 year (10,400)	70.21
	033	7: 10 year (20,800)	72.42
	033	8: 15 year (31,200)	75.19
150240 SUPERVISING ATTORNEY (U)	034	1: Start	55.60
	034	2: 1 year (2080)	59.89
	034	3: 2 year (4160)	62.78
	034	4: 3 year (6240)	65.78
	034	5: 4 year (8320)	68.93
	034	6: 5 year (10,400)	72.24
	034	7: 10 year (20,800)	74.50
	034	8: 15 year (31,200)	77.39

101401 DEPUTY CITY ATTORNEY (U)	035	1: Start	57.21
	035	2: 1 year (2080)	61.64
	035	3: 2 year (4160)	64.63
	035	4: 3 year (6240)	67.65
	035	5: 4 year (8320)	70.90
	035	6: 5 year (10,400)	74.31
	035	7: 10 year (20,800)	76.67
	035	8: 15 year (31,200)	79.60
	039	1: Start	64.01
	039	2: 1 year (2080)	69.03
	039	3: 2 year (4160)	72.33
	039	4: 3 year (6240)	75.80
	039	5: 4 year (8320)	79.50
	039	6: 5 year (10,400)	83.30
	039	7: 10 year (20,800)	85.93
	039	8: 15 year (31,200)	89.25

## **BENEFITS:**

#### **VACATION**

Effective January 1, 2009, in each calendar year, each full-time employee shall be granted vacation according to the following schedule:

Years of Service	Days of Vacation
Less than 8 years	15 days (.0577)
After 8 years thru 15 years	22 days (.0847)
After 15 years	26 days (.1000)

Employees who work less than full-time shall be granted vacation on a pro rata basis.

For the purposes of this article qualifying years shall be determined based on original employment date.

An employee who is eligible to receive compensation for unused vacation and is eligible for severance pay at the time of separation from the City, the City will contribute 100% of the full amount of such vacation payment to a post-employment health savings plan (PEHSP) in lieu of any cash payment to the employee. (See Article 14.3 (1).

### SICK LEAVE ACCRUAL

Sick leave accrual shall accumulate at the rate of .0462 of a working hour for each full hour on the payroll, excluding overtime. Twelve (12) days per year.

#### LIBRARY HOLIDAYS

For all employees assigned to the Library, the Day after Thanksgiving shall be considered a normal work day, and Christmas Eve shall be recognized and observed as a paid minor holiday.

#### **HOLIDAY ELIGIBILITY**

In order to be eligible for a holiday with pay, an employee must be employed as of the date of the holiday and be in paid status for that pay period. "Paid Status" for holiday eligibility includes time worked, vacation time, sick leave or other paid leave. It is further understood that neither temporary nor other employees, not heretofore eligible, shall receive holiday pay.

#### **VOLUNTARY LEAVE**

A full-time employee may be granted up to four hundred eighty (480) hours of voluntary leave-of-absence without pay during the fiscal year.

#### **FUNERAL LEAVE**

In addition to the leave allowed under Civil Service Rule 20.B.4, any employee who has accumulated sick leave credits, as provided in the Civil Service Rules, may be granted one (1) day of such leave to attend the funeral of the employee's grandparent or grandchild.

#### **SEVERANCE PAY**

15 years of consecutive service at the time of separation.\* The employee must have accumulated a minimum of 80 days of sick leave credits at the time of his/her separation from city service.

Effective **January 1, 2018**, employees shall be eligible for severance pay based on the following schedule.

<b>Hours of Sick Leave</b>	<u>Severance</u>
640 – 1,799	\$12,500
1,800 or more	\$14,000

Effective **January 1, 2019**, employees shall be eligible for severance pay based on the following schedule.

<b>Hours of Sick Leave</b>	<u>Severance</u>
640 – 1,799	\$12,500
1,800 or more	\$15,000

<sup>\*</sup> Employment with the Independent School District No. 625 will not be counted toward the service requirement for employees hired after October 1, 1997 toward the years of service for severance eligibility.

For any employee who is eligible to receive severance from the City under this Article, the City will contribute 105% of the full amount of their severance payment to a post-employment health plan in lieu of any cash payment to the employee.

Upon the death of an employee who meets all of the requirements set forth above, at the time of his/her death, payment of the severance pay allowed under these provisions shall be made to the employee's spouse, or if none, to the employee's estate.

If an employee is laid off pursuant to Section 6.3 and is eligible for severance pay, payment shall not be made until the employee's recall rights are terminated and the employment relationship is severed. If no severance is paid the employee is recalled, the employee's sick leave bank shall reflect the amount of sick leave available to the employee at the time of the layoff.

### FLOATING HOLIDAYS

Effective January 1, 2010, the floating holidays will be eliminated.

#### 2020 HEALTH INSURANCE

Effective **January 2020**, for each eligible employee covered by this Agreement who is employed full-time and who selects City-provided employee health insurance coverage, the Employer agrees to contribute the following amounts per month:

## **Choice Passport Plan:**

2019 contributions plus eighty-two and one-half percent (82.5%) of the premium increase for 2020, after any plan design changes; employees shall be responsible for the 2019 employee contribution, plus seventeen and one-half percent (17.5%) of the premium increase for 2020, after any plan design changes.

Based on a 6.0% premium increase (3.7% + 2.3% HIT), this results in the following Employer contributions:

**Single:** \$652.44, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2019 Wellness Program).

Employee share: \$12.82/month.

**Family:** \$1,530.64, plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2019 Wellness Program).

Employee share: \$206.10/month.

#### **Elect Plan:**

The lesser of the Employer's contribution for the Choice Passport Plan for 2020; or the actual cost of the Elect Plan premium. Employees shall be responsible for the difference between the monthly premium and the Employer's monthly contribution.

Based on a 6.0% premium increase (3.7% + 2.3% HIT), this results in the following Employer contributions:

**Single:** \$619.18, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per

quarter in a VEBA for completion of 2019 Wellness Program).

Employee share: \$0.00/month.

**Family:** \$1,530.64, plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per

quarter in a VEBA for completion of 2019 Wellness Program).

Employee share: \$86.46/month.

### **ACO Plan:**

The lesser of the Employer's contribution for the Choice Passport Plan for 2020; or the actual cost of the ACO Plan premium. Employees shall be responsible for the difference between the monthly premium and the Employer's monthly contribution.

Based on a 6.0% premium increase (3.7% + 2.3% HIT), this results in the following Employer contributions:

**Single:** \$599.56, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per `quarter in a VEBA for completion of 2019 Wellness Program).

Employee share: \$0.00/month.

**Family:** \$1,530.64, plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per

quarter in a VEBA for completion of 2019 Wellness Program).

Employee share: \$35.20/month.

## **2020 HEALTH INSURANCE (Continued)**

### **Passport Copay Plan:**

Single: \$398.88 (Employee share: \$451.34/month) Family: \$748.22 (Employee share: \$1,481.98/month)

#### POST EMPLOYMENT HEALTH SAVINGS PLAN (PEHSP)

Employees are eligible for a Post Employment Health Savings Plan (PEHSP) contribution by the Employer.

Effective **January 1, 2018** (payable in April 2019) - \$1,000.

Effective **January 1, 2019** (payable in April 2020) - \$1,100.

Effective **January 1, 2020** (payable in April 2021) - \$1,200.

(See Article 20 for eligibility requirements.)

## SICK LEAVE CONVERSION

If an employee has an accumulation of sick leave credits in excess of one hundred and eighty (180) days, he/she may convert any part of such excess to vacation at the rate of one-half days' vacation for each day of sick leave credit. No employee may convert more than twenty (20) days of sick leave in each calendar year under this provision. The approval of the employee's Department Head shall be required for any conversion request in excess of ten (10) days of sick leave.

#### VACATION SELL BACK

An employee may also, at the discretion of the Department Head and additionally, limited by the availability of funds in the Department's Budget, sell up to five (5) days, or any portion thereof, of accrued and unused vacation once per year. Such election must be made in writing on or before December 1of each IRS payroll reporting year. If the employee elects to sell vacation, the payment for such sold vacation shall be made in a lump sum in the nearest full payroll period following the election date. The payment shall be in an amount equal to the number of hours sold times the employee's regular rate of pay in effect as of the date of such election.

14.5(1) Invoking the use of 14.4 (sick leave conversion) at any time within the calendar year will prohibit the use of 14.5 (vacation sell back).

#### SICK LEAVE USAGE

In the case of a serious illness or disability of an employee's child, parent or household member, the head of the department shall grant leave with pay in order for the employee to care for or make arrangements for the care of such sick or disabled persons.

#### **OVERTIME**

Effective January 1, 2010, employees represented by this bargaining unit are not eligible to accrue compensatory time. The City, as a public sector employer, will follow all applicable state and federal laws and regulations regarding FLSA-exempt public sector employees.

#### RECALL FROM LAYOFF

Two years

## LIFE INSURANCE

\$50,000 for each eligible employee.

# SAFETY SHOES/TUNNEL PAY

For those employees required by the Employer to wear safety shoes or boots, the Employer will contribute \$100.00 per year toward the purchase of safety shoes or boots, as an annual cash payment to be placed on the paycheck.

Section III.B of the Salary Plan and Rates of Compensation shall not apply to members of this bargaining unit. (Tunnel pay).