

Employee Group 17 Non-Represented City Managers

Effective Date: April 5, 2014

Issued Date: 01/23/2015

Job Code & Description	Grade	Step	Hourly Rate
100210 ASSISTANT TO THE MAYOR I (U)	05C	MIN	20.11
	05C	MAX	27.65
120110 HUMAN RESOURCES CONSULTANT I (C) 160110 RESEARCH ANALYST I (C)	007	1: Start	22.60
	007	2: 6 month (1040)	23.40
	007	3: 1 year (2080)	24.23
	007	4: 2 year (4160)	25.26
	007	5: 3 year (6240)	26.39
	007	6: 4 year (8320)	27.54
	007	7: 5 year (10,400)	28.74
	007	8: 10 year (20,800)	29.51
	007	9: 15 year (31,200)	30.26
110210 FINANCIAL ANALYST (U) 110310 POLICY ANALYST (U)	010	MIN	24.79
	010	MAX	33.22
120111 HUMAN RESOURCES CONSULTANT II (C)	011	1: Start	25.41
	011	2: 6 month (1040)	26.31
	011	3: 1 year (2080)	27.23
	011	4: 2 year (4160)	28.42
	011	5: 3 year (6240)	29.67
	011	6: 4 year (8320)	31.01
	011	7: 5 year (10,400)	32.36
	011	8: 10 year (20,800)	33.17
	011	9: 15 year (31,200)	34.12
	012	MIN	26.66
	012	MAX	32.51
	12C	MIN	26.77
	12C	MAX	27.69

110012 MANAGEMENT ASSISTANT III (C)	013	1: Start	26.77
	013	2: 6 month (1040)	27.69
	013	3: 1 year (2080)	28.68
	013	4: 2 year (4160)	29.95
	013	5: 3 year (6240)	31.24
	013	6: 4 year (8320)	32.65
	013	7: 5 year (10,400)	34.15
	013	8: 10 year (20,800)	35.05
	013	9: 15 year (31,200)	35.95
120410 LABOR RELATIONS SPECIALIST I (C)	014	1: Start	27.47
	014	2: 6 month (1040)	28.42
	014	3: 1 year (2080)	29.43
	014	4: 2 year (4160)	30.73
	014	5: 3 year (6240)	32.12
	014	6: 4 year (8320)	33.53
	014	7: 5 year (10,400)	35.05
	014	8: 10 year (20,800)	35.99
	014	9: 15 year (31,200)	36.96
100211 ASSISTANT TO THE MAYOR II (U) 110401 LEGISLATIVE AIDE (U)	14C	MIN	27.65
	14C	MAX	34.61
120112 HUMAN RESOURCES CONSULTANT III	015	1: Start	27.78
	015	2: 6 month (1040)	28.77
	015	3: 1 year (2080)	29.77
	015	4: 2 year (4160)	31.07
	015	5: 3 year (6240)	32.47
	015	6: 4 year (8320)	33.92
	015	7: 5 year (10,400)	35.46
	015	8: 10 year (20,800)	36.45
	015	9: 15 year (31,200)	37.17

111701 ASSISTANT TO DEPARTMENT ADMINISTRATION (C)	016	1: Start	28.95
	016	2: 6 month (1040)	29.98
	016	3: 1 year (2080)	31.02
	016	4: 2 year (4160)	32.41
	016	5: 3 year (6240)	33.86
	016	6: 4 year (8320)	35.38
	016	7: 5 year (10,400)	36.99
	016	8: 10 year (20,800)	37.98
	016	9: 15 year (31,200)	38.99
110701 ADMINISTRATIVE ASSISTANT (U)	16C	MIN	28.95
	16C	MAX	38.99
	017	1: Start	29.72
	017	2: 6 month (1040)	30.76
	017	3: 1 year (2080)	31.86
	017	4: 2 year (4160)	33.26
	017	5: 3 year (6240)	34.74
	017	6: 4 year (8320)	36.34
	017	7: 5 year (10,400)	37.98
	017	8: 10 year (20,800)	39.05
	017	9: 15 year (31,200)	40.11
	018	1: Start	30.51
	018	2: 6 month (1040)	31.57
	018	3: 1 year (2080)	32.69
	018	4: 2 year (4160)	34.19
	018	5: 3 year (6240)	35.71
	018	6: 4 year (8320)	37.36
	018	7: 5 year (10,400)	39.05
	018	8: 10 year (20,800)	40.13
	018	9: 15 year (31,200)	41.15

320101 PAYROLL MANAGER (C)	18A	1: Start	30.38
	18A	2: 6 month (1040)	31.54
	18A	3: 1 year (2080)	32.63
	18A	4: 2 year (4160)	34.18
	18A	5: 3 year (6240)	35.75
	18A	6: 4 year (8320)	37.45
	18A	7: 5 year (10,400)	39.19
	18A	8: 10 year (20,800)	40.41
	18A	9: 15 year (31,200)	41.58
120411 LABOR RELATIONS SPECIALIST II (C)	019	1: Start	31.33
	019	2: 6 month (1040)	32.43
	019	3: 1 year (2080)	33.57
	019	4: 2 year (4160)	35.09
	019	5: 3 year (6240)	36.68
	019	6: 4 year (8320)	38.35
	019	7: 5 year (10,400)	40.13
	019	8: 10 year (20,800)	41.17
	019	9: 15 year (31,200)	42.31
100212 ASSISTANT TO THE MAYOR III (U)	19C	MIN	32.06
	19C	MAX	40.32
120113 HUMAN RESOURCES CONSULTANT IV (C)	020	1: Start	32.16
	020	2: 6 month (1040)	33.31
	020	3: 1 year (2080)	34.50
	020	4: 2 year (4160)	36.06
	020	5: 3 year (6240)	37.69
	020	6: 4 year (8320)	39.41
	020	7: 5 year (10,400)	41.21
	020	8: 10 year (20,800)	42.33
	020	9: 15 year (31,200)	43.48
110311 SENIOR POLICY ANALYST (U)	20C	MIN	32.16
	20C	MAX	43.48

	021	1: Start	33.00
	021	2: 6 month (1040)	34.21
	021	3: 1 year (2080)	35.42
	021	4: 2 year (4160)	37.03
	021	5: 3 year (6240)	38.72
	021	6: 4 year (8320)	40.51
	021	7: 5 year (10,400)	42.33
	021	8: 10 year (20,800)	43.50
	021	9: 15 year (31,200)	44.69
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	33.90
	022	2: 6 month (1040)	35.11
	022	3: 1 year (2080)	36.39
	022	4: 2 year (4160)	38.04
	022	5: 3 year (6240)	39.78
	022	6: 4 year (8320)	41.59
	022	7: 5 year (10,400)	43.50
	022	8: 10 year (20,800)	44.71
	022	9: 15 year (31,200)	45.92
111101 CITY CLERK (U)	22C	MIN	33.90
	22C	MAX	45.92
	023	MIN	34.83
	023	MAX	47.22
	024	1: Start	35.75
	024	2: 6 month (1040)	37.05
	024	3: 1 year (2080)	38.39
	024	4: 2 year (4160)	40.16
	024	5: 3 year (6240)	41.99
	024	6: 4 year (8320)	43.92
	024	7: 5 year (10,400)	45.97
	024	8: 10 year (20,800)	47.22
	024	9: 15 year (31,200)	48.48

100213 ASSISTANT TO THE MAYOR IV (U)	24C	MIN	36.60
	24C	MAX	46.48
111201 CITY COUNCIL CHIEF BUDGET ANALYST (U)	25	MIN	36.72
	25	MAX	49.86
120620 CLAIMS MANGER (C) 120130 HUMAN RESOURCES MANAGER (C) 360030 PROGRAM ADMINISTRATOR (C)	026	1: Start	37.75
	026	2: 6 month (1040)	39.10
	026	3: 1 year (2080)	40.57
	026	4: 2 year (4160)	42.36
	026	5: 3 year (6240)	44.36
	026	6: 4 year (8320)	46.41
	026	7: 5 year (10,400)	48.56
	026	8: 10 year (20,800)	49.91
	026	9: 15 year (31,200)	51.25
120420 LABOR RELATIONS MANAGER (U)	26C	MIN	37.75
	26C	MAX	51.25
	027	1: Start	38.75
	027	2: 6 month (1040)	40.18
	027	3: 1 year (2080)	41.65
	027	4: 2 year (4160)	43.57
	027	5: 3 year (6240)	45.57
	027	6: 4 year (8320)	47.69
	027	7: 5 year (10,400)	49.91
	027	8: 10 year (20,800)	51.28
	027	9: 15 year (31,200)	52.69
320030 BUDGET MANAGER	28	1: Start	39.83
	028	2: 6 month (1040)	41.28
	028	3: 1 year (2080)	42.80
	028	4: 2 year (4160)	44.78
	028	5: 3 year (6240)	46.87
	028	6: 4 year (8320)	48.99
	028	7: 5 year (10,400)	51.28
	028	8: 10 year (20,800)	52.75
	028	9: 15 year (31,200)	54.18

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)	28C	MIN	39.83
	28C	MAX	54.18
120630 RISK MANAGER (C)	029	1: Start	40.93
	029	2: 6 month (1040)	42.42
	029	3: 1 year (2080)	43.99
	029	4: 2 year (4160)	46.01
	029	5: 3 year (6240)	48.14
	029	6: 4 year (8320)	50.40
	029	7: 5 year (10,400)	52.75
	029	8: 10 year (20,800)	54.21
	029	9: 15 year (31,200)	55.70
100214 ASSISTANT TO THE MAYOR V (U) 105101 EMERGENCY MANAGEMENT DIRECTOR (U)	29C	MIN	40.93
	29C	MAX	55.70
101001 ASSISTANT FIRE CHIEF (U) 100801 DEPUTY DIRECTOR OF PARKS AND RECREATION (U)	030	MIN	42.05
	030	MAX	57.29
101101 ASSISTANT FIRE CHIEF - EMERGENCY MANAGEMENT DIRECTOR (U) 101501 DEPUTY DIRECTOR OF FINANCIAL SERVICES (U)	031	MIN	43.22
	031	MAX	58.89
	032	MIN	44.42
	032	MAX	60.54
100215 ASSISTANT TO THE MAYOR VI (U) 105201 DIRECTOR OF SAFETY AND INSPECTIONS (U)	033	MIN	45.64
	033	MAX	62.28
101301 ASSISTANT CHIEF OF POLICE (U)	034	MIN	46.68
	034	MAX	63.60
101901 ASST GENERAL MGR - SAINT PAUL REGIONAL WATER SERVICES (U) 410002 CITY ENGINEER (U) 105301 DIRECTOR OF HUMAN RIGHTS AND EQUAL ECONOMIC OPPORTUNITY (U) 105401 DIRECTOR OF TECHNOLOGY AND COMMUNICATIONS (U) 105501 HUMAN RESOURCES DIRECTOR (U) 105601 LIBRARY DIRECTOR (U)	035	MIN	46.91
	035	MAX	64.07
105701 PARKS AND RECREATION DIRECTOR (U)	036	MIN	48.23
	036	MAX	65.87

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	50.92
	037	MAX	69.66
106201 FIRE CHIEF (U)	038	MIN	52.38
	038	MAX	71.69
106301 CHIEF OF POLICE (U) 106401 CITY ATTORNEY (U)	039	MIN	53.83
	039	MAX	73.71
100101 EXECUTIVE ASSISTANT TO MAYOR (U)	040	MIN	55.45
	040	MAX	75.92

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)

2015 INSURANCE

Single: 100% of single rate selected

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

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.

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.

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.