

Employee Group 17 Non-Represented City Managers

Effective Date: February 1, 2020

Issued Date: 04/11/2020

Effective Date: August 1, 2020

Job Code & Description	Grade	Step	Hourly Rate 02/01/2020	Hourly Rate 08/01/2020
100210 ASSISTANT TO THE MAYOR I (U)	05C	MIN	12.50	12.61
	05C	MAX	32.26	32.55
120110 HUMAN RESOURCES CONSULTANT I (C) 160110 RESEARCH ANALYST I (C)	007	1: Start	26.37	26.61
	007	2: 6 mo (1040)	27.29	27.54
	007	3: 1 year (2080)	28.26	28.51
	007	4: 2 year (4160)	29.48	29.75
	007	5: 3 year (6240)	30.77	31.05
	007	6: 4 year (8320)	32.12	32.41
	007	7: 5 year (10,400)	33.50	33.80
	007	8: 10 year (20,800)	34.41	34.72
	007	9: 15 year (31,200)	35.28	35.60
110201 FINANCIAL ANALYST (U) 110310 POLICY ANALYST (U)	010	MIN	28.91	29.17
	010	MAX	38.76	39.11
120111 HUMAN RESOURCES CONSULTANT II (C)	011	1: Start	29.64	29.91
	011	2: 6 mo (1040)	30.69	30.97
	011	3: 1 year (2080)	31.76	32.05
	011	4: 2 year (4160)	33.15	33.45
	011	5: 3 year (6240)	34.60	34.91
	011	6: 4 year (8320)	36.16	36.49
	011	7: 5 year (10,400)	37.75	38.09
	011	8: 10 year (20,800)	38.70	39.05
	011	9: 15 year (31,200)	39.80	40.16
	012	MIN	30.42	30.69
	012	MAX	40.86	41.23
	12C	MIN	31.10	31.38
	12C	MAX	37.91	38.25

110012 MANAGEMENT ASSISTANT III (C)	013	1: Start	31.21	31.49
	013	2: 6 mo (1040)	32.30	32.59
	013	3: 1 year (2080)	33.44	33.74
	013	4: 2 year (4160)	34.94	35.25
	013	5: 3 year (6240)	36.42	36.75
	013	6: 4 year (8320)	38.07	38.41
	013	7: 5 year (10,400)	39.84	40.20
	013	8: 10 year (20,800)	40.89	41.26
	013	9: 15 year (31,200)	41.94	42.32
	014	1: Start	32.03	32.32
	014	2: 6 mo (1040)	33.15	33.45
	014	3: 1 year (2080)	34.32	34.63
	014	4: 2 year (4160)	35.85	36.17
	014	5: 3 year (6240)	37.46	37.80
	014	6: 4 year (8320)	39.10	39.45
	014	7: 5 year (10,400)	40.89	41.26
	014	8: 10 year (20,800)	41.98	42.36
	014	9: 15 year (31,200)	43.10	43.49
100211 ASSISTANT TO THE MAYOR II (U) 110401 LEGISLATIVE AIDE (U)	14C	MIN	32.26	32.55
	14C	MAX	40.37	40.73
120112 HUMAN RESOURCES CONSULTANT III	015	1: Start	32.40	32.69
	015	2: 6 mo (1040)	33.55	33.85
	015	3: 1 year (2080)	34.72	35.03
	015	4: 2 year (4160)	36.22	36.55
	015	5: 3 year (6240)	37.87	38.21
	015	6: 4 year (8320)	39.56	39.92
	015	7: 5 year (10,400)	41.37	41.74
	015	8: 10 year (20,800)	42.52	42.90
	015	9: 15 year (31,200)	43.35	43.74

111701 ASSISTANT TO DEPARTMENT ADMINISTRATION (C)	016	1: Start	33.76	34.06
	016	2: 6 mo (1040)	34.97	35.28
	016	3: 1 year (2080)	36.17	36.50
	016	4: 2 year (4160)	37.81	38.15
	016	5: 3 year (6240)	39.50	39.86
	016	6: 4 year (8320)	41.27	41.64
	016	7: 5 year (10,400)	43.15	43.54
	016	8: 10 year (20,800)	44.29	44.69
	016	9: 15 year (31,200)	45.48	45.89
110701 ADMINISTRATIVE ASSISTANT (U)	16C	MIN	33.76	34.06
	16C	MAX	45.48	45.89
120801 COMPENSATION ANALYST (C) 120410 LABOR RELATIONS SPECIALIST I (C)	017	1: Start	34.66	34.97
	017	2: 6 mo (1040)	35.88	36.20
	017	3: 1 year (2080)	37.16	37.49
	017	4: 2 year (4160)	38.80	39.15
	017	5: 3 year (6240)	40.52	40.88
	017	6: 4 year (8320)	42.38	42.76
	017	7: 5 year (10,400)	44.29	44.69
	017	8: 10 year (20,800)	45.55	45.96
	017	9: 15 year (31,200)	46.78	47.20
	018	1: Start	35.58	35.90
	018	2: 6 mo (1040)	36.83	37.16
	018	3: 1 year (2080)	38.14	38.48
	018	4: 2 year (4160)	39.88	40.24
	018	5: 3 year (6240)	41.65	42.02
	018	6: 4 year (8320)	43.58	43.97
	018	7: 5 year (10,400)	45.55	45.96
	018	8: 10 year (20,800)	46.81	47.23
	018	9: 15 year (31,200)	47.99	48.42

320101 PAYROLL MANAGER (C)	18A	1: Start	35.43	35.75
	18A	2: 6 mo (1040)	36.80	37.13
	18A	3: 1 year (2080)	38.05	38.39
	18A	4: 2 year (4160)	39.87	40.23
	18A	5: 3 year (6240)	41.69	42.07
	18A	6: 4 year (8320)	43.67	44.06
	18A	7: 5 year (10,400)	45.71	46.12
	18A	8: 10 year (20,800)	47.13	47.55
	18A	9: 15 year (31,200)	48.50	48.94
120411 LABOR RELATIONS SPECIALIST II (C)	019	1: Start	36.54	36.87
	019	2: 6 mo (1040)	37.83	38.17
	019	3: 1 year (2080)	39.15	39.50
	019	4: 2 year (4160)	40.94	41.31
	019	5: 3 year (6240)	42.78	43.17
	019	6: 4 year (8320)	44.74	45.14
	019	7: 5 year (10,400)	46.81	47.23
	019	8: 10 year (20,800)	48.01	48.44
	019	9: 15 year (31,200)	49.35	49.79
100212 ASSISTANT TO THE MAYOR III (U)	19C	MIN	37.38	37.72
	19C	MAX	47.04	47.46
120113 HUMAN RESOURCES CONSULTANT IV (C)	020	1: Start	37.50	37.84
	020	2: 6 mo (1040)	38.85	39.20
	020	3: 1 year (2080)	40.26	40.62
	020	4: 2 year (4160)	42.07	42.45
	020	5: 3 year (6240)	43.97	44.37
	020	6: 4 year (8320)	45.96	46.37
	020	7: 5 year (10,400)	48.06	48.49
	020	8: 10 year (20,800)	49.37	49.81
	020	9: 15 year (31,200)	50.71	51.17

110311 SENIOR POLICY ANALYST (U)	20C	MIN	37.50	37.84
	20C	MAX	50.71	51.17
	021	1: Start	38.48	38.83
	021	2: 6 mo (1040)	39.90	40.26
	021	3: 1 year (2080)	41.32	41.69
	021	4: 2 year (4160)	43.20	43.59
	021	5: 3 year (6240)	45.17	45.58
	021	6: 4 year (8320)	47.24	47.67
	021	7: 5 year (10,400)	49.37	49.81
	021	8: 10 year (20,800)	50.73	51.19
	021	9: 15 year (31,200)	52.13	52.60
120501 EMPLOYEE BENEFITS MANAGER (C) 120120 HUMAN RESOURCES SENIOR CONSULTANT (C) 111001 PROJECT MANAGER IV (C) 129999 SENIOR ORGANIZATIONAL DEVELOPMENT CONSULTANT (C)	022	1: Start	39.54	39.90
	022	2: 6 mo (1040)	40.96	41.33
	022	3: 1 year (2080)	42.45	42.83
	022	4: 2 year (4160)	44.37	44.77
	022	5: 3 year (6240)	46.40	46.82
	022	6: 4 year (8320)	48.51	48.95
	022	7: 5 year (10,400)	50.73	51.19
	022	8: 10 year (20,800)	52.15	52.62
	022	9: 15 year (31,200)	53.55	54.03
111101 CITY CLERK (U) 160050 PUBLIC INFORMATION MANAGER (U)	22C	MIN	39.54	39.90
	22C	MAX	53.55	54.03
	023	MIN	40.61	40.98
	023	MAX	55.08	55.58
120411 LABOR RELATIONS SPECIALIST II (C)	024	1: Start	41.69	42.07
	024	2: 6 mo (1040)	43.22	43.61
	024	3: 1 year (2080)	44.78	45.18
	024	4: 2 year (4160)	46.84	47.26
	024	5: 3 year (6240)	48.96	49.40
	024	6: 4 year (8320)	51.22	51.68
	024	7: 5 year (10,400)	53.62	54.10
	024	8: 10 year (20,800)	55.08	55.58
	024	9: 15 year (31,200)	56.55	57.06

100213 ASSISTANT TO THE MAYOR IV (U)	24C	MIN	42.68	43.06
	24C	MAX	54.21	54.70
111201 CITY COUNCIL CHIEF BUDGET ANALYST (U)	25	MIN	42.83	43.22
	25	MAX	58.16	58.68
120620 CLAIMS MANAGER (C) 120130 HUMAN RESOURCES MANAGER (C) 360030 PROGRAM ADMINISTRATOR (C)	026	1: Start	44.05	44.45
	026	2: 6 mo (1040)	45.61	46.02
	026	3: 1 year (2080)	47.32	47.75
	026	4: 2 year (4160)	49.40	49.84
	026	5: 3 year (6240)	51.73	52.20
	026	6: 4 year (8320)	54.12	54.61
	026	7: 5 year (10,400)	56.64	57.15
	026	8: 10 year (20,800)	58.22	58.74
	026	9: 15 year (31,200)	59.77	60.31
	26C	MIN	44.05	44.45
	26C	MAX	59.77	60.31
	027	1: Start	45.20	45.61
	027	2: 6 mo (1040)	46.86	47.28
	027	3: 1 year (2080)	48.58	49.02
	027	4: 2 year (4160)	50.80	51.26
	027	5: 3 year (6240)	53.16	53.64
	027	6: 4 year (8320)	55.62	56.12
	027	7: 5 year (10,400)	58.22	58.74
	027	8: 10 year (20,800)	59.80	60.34
	027	9: 15 year (31,200)	61.45	62.00
320030 BUDGET MANAGER	028	1: Start	46.46	46.88
	028	2: 6 mo (1040)	48.14	48.57
	028	3: 1 year (2080)	49.90	50.35
	028	4: 2 year (4160)	52.23	52.70
	028	5: 3 year (6240)	54.66	55.15
	028	6: 4 year (8320)	57.13	57.64
	028	7: 5 year (10,400)	59.80	60.34
	028	8: 10 year (20,800)	61.52	62.07
	028	9: 15 year (31,200)	63.20	63.77

100501 DEPUTY DIRECTOR OF HREEO (U) 105001 DIRECTOR OF CITY COUNCIL OPERATIONS (U) 101601 DEPUTY DIRECTOR OF LIBRARIES (U) 101701 DEPUTY DIRECTOR OF SAFETY AND INSPECTIONS (U) 120420 LABOR RELATIONS MANAGER (U)	28C	MIN	46.46	46.88
	28C	MAX	63.20	63.77
120630 RISK MANAGER (C)	029	1: Start	47.73	48.16
	029	2: 6 mo (1040)	49.47	49.92
	029	3: 1 year (2080)	51.31	51.77
	029	4: 2 year (4160)	53.68	54.16
	029	5: 3 year (6240)	56.13	56.64
	029	6: 4 year (8320)	58.78	59.31
	029	7: 5 year (10,400)	61.52	62.07
	029	8: 10 year (20,800)	63.23	63.80
	029	9: 15 year (31,200)	64.95	65.53
100214 ASSISTANT TO THE MAYOR V (U) 105101 EMERGENCY MANAGEMENT DIRECTOR (U)	29C	MIN	47.73	48.16
	29C	MAX	64.95	65.53
100801 DEPUTY DIRECTOR OF PARKS AND RECREATION (U)	030	MIN	49.05	49.49
	030	MAX	66.82	67.42
101101 ASSISTANT FIRE CHIEF - EMERGENCY MANAGEMENT DIRECTOR (U) 101501 DEPUTY DIRECTOR OF FINANCIAL SERVICES (U) 102101 DEPUTY DIRECTOR OF PLANNING and ECONOMIC DEVELOPMENT (U)	031	MIN	50.39	50.84
	031	MAX	68.68	69.30
	032	MIN	51.80	52.27
	032	MAX	70.61	71.25
100215 ASSISTANT TO THE MAYOR VI (U)	033	MIN	53.25	53.73
	033	MAX	72.63	73.28

101302 DEPUTY CHIEF OF POLICE (U)	034	MIN	54.44	54.93
	034	MAX	74.18	74.85
101301 ASSISTANT CHIEF OF POLICE (U) 101001 ASSISTANT FIRE CHIEF (U) 101901 ASST GENERAL MGR - SAINT PAUL REGIONAL WATER SERVICES (U) 100216 ASSISTANT TO THE MAYOR VII (U) 410022 CITY ENGINEER (U) 105301 DIRECTOR OF HUMAN RIGHTS AND EQUAL ECONOMIC OPPORTUNITY (U) 105201 DIRECTOR OF SAFETY AND INSPECTIONS (U) 105401 DIRECTOR OF TECHNOLOGY AND COMMUNICATIONS (U) 105501 HUMAN RESOURCES DIRECTOR (U) 105601 LIBRARY DIRECTOR (U)	035	MIN	54.72	55.21
	035	MAX	74.72	75.39
105701 PARKS AND RECREATION DIRECTOR (U)	036	MIN	56.24	56.75
	036	MAX	76.81	77.50
105801 DIRECTOR OF FINANCIAL SERVICES (U) 105901 DIRECTOR OF PLANNING & ECONOMIC DEVELOPMENT (U) 106001 DIRECTOR OF PUBLIC WORKS (U) 106101 GENERAL MANAGER - SAINT PAUL REGIONAL WATER SERVICES (U)	037	MIN	59.40	59.93
	037	MAX	81.25	81.98
106201 FIRE CHIEF (U)	038	MIN	61.09	61.64
	038	MAX	83.61	84.36
100217 ASSISTANT TO THE MAYOR VIII (U) 106301 CHIEF OF POLICE (U) 106401 CITY ATTORNEY (U)	039	MIN	62.79	63.36
	039	MAX	85.96	86.73
100101 EXECUTIVE ASSISTANT TO MAYOR (U)	040	MIN	64.69	65.27
	040	MAX	88.55	89.35

BENEFITS:

VACATION

1 st year - 4 th year	17 days (.0654)
5 th year - 7 th year	22 days (.0847)
8 th year – 15 th year	25 days (.0962)
16 th year and thereafter	29 days (.1116)

2020 INSURANCE

Single: 100% of single rate selected

Family: 100% of single rate selected + 80% of dependent rate selected

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 days, or any portion thereof, of accrued and unused vacation once per year. Such election must be made in writing on or before December 1 of each IRS payroll reporting year. 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.

SHORT TERM DISABILITY

Yes

LONG TERM DISABILITY

Yes

DISCRETIONARY DAYS

6 per year

DEFERRED COMPENSATION

The Employer will contribute an amount matching employee contributions on a dollar-for-dollar basis up to a maximum of \$2000. Employees may be eligible for additional contributions based on meeting Health and Wellness requirements.

SEVERANCE PAY (CLASSIFIED EMPLOYEES)

<u>YEARS OF SERVICE</u>	<u>AMOUNT</u>
15 years	\$10,000
25 years	\$20,000

Non-represented Police and Fire with 1850 hours of accumulated sick leave and at least 25 years of service at the time of separation shall be granted \$30,000. Sick leave requirements will be reduced 2% for each full year of City Service served under the Non-represented benefit package and pro-rated for partial years.

For an employee who is eligible for severance pay at the time of separation from the City, the City will contribute 100% of the full amount of accrued but unused vacation payment to a post-employment health savings plan (PEHSP) in lieu of any cash payment to the employee.

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 holiday.

EMPLOYEE TERMINATION PAY

Two weeks for each year of service up to 12 weeks of pay.

LIFE INSURANCE

100% of premium cost for an amount of coverage equaling one and one-half (1.5) times the employee’s annual salary.