Employee Group 17 Non-Represented City Managers

Effective Date: April 4, 2026 Issued Date: 10/29/2026

Job Code & Description	Grade	Step	Hourly Rate 04/04/2026
100210 ASSISTANT TO THE MAYOR I (U)	05C	MIN	17.30
	05C	MAX	42.08
120110 HUMAN RESOURCES CONSULTANT I (C) 160110 RESEARCH ANALYST I (C)	007	1: Start	33.83
	007	2: 2080 Hours	35.28
	007	3: 2080 Hours	36.81
	007	4: 2080 Hours	38.43
	007	5: 2080 Hours	40.07
	007	6: 2080 Hours	41.18
	007	7: 2080 Hours	42.21
	Perf Zone	Minimum	42.63
		Maximum	46.01
113001 CITY COUNCIL COMMUNICATIONS LEAD 110201 FINANCIAL ANALYST (U) 112010 LEGISLATIVE HEARING OFFICER (U) 110310 POLICY ANALYST (U)	010	MIN	34.59
	010	MAX	50.53
120111 HUMAN RESOURCES CONSULTANT II (C)	011	1: Start	38.02
	011	2: 2080 Hours	39.67
	011	3: 2080 Hours	41.40
	011	4: 2080 Hours	43.27
	011	5: 2080 Hours	45.17
	011	6: 2080 Hours	46.30
	011	7: 2080 Hours	47.63
	Perf Zone	Minimum	48.11
		Maximum	51.92
	012	MIN	36.41
	012	MAX	53.26
	12C	MIN	37.19
	12C	MAX	49.44

110012 MANAGEMENT ASSISTANT III (C)	013	1: Start	40.01
	013	2: 2080 Hours	41.80
	013	3: 2080 Hours	43.58
	013	4: 2080 Hours	45.56
	013	5: 2080 Hours	47.68
	013	6: 2080 Hours	48.91
	013	7: 2080 Hours	50.17
	Perf Zone	Minimum	50.67
		Maximum	54.69
	014	1: Start	41.08
	014	2: 2080 Hours	42.89
	014	3: 2080 Hours	44.84
	014	4: 2080 Hours	46.77
	014	5: 2080 Hours	48.91
	014	6: 2080 Hours	50.22
	014	7: 2080 Hours	51.56
	Perf Zone	Minimum	52.08
		Maximum	56.20
100211 ASSISTANT TO THE MAYOR II (U) 110401 LEGISLATIVE AIDE (U)	14C	MIN	38.60
	14C	MAX	52.64
120112 HUMAN RESOURCES CONSULTANT III	015	1: Start	41.52
	015	2: 2080 Hours	43.34
	015	3: 2080 Hours	45.31
	015	4: 2080 Hours	47.34
	015	5: 2080 Hours	49.50
	015	6: 2080 Hours	50.87
	015	7: 2080 Hours	51.87
	Perf Zone	Minimum	52.39
		Maximum	56.54

111701 ASSISTANT TO DEPARTMENT ADMINISTRATION (C)	016	1: Start	43.29
	016	2: 2080 Hours	45.24
	016	3: 2080 Hours	47.28
	016	4: 2080 Hours	49.37
	016	5: 2080 Hours	51.62
	016	6: 2080 Hours	52.99
	016	7: 2080 Hours	54.43
	Perf	Minimum	54.97
	Zone	Maximum	59.33
110701 ADMINISTRATIVE ASSISTANT (U) 110410 SENIOR LEGISLATIVE AIDE (U)	16C	MIN	40.40
	16C	MAX	59.33
120801 COMPENSATION ANALYST (C) 120410 LABOR RELATIONS SPECIALIST I (C)	017	1: Start	44.43
	017	2: 2080 Hours	46.40
	017	3: 2080 Hours	48.47
	017	4: 2080 Hours	50.71
	017	5: 2080 Hours	52.99
	017	6: 2080 Hours	54.50
	017	7: 2080 Hours	55.96
	Perf Zone	Minimum	56.52
		Maximum	61.00
	018	1: Start	45.63
	018	2: 2080 Hours	47.72
	018	3: 2080 Hours	49.83
	018	4: 2080 Hours	52.15
	018	5: 2080 Hours	54.50
	018	6: 2080 Hours	55.99
	018	7: 2080 Hours	57.41
	Perf Zone	Minimum	57.98
		Maximum	62.58

	18A	1: Start	45.54
	18A	2: 2080 Hours	47.71
	18A	3: 2080 Hours	49.88
	18A	4: 2080 Hours	52.24
	18A	5: 2080 Hours	54.68
	18A	6: 2080 Hours	56.38
	18A	7: 2080 Hours	58.03
	Perf Zone	Minimum	58.61
		Maximum	63.25
	019	1: Start	46.83
	019	2: 2080 Hours	48.98
	019	3: 2080 Hours	51.17
	019	4: 2080 Hours	53.52
	019	5: 2080 Hours	55.99
	019	6: 2080 Hours	57.43
	019	7: 2080 Hours	59.05
	Perf Zone	Minimum	59.64
		Maximum	64.36
100212 ASSISTANT TO THE MAYOR III (U)	19C	MIN	44.72
	19C	MAX	61.35
120113 HUMAN RESOURCES CONSULTANT IV – SUPERVISORY (C)	020	1: Start	48.17
	020	2: 2080 Hours	50.34
	020	3: 2080 Hours	52.61
	020	4: 2080 Hours	54.98
	020	5: 2080 Hours	57.48
	020	6: 2080 Hours	59.07
	020	7: 2080 Hours	60.68
	Perf Zone	Minimum	61.29
		Maximum	66.14

112011 SENIOR LEGISLATIVE HEARING OFFICER (U) 110311 SENIOR POLICY ANALYST (U)	20C	MIN	44.88
	20C	MAX	66.13
110801 SENIOR ADMINISTRATIVE SUPERVISOR (C)	021	1: Start	49.44
	021	2: 2080 Hours	51.69
	021	3: 2080 Hours	54.04
	021	4: 2080 Hours	56.54
	021	5: 2080 Hours	59.07
	021	6: 2080 Hours	60.70
	021	7: 2080 Hours	62.37
	Perf Zone	Minimum	62.99
		Maximum	67.98
120501 EMPLOYEE BENEFITS MANAGER (C) 120120 HUMAN RESOURCES SENIOR CONSULTANT (C) 111001 PROJECT MANAGER IV (C) 120901 SENIOR ORGANIZATIONAL DEVELOPMENT CONSULTANT (C)	022	1: Start	50.79
	022	2: 2080 Hours	53.09
	022	3: 2080 Hours	55.53
	022	4: 2080 Hours	58.04
	022	5: 2080 Hours	60.70
	022	6: 2080 Hours	62.39
	022	7: 2080 Hours	64.07
	Perf Zone	Minimum	64.71
		Maximum	69.84
111101 CITY CLERK (U) 160050 PUBLIC INFORMATION MANAGER (U)	22C	MIN	47.32
	22C	MAX	69.83
320101 PAYROLL MANAGER (C)	023	1: Start	52.17
	023	2: 2080 Hours	54.55
	023	3: 2080 Hours	57.05
	023	4: 2080 Hours	59.70
	023	5: 2080 Hours	62.49
	023	6: 2080 Hours	64.19
	023	7: 2080 Hours	65.91
	Perf Zone	Minimum	66.57
		Maximum	71.84

120601 EQUITY MANAGER (C) 120411 LABOR RELATIONS SPECIALIST II (C)	024	1: Start	53.57
	024	2: 2080 Hours	56.02
	024	3: 2080 Hours	58.59
	024	4: 2080 Hours	61.30
	024	5: 2080 Hours	64.14
	024	6: 2080 Hours	65.91
	024	7: 2080 Hours	67.65
	Perf	Minimum	68.33
	Zone	Maximum	73.74
100213 ASSISTANT TO THE MAYOR IV (U)	24C	MIN	51.05
	24C	MAX	70.70
	025	1: Start	55.00
	025	2: 2080 Hours	57.53
	025	3: 2080 Hours	60.20
	025	4: 2080 Hours	62.99
	025	5: 2080 Hours	65.93
	025	6: 2080 Hours	67.78
	025	7: 2080 Hours	69.59
	Perf Zone	Minimum	70.29
		Maximum	75.85
112012 CHIEF LEGISLATIVE HEARING OFFICER (U) 110312 CHIEF POLICY ANALYST (U) 111201 CITY COUNCIL CHIEF BUDGET ANALYST (U)	25C	MIN	51.23
	25C	MAX	75.86
120620 CLAIMS MANAGER (C) 120130 HUMAN RESOURCES MANAGER (C) 360030 PROGRAM ADMINISTRATOR (C)	026	1: Start	56.63
	026	2: 2080 Hours	59.10
	026	3: 2080 Hours	61.89
	026	4: 2080 Hours	64.75
	026	5: 2080 Hours	67.75
	026	6: 2080 Hours	69.65
	026	7: 2080 Hours	71.50
	Perf Zone	Minimum	72.22
		Maximum	77.94

	26C	MIN	52.72
	26C	MAX	77.94
120630 RISK MANAGER (C)	027	1: Start	58.11
	027	2: 2080 Hours	60.79
	027	3: 2080 Hours	63.60
	027	4: 2080 Hours	66.53
	027	5: 2080 Hours	69.65
	027	6: 2080 Hours	71.53
	027	7: 2080 Hours	73.50
	Perf Zone	Minimum	74.24
		Maximum	80.12
320030 BUDGET MANAGER 120131 HUMAN RESOURCES MANAGER II	028	1: Start	59.70
	028	2: 2080 Hours	62.49
	028	3: 2080 Hours	65.38
	028	4: 2080 Hours	68.34
	028	5: 2080 Hours	71.53
	028	6: 2080 Hours	73.57
	028	7: 2080 Hours	75.62
	Perf Zone	Minimum	76.38
		Maximum	82.43
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	55.59
	28C	MAX	82.42
	029	1: Start	61.41
	029	2: 2080 Hours	64.20
	029	3: 2080 Hours	67.16
	029	4: 2080 Hours	70.34
	029	5: 2080 Hours	73.57
	029	6: 2080 Hours	75.65
	029	7: 2080 Hours	77.70
	Perf Zone	Minimum	78.48
		Maximum	84.69

100214 ASSISTANT TO THE MAYOR V (U) 106501 DEPUTY DIRECTOR-HUMAN RESOURCES (U) 105101 EMERGENCY MANAGEMENT DIRECTOR (U)	29C	MIN	57.09
	29C	MAX	84.69
100801 DEPUTY DIRECTOR OF PARKS AND RECREATION (U)	030	MIN	58.68
	030	MAX	87.14
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	60.29
	031	MAX	89.57
	032	MIN	61.99
	032	MAX	92.10
100215 ASSISTANT TO THE MAYOR VI (U)	033	MIN	63.73
	033	MAX	94.71
101302 DEPUTY CHIEF OF POLICE (U)	034	MIN	65.14
	034	MAX	96.75
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	65.48
	035	MAX	97.44
105701 PARKS AND RECREATION DIRECTOR (U)	036	MIN	67.30
	036	MAX	100.17

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	71.07
	037	MAX	105.95
106201 FIRE CHIEF (U)	038	MIN	73.11
	038	MAX	109.02
101301 ASSISTANT CHIEF OF POLICE (U)	38C	MIN	73.99
	38C	MAX	110.15
100217 ASSISTANT TO THE MAYOR VIII (U) 106301 CHIEF OF POLICE (U) 106401 CITY ATTORNEY (U)	039	MIN	75.13
	039	MAX	112.11
100101 EXECUTIVE ASSISTANT TO MAYOR (U)	040	MIN	77.38
	040	MAX	115.47

BENEFITS:

VACATION

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

2026 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 1of 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 – Unused personal leave days will be cashed out at the employee's regular rate of pay at the end of the year.

DEFERRED COMPENSATION
The Employer will contribute an amount matching employee contributions on a dollar-for-dollar basis up to a maximum of $2,500. Employees may be eligible for additional contributions based on meeting Health and Wellness requirements.

SEVERANCE PAY (CLASSIFIED EMPLOYEES)

YEARS OF SERVICE	AMOUNT
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 10% for each full year of City Service served under the Non-represented benefit package.

Effective **January 1, 2023**, if an employee is eligible for Severance Pay, it will be paid as a separate pay adjustment the end of February in the year following separation of employment from the City.

Unused vacation will be paid as a pay adjustment on the employee's final paycheck.

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 (2) weeks of pay for each complete calendar year of service in a title covered by this policy. This amount shall not exceed twelve (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.