



# CITY OF SAINT PAUL

## ALASKA

### RESOLUTION 20-18

#### A RESOLUTION APPROVING THE CITY OF SAINT PAUL WAGE SCALE

WHEREAS, the City Personnel Policy Number 02.06 – Wage and Salary Scale, Section B.1. states the City Manager shall develop a Wage and Salary Scale for each position within the City; and,

WHEREAS, City Personnel Policy Number 02.06 – Wage and Salary Scale, Section B.2. states the City Council shall approve Wage and Salary Scale developed by the City Manager; and,

NOW THEREFORE BE IT RESOLVED THAT the Council of the City of Saint Paul by this resolution approves the attached City Wage Scale.

PASSED AND ADOPTED BY APPROVAL OF THE COUNCIL OF THE CITY OF SAINT PAUL  
THIS \_\_\_\_\_ DAY OF \_\_\_\_\_, 2020 BY \_\_\_ IN FAVOR \_\_\_ OPPOSED  
AND \_\_\_ ABSTAIN.

ATTEST:

\_\_\_\_\_  
Monique Baker, City Clerk

\_\_\_\_\_  
Jacob N. Merculief, Mayor



# CITY OF SAINT PAUL WAGE AND SALARY SCALE

*Proposed November 19, 2020. Adjusted for 2.0% COLA for 2021.*

<b>Step A</b> - This is the entry level for the given profile, meaning the employee fulfills the minimum requirements for the job.						
<b>Step B</b> - The employee has the experience and knowledge to master most of the duties related to the job in an independent manner.						
<b>Step C</b> - The employee is highly experienced and their level of productivity exceeds the job requirements.						
<b>Step D</b> - The employee is continuously producing results that are well above the requirements of the job.						
<b>Job Level 1</b> - The employee is in the development phase because they are still learning their job or are moving to the maturity phase because they are mastering their job						
<b>Job Level 2</b> - The employee is in the leadership phase because they have demonstrated superior leadership skills and a strong commitment to the City or have moved or are in the maturity phase because they are mastering their job.						
Range of Spread			1.50	50%		
COLA			1.02	2%		
Profile	Clerical		Steps			
Range	Job Title	Job Level	A	B	C	D
C-1	Adminstrative Assistant	1	\$ 16.60	\$ 18.25	\$ 19.91	\$ 20.74
C-2	Adminstrative Assistant	2	\$ 21.57	\$ 22.40	\$ 23.23	\$ 24.89
C-1	Accounting Clerk	1	\$ 16.60	\$ 18.25	\$ 19.91	\$ 20.74
C-2	Accounting Clerk	2	\$ 21.57	\$ 22.40	\$ 23.23	\$ 24.89
Profile	Labor		Steps			
Range	Job Title	Job Level	A	B	C	D
L-1	Custodian	1	\$ 16.60	\$ 18.25	\$ 19.91	\$ 20.74
L-2	Laborer	1	\$ 16.60	\$ 18.25	\$ 19.91	\$ 20.74
Profile	Technical		Steps			
Range	Job Title	Job Level	A	B	C	D
T-1	Bulk Fuel Operator	1	\$ 19.74	\$ 21.71	\$ 23.68	\$ 24.67
T-2	Bulk Fuel Operator	2	\$ 25.66	\$ 26.64	\$ 27.63	\$ 29.61
T-1	Equipment Operator	1	\$ 19.74	\$ 21.71	\$ 23.68	\$ 24.67
T-2	Equipment Operator	2	\$ 25.66	\$ 26.64	\$ 27.63	\$ 29.61
T-1	Facilities Maintenance Worker	1	\$ 19.74	\$ 21.71	\$ 23.68	\$ 24.67
T-2	Facilities Maintenance Worker	2	\$ 25.66	\$ 26.64	\$ 27.63	\$ 29.61
T-1	Landfill Operator	1	\$ 19.74	\$ 21.71	\$ 23.68	\$ 24.67
T-2	Landfill Operator	2	\$ 25.66	\$ 26.64	\$ 27.63	\$ 29.61
T-1	Mechanic	1	\$ 19.74	\$ 21.71	\$ 23.68	\$ 24.67
T-2	Mechanic	2	\$ 25.66	\$ 26.64	\$ 27.63	\$ 29.61
T-1	Power Plant Operator	1	\$ 19.74	\$ 21.71	\$ 23.68	\$ 24.67
T-2	Power Plant Operator	2	\$ 25.66	\$ 26.64	\$ 27.63	\$ 29.61

Profile	Technical		Steps			
Range	Job Title	Job Level	A	B	C	D
T-1	Project/Grant Specialist	1	\$ 19.74	\$ 21.71	\$ 23.68	\$ 24.67
T-2	Project/Grant Specialist	2	\$ 25.66	\$ 26.64	\$ 27.63	\$ 29.61
T-1	Water/Waste Water Operator	1	\$ 19.74	\$ 21.71	\$ 23.68	\$ 24.67
T-2	Water/Waste Water Operator	2	\$ 25.66	\$ 26.64	\$ 27.63	\$ 29.61
T-3	Electrician	1	\$ 23.28	\$ 25.60	\$ 27.93	\$ 29.10
T-4	Electrician	2	\$ 30.26	\$ 31.42	\$ 32.59	\$ 34.91
Profile	Public Safety		Steps			
Range	Job Title	Job Level	A	B	C	D
PS-1	Ambulance Driver	1	\$ 20.08	\$ -	\$ -	\$ -
PS-2	Dispatcher	1	\$ 16.60	\$ 18.25	\$ 19.91	\$ 20.74
PS-3	Dispatcher	2	\$ 21.57	\$ 22.40	\$ 23.23	\$ 24.89
PS-4	Habor Officer	1	\$ 19.74	\$ 21.71	\$ 23.68	\$ 24.67
PS-5	Habor Officer	2	\$ 25.66	\$ 26.64	\$ 27.63	\$ 29.61
PS-6	Emergency Trauma Technician	1	\$ 25.08	\$ -	\$ -	\$ -
PS-7	Emergency Medical Technician	1	\$ 29.79	\$ 32.77	\$ 35.75	\$ 37.24
PS-8	Emergency Medical Technician	2	\$ 38.73	\$ 40.22	\$ 41.71	\$ 44.69
PS-9	Emgergency Management/Services Coordinator	1	\$ 30.83	\$ 33.91	\$ 37.00	\$ 38.54
PS-10	Emgergency Management/Services Coordinator	2	\$ 40.08	\$ 41.62	\$ 43.16	\$ 46.25
PS-11	Police Officer	1	\$ 32.76	\$ 36.04	\$ 39.31	\$ 40.95
PS-12	Police Officer	2	\$ 42.59	\$ 44.23	\$ 45.87	\$ 49.14
Profile	Supervisors		Steps			
Range	Job Title	Job Level	A	B	C	D
S-1	Accounting Supervisor	1	\$ 36.01	\$ 39.61	\$ 43.21	\$ 46.81
	Dispatch Supervisor	1	\$ 36.01	\$ 39.61	\$ 43.21	\$ 46.81
	Emergency Services Supervisor	1	\$ 36.01	\$ 39.61	\$ 43.21	\$ 46.81
	Facilities Maintenance Supervisor	1	\$ 36.01	\$ 39.61	\$ 43.21	\$ 46.81
	Landfill Supervisor	1	\$ 36.01	\$ 39.61	\$ 43.21	\$ 46.81
	Harbormaster	1	\$ 36.01	\$ 39.61	\$ 43.21	\$ 46.81
	Motor Pool Supervisor	1	\$ 36.01	\$ 39.61	\$ 43.21	\$ 46.81
	Power Plant Supervisor	1	\$ 36.01	\$ 39.61	\$ 43.21	\$ 46.81
	Water/Wastewater Supervisor	1	\$ 36.01	\$ 39.61	\$ 43.21	\$ 46.81
S-2	Police Corporal	1	\$ 38.89	\$ 42.78	\$ 46.67	\$ 50.56

Profile	Managers		Steps			
Range	Job Title	Job Level	A	B	C	D
M-1	Bulk Fuel Utility Manager	1	\$ 40.13	\$ 44.14	\$ 48.15	\$ 52.16
	Electric Utility Manager	1	\$ 40.13	\$ 44.14	\$ 48.15	\$ 52.16
	Emergency Services Manager	1	\$ 40.13	\$ 44.14	\$ 48.15	\$ 52.16
	Finance Department Manager	1	\$ 40.13	\$ 44.14	\$ 48.15	\$ 52.16
	Maintenance/Operations Division Manager	1	\$ 40.13	\$ 44.14	\$ 48.15	\$ 52.16
	Motor Pool Division Manager	1	\$ 40.13	\$ 44.14	\$ 48.15	\$ 52.16
	Project/Grant Manager	1	\$ 40.13	\$ 44.14	\$ 48.15	\$ 52.16
	Refuse Utility Manager	1	\$ 40.13	\$ 44.14	\$ 48.15	\$ 52.16
	Police Sergeant	1	\$ 40.13	\$ 44.14	\$ 48.15	\$ 52.16
	Water/Wastewater Utility Manager	1	\$ 40.13	\$ 44.14	\$ 48.15	\$ 52.16
Profile	Directors		Steps			
Range	Job Title	Job Level	A	B	C	D
D-1	Assistant Chief of Police	1	\$ 42.13	\$ 46.35	\$ 50.56	\$ 54.77
D-1	Assistant Finance Director	1	\$ 42.13	\$ 46.35	\$ 50.56	\$ 54.77
D-1	Assistant Public Safety Director	1	\$ 42.13	\$ 46.35	\$ 50.56	\$ 54.77
D-1	Assistant Public Works Director	1	\$ 42.13	\$ 46.35	\$ 50.56	\$ 54.77
D-3	Chief of Police	1	\$ 44.24	\$ 48.66	\$ 53.09	\$ 55.30
D-4	Chief of Police	2	\$ 57.51	\$ 59.72	\$ 61.94	\$ 66.36
D-3	City Clerk	1	\$ 44.24	\$ 48.66	\$ 53.09	\$ 55.30
D-4	City Clerk	2	\$ 57.51	\$ 59.72	\$ 61.94	\$ 66.36
D-3	Finance Director	1	\$ 44.24	\$ 48.66	\$ 53.09	\$ 55.30
D-4	Finance Director	2	\$ 57.51	\$ 59.72	\$ 61.94	\$ 66.36
D-3	Public Safety Director	1	\$ 44.24	\$ 48.66	\$ 69.01	\$ 55.30
D-4	Public Safety Director	2	\$ 57.51	\$ 59.72	\$ 61.94	\$ 66.36
D-3	Public Works Director	1	\$ 44.24	\$ 48.66	\$ 53.09	\$ 55.30
D-4	Public Works Director	2	\$ 57.51	\$ 59.72	\$ 61.94	\$ 66.36
Profile	City Manager		Steps			
Range	Job Title	Job Level	A	B	C	D
CM-1	City Manager I	I	\$ 49.88	\$ 54.87	\$ 59.85	\$ 62.35
CM-2	City Manager II	2	\$ 64.84	\$ 74.07	\$ 83.80	\$ 93.52