SAINT PAUL SUPERVISORS ORGANIZATION
Effective April 5, 2014

Salary Information is listed by Salary Grade. Scroll down the schedule to find the desired Job Title. Salaries are listed in bi-weekly or hourly rates.

GRADE 001

	Start	1 - yr	2 - yr	3 - yr	4 - yr	5 - yr	10 - yr	15 - yr
	1	2	3	4	5	6	7	8
04/05/2014	1,556.29	1,668.92	1,740.77	1,818.55	1,902.48	1,985.01	2,046.61	2,119.53

GRADE 002

04/05/2014	1,597.36	1,713.44	1,788.11	1,869.02	1,951.52	2,041.47	2,101.68	2,179.66

GRADE 003

04/05/2014	1,639.85	1,757.37	1,836.94	1,917.89	2,006.43	2,096.44	2,159.72	2,236.83

GRADE 004

04/05/2014	1,682.77	1,804.81	1,884.41	1,971.30	2,061.30	2,154.34	2,216.19	2,296.45

GRADE 005

04/05/2014	1,730.00	1,852.22	1,939.04	2,024.53	2,116.07	2,210.70	2,277.49	2,360.58

GRADE 006
103B PARK FACILITY SUPERVISOR

04/05/2014	1,774.43	1,904.03	1,990.87	2,081.11	2,174.00	2,271.81	2,341.73	2,427.06

GRADE 007

04/05/2014	1,814.28	1,949.52	2,035.88	2,128.78	2,225.34	2,325.95	2,395.54	2,483.78

GRADE 008
358B IMPOUND LOT SUPERVISOR

04/05/2014	1,870.50	2,009.46	2,099.30	2,192.57	2,294.59	2,400.02	2,473.32	2,564.41

GRADE 009

04/05/2014	1,919.46	2,062.78	2,155.91	2,254.98	2,358.85	2,467.10	2,539.02	2,634.13

GRADE 010

371A BUILDING SUPERINTENDENT
226B CIRCULATION COORDINATOR
225B EVENTS COORDINATOR
310B HORTICULTURE SUPERVISOR
260A OFFICE MANAGER
494B PARKS SAFETY & SECURITY SUPERVISOR

	Start	1 - yr	2 - yr	3 - yr	4 - yr	5 - yr	10 - yr	15 - yr
	1	2	3	4	5	6	7	8
04/05/2014	1,974.27	2,116.07	2,213.91	2,316.06	2,422.97	2,532.68	2,611.05	2,709.72

GRADE 011

396A GOLF PRO/MANAGER
149B SUPERVISOR OF AQUATICS

04/05/2014	2,026.06	2,177.03	2,276.39	2,380.01	2,491.79	2,604.55	2,678.38	2,785.13

GRADE 012

439B OFFICE ADMINISTRATOR

04/05/2014	2,082.60	2,236.57	2,337.41	2,445.74	2,558.67	2,676.15	2,760.76	2,862.60

GRADE 013

307A BUSINESS ASSISTANCE PROGRAM SUPERVISOR
464B FACILITY/PROGRAM MANAGER

04/05/2014	2,139.01	2,297.76	2,403.40	2,511.40	2,628.98	2,753.90	2,835.78	2,939.99

GRADE 014

306B MARKETING AND PUBLIC RELATIONS MANAGER

04/05/2014	2,197.03	2,360.41	2,468.66	2,584.46	2,702.09	2,828.67	2,913.96	3,024.64

GRADE 015

428A ENGINEERING TECHNICIAN SUPERVISOR
622A ENGINEERING TECHNICIAN SUPERVISOR-WATER UTILITY
259 *PUBLIC WORKS TECHNICIAN IV

04/05/2014	2,258.06	2,426.04	2,535.89	2,654.74	2,776.87	2,906.71	2,997.96	3,111.42

GRADE 016

674 ADMINISTRATIVE ASSISTANT
245A ADMINISTRATIVE ASSISTANT (U)
503B PLAN REVIEW SUPERVISOR
471B URBAN FORESTER SUPERVISOR
120B VIDEO PRODUCTION SUPERVISOR

	Start	1 - yr	2 - yr	3 - yr	4 - yr	5 - yr	10 - yr	15 - yr
	1	2	3	4	5	6	7	8
04/05/2014	2,320.55	2,493.03	2,608.99	2,729.54	2,856.14	2,990.51	3,080.61	3,196.38

GRADE 017

364 *SENIOR PUBLIC HEALTH NURSE
912 SUPERVISOR OF TRAFFIC MAINTENANCE
446B WATER CONTROL SYSTEMS INFORMATION SUPERVISOR

04/05/2014	2,384.57	2,563.18	2,679.25	2,802.86	2,935.57	3,072.91	3,169.26	3,290.43

GRADE 018

433B COMMUNITY AND DIGITAL SERVICES MANAGER
290A CONTRACT COMPLIANCE SUPERVISOR
303B EDUCATION AND CONSERVATION CURATOR
258A ENVIRONMENTAL HEALTH PROGRAM SUPERVISOR
449A LIBRARIAN III-APPOINTED ON/AFTER 7/7/88
325A *MEDICAL TECHNOLOGIST SUPERVISOR
307B MUNICIPAL GARAGE SUPERVISOR I
472B PARK AND RECREATION PROGRAM SUPERVISOR
406B PRINT SERVICES OPERATIONS MANAGER

04/05/2014	2,450.19	2,632.04	2,756.96	2,883.60	3,020.98	3,161.35	3,259.53	3,378.65

GRADE 019

443B DESIGN SUPERVISOR
640A PLAN REVIEW COORDINATOR
385B *SOCIAL WORKER SUPERVISOR

04/05/2014	2,518.88	2,705.23	2,831.80	2,964.63	3,103.38	3,251.43	3,346.70	3,476.01

GRADE 020

601 ACCOUNTANT IV
273B ANIMAL CURATOR
337B CODE ENFORCEMENT SUPERVISOR
325B HORTICULTURE MANAGER
448A LIBRARIAN III-APPOINTED ON/BEFORE 7/7/88
347B NATURAL RESOURCES MANAGER
444B PUBLIC SERVICE MANAGER
458B REAL ESTATE SUPERVISOR
440B VEHICLE AND EQUIPMENT SERVICES SUPERVISOR

04/05/2014	2,587.55	2,782.92	2,912.61	3,048.37	3,191.88	3,341.37	3,443.13	3,575.01

GRADE 021

098 CHIEF SURVEYOR
428B REAL ESTATE AND ASSESSMENT SUPERVISOR

	Start	1 - yr	2 - yr	3 - yr	4 - yr	5 - yr	10 - yr	15 - yr
	1	2	3	4	5	6	7	8
04/05/2014	2,657.88	2,859.22	2,993.55	3,133.92	3,283.25	3,434.55	3,541.00	3,676.86

GRADE 022

04/05/2014	2,732.71	2,940.22	3,077.46	3,222.32	3,373.36	3,532.16	3,642.02	3,780.42

GRADE 023

496 ACCOUNTANT V
881 SUPERVISOR OF REHABILITATION
350A ZONING MANAGER

04/05/2014	2,810.40	3,024.03	3,164.35	3,312.35	3,471.09	3,632.93	3,747.62	3,890.06

GRADE 024

433A CABLE COMMUNICATIONS OFFICER
215B ENVIRONMENTAL HEALTH MANAGER
338B HOUSING AND CODE ENFORCEMENT MANAGER
355B IMPOUND LOT MANAGER
417B SENIOR LANDSCAPE ARCHITECT
674A *WIC PROGRAM MANAGER

04/05/2014	2,886.67	3,106.40	3,254.40	3,406.95	3,567.43	3,738.27	3,851.55	3,996.52

GRADE 24T

713A IS SYSTEMS CONSULTANT IV

	Start	1 - yr	1.5 - yr	2 - yr	2.5 - yr	3 - yr	3.5 - yr	4 - yr	4.5 - yr
	1	2	3	4	5	6	7	8	9
04/05/2014	2,886.67	3,106.40	3,180.39	3,254.40	3,330.67	3,406.95	3,487.20	3,567.43	3,652.85

	5 - yr	10 - yr	15 - yr
	10	11	12
04/05/2014	3,738.27	3,851.55	3,996.52

GRADE 025

406 CIVIL ENGINEER IV
405B CIVIL ENGINEER IV-SPRWS
333B INFORMATION SERVICES MANAGER-SPRWS
625A LIBRARY FACILITIES MANAGER
308B MUNICIPAL GARAGE SUPERVISOR II
275A REAL ESTATE MANAGER
621A WATER QUALITY SUPERVISOR

	Start	1 - yr	2 - yr	3 - yr	4 - yr	5 - yr	10 - yr	15 - yr
	1	2	3	4	5	6	7	8
04/05/2014	2,967.69	3,196.46	3,345.89	3,501.77	3,668.03	3,841.96	3,963.18	4,112.48

GRADE 026

465B FORENSIC LAB MANAGER
954 *HEALTH ADMINISTRATION MANAGER
575A POLICE RESEARCH AND GRANTS MANAGER
878 PRINCIPAL DESIGNER
100A PROGRAM ADMINISTRATOR
442B REAL ESTATE AND ASSESSMENT MANAGER
288B TECHNOLOGY MANAGER

04/05/2014	3,053.01	3,287.88	3,437.69	3,603.82	3,774.72	3,953.30	4,076.25	4,229.90

GRADE 027

400B CITY PLANNING ADMINISTRATOR

04/05/2014	3,136.95	3,378.00	3,538.25	3,704.60	3,881.58	4,066.08	4,191.14	4,351.94

GRADE 028

407B ADMINISTRATION MANAGER
300B DEPUTY DIRECTOR OF LIEP FOR LICENSES, PERMITS, AND CUSTOMER SERVICE
269B PARKS AND RECREATION DESIGN MANAGER
287A PARKS AND RECREATION MANAGER

04/05/2014	3,226.91	3,474.16	3,638.97	3,812.87	3,989.92	4,180.68	4,313.37	4,477.08

GRADE 029

04/05/2014	3,318.37	3,573.26	3,741.33	3,918.34	4,107.31	4,302.59	4,435.68	4,605.27

GRADE 030

143A ASSISTANT CITY ENGINEER
259B BUSINESS DIVISION MANAGER-SAINT PAUL REGIONAL WATER SERVICES
638A CITY BUILDING OFFICIAL
506B DEPUTY DIRECTOR OF TECHNOLOGY AND COMMUNICATIONS
257B DISTRIBUTION DIVISION MANAGER-SPRWS
497B ENGINEERING DIVISION MANAGER-SAINT PAUL REGIONAL WATER SERVICES
393B EXECUTIVE SERVICES MANAGER
258B PRODUCTION DIVISION MANAGER-SPRWS
914 TREASURY MANAGER

	Start	1 - yr	2 - yr	3 - yr	4 - yr	5 - yr	10 - yr	15 - yr
	1	2	3	4	5	6	7	8
04/05/2014	3,411.61	3,675.49	3,848.10	4,029.61	4,223.53	4,424.72	4,559.68	4,739.53

GRADE 031

384B PLANNING AND ECONOMIC DEVELOPMENT MANAGER (U)

04/05/2014	3,509.24	3,779.29	3,959.27	4,147.11	4,343.88	4,551.45	4,694.40	4,874.15

GRADE 032

04/05/2014	3,608.48	3,884.74	4,072.18	4,266.06	4,470.56	4,682.69	4,830.67	5,013.22

GRADE 033

145A ASSOCIATE CITY ENGINEER
230B CHIEF ENGINEER-SAINT PAUL REGIONAL WATER SERVICES

04/05/2014	3,710.74	3,995.94	4,188.35	4,388.18	4,600.02	4,818.64	4,969.64	5,160.06

GRADE 034

315B SUPERVISING ATTORNEY (U)

04/05/2014	3,815.99	4,110.44	4,308.76	4,514.78	4,729.95	4,957.24	5,112.09	5,311.33

GRADE 035

737 DEPUTY CITY ATTORNEY (U)

04/05/2014	3,925.82	4,229.50	4,433.90	4,642.96	4,865.83	5,099.34	5,261.77	5,462.90

GRADE 039

042 *DIRECTOR OF MEDICAL SERVICES (APPOINTED PRIOR TO 1/1/90)

04/05/2014	4,392.81	4,736.17	4,963.39	5,201.46	5,454.76	5,717.17	5,896.31	6,124.14

BENEFITS:

VACATION

Effective January 1, 2009, in each IRS payroll reporting 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) B
After 8 years thru 15 years	22 days (.0847) F
After 15 years	26 days (.1000) H

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 plan (PEHP) 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 .0539 of a working hour for each full hour on the payroll, excluding overtime. Fourteen (14) days per year.

FLOATING HOLIDAYS

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

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 have paid hours on the payroll for that pay period. The amount of holiday time earned shall be based upon the number of non-holiday hours paid to the employee during that pay period (see proration charts in Salary Plan and Rates of Compensation). Non-holiday hours paid includes hours actually worked, vacation time, compensatory time, paid leave and sick 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

Any employee who has accumulated sick leave credits may be granted one day of such leave to attend the funeral of the employee's grandparent or grandchild.

SEVERANCE PAY

$12,500 15 years of consecutive service at the time of separation.*
80 days of sick leave credits at the time of separation.

* 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.

2014 HEALTH INSURANCE

Single: The Employer will contribute $394.05 - $553.26 per month for the 2014 single insurance contribution depending on the employee's plan choice.

The City will contribute $75 each month into a VEBA/HRA for full-time employees choosing the SINGLE Open Access Deductible plan. Enrollment is automatic. Three-quarter and half-time employees will receive pro-rated contributions.

Family: The Employer will contribute $749.18 - $$1,312.98 per month for the 2014 family insurance contribution depending on the employee's plan choice.

The City will contribute $35 each month into a VEBA/HRA for full-time employees choosing the FAMILY Open Access Deductible plan. Enrollment is automatic. Three-quarter and half-time employees will receive pro-rated contributions.

POST EMPLOYMENT HEALTH PLAN (PEHP)

Effective January 1, 2008, employees are eligible for a Post Employment Health Plan (PEHP) contribution by the Employer of three hundred and fifty dollars ($350.00). To be paid by April 1 of the following year. (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 days, he may convert any part of such excess to vacation at the rate of one-half day's vacation for each day of sick leave credit. No employee may convert more than ten (10) days of sick leave in each IRS payroll reporting year under this provision.

An employee, with the approval of the employee's department head, may convert another ten (10) days of accumulated sick leave credit in excess of one hundred eighty (180) days to vacation at a rate of one-half (1/2) day of vacation for one (1) day of sick leave credit.

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.

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. 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.

14.6(1) Invoking the use of 14.4 or 14.5 above at any time within the IRS payroll reporting year will prohibit the use of 14.6 above.

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.

RECALL FROM LAYOFF

Two years

LIFE INSURANCE

$50,000 for each eligible employee.

SAFETY SHOES

Effective January 1, 2009, 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. Employees shall have until December 31, 2009, to spend any outstanding balance accrued prior to January 1, 2009. After December 31, 2009, all existing balances shall be eliminated.