



CITY OF SAINT PAUL WAGE AND SALARY SCALE

Step A - This is the entry level for the given profile, meaning the employee fulfills the minimum requirements for the job.						
Step B - The employee has the experience and knowledge to master most of the duties related to the job in an independent manner.						
Step C - The employee is highly experienced and their level of productivity exceeds the job requirements.						
Step D - The employee is continuously producing results that are well above the requirements of the job.						
Job Level 1 - 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						
Job Level 2 - 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		1.032	3.2%			
Profile	Clerical		Steps			
Range	Job Title	Job Level	A	B	C	D
C-1	Administrative Assistant	1	\$ 19.31	\$ 21.24	\$ 23.17	\$ 24.14
C-2	Administrative Assistant	2	\$ 25.10	\$ 26.07	\$ 27.03	\$ 28.96
C-1	Accounting Clerk	1	\$ 19.31	\$ 21.24	\$ 23.17	\$ 24.14
C-2	Accounting Clerk	2	\$ 25.10	\$ 26.07	\$ 27.03	\$ 28.96
Profile	Labor		Steps			
Range	Job Title	Job Level	A	B	C	D
L-1	Custodian	1	\$ 19.31	\$ 21.24	\$ 23.17	\$ 24.14
L-2	Laborer	1	\$ 19.31	\$ 21.24	\$ 23.17	\$ 24.14
Profile	Parks and Recreation		Steps			
Range	Job Title	Job Level	A	B	C	D
PR-1	Parks and Recreation Worker	1	\$ 19.31	\$ 21.24	\$ 23.17	\$ 24.14
PR-2	Parks and Recreation Worker	2	\$ 25.10	\$ 26.07	\$ 27.03	\$ 28.96
PR-3	Parks and Recreation Coordinator	1	\$ 27.08	\$ 29.79	\$ 32.50	\$ 33.85
PR-4	Parks and Recreation Coordinator	2	\$ 35.20	\$ 36.56	\$ 37.91	\$ 40.62
Profile	Technical		Steps			
Range	Job Title	Job Level	A	B	C	D
T-1	Bulk Fuel Operator	1	\$ 22.96	\$ 25.26	\$ 27.55	\$ 28.70
T-2	Bulk Fuel Operator	2	\$ 29.85	\$ 31.00	\$ 32.15	\$ 34.44
T-1	Equipment Operator	1	\$ 22.96	\$ 25.26	\$ 27.55	\$ 28.70
T-2	Equipment Operator	2	\$ 29.85	\$ 31.00	\$ 32.15	\$ 34.44
T-1	Facilities Maintenance Worker	1	\$ 22.96	\$ 25.26	\$ 27.55	\$ 28.70
T-2	Facilities Maintenance Worker	2	\$ 29.85	\$ 31.00	\$ 32.15	\$ 34.44
T-1	Landfill Operator	1	\$ 22.96	\$ 25.26	\$ 27.55	\$ 28.70

T-2	Landfill Operator	2	\$ 29.85	\$ 31.00	\$ 32.15	\$ 34.44
T-1	Mechanic	1	\$ 22.96	\$ 25.26	\$ 27.55	\$ 28.70
T-2	Mechanic	2	\$ 29.85	\$ 31.00	\$ 32.15	\$ 34.44
T-1	Power Plant Operator	1	\$ 22.96	\$ 25.26	\$ 27.55	\$ 28.70
T-2	Power Plant Operator	2	\$ 29.85	\$ 31.00	\$ 32.15	\$ 34.44

Profile	Technical		Steps			
Range	Job Title	Job Level	A	B	C	D
T-1	Project/Grant Specialist	1	\$ 22.96	\$ 25.26	\$ 27.55	\$ 28.70
T-2	Project/Grant Specialist	2	\$ 29.85	\$ 31.00	\$ 32.15	\$ 34.44
T-3	Grant Coordinator	1	\$ 27.08	\$ 29.79	\$ 32.50	\$ 33.85
T-4	Grant Coordinator	2	\$ 35.20	\$ 36.56	\$ 37.91	\$ 40.62
T-1	Water/Waste Water Operator	1	\$ 22.96	\$ 25.26	\$ 27.55	\$ 28.70
T-2	Water/Waste Water Operator	2	\$ 29.85	\$ 31.00	\$ 32.15	\$ 34.44
T-3	Electrician	1	\$ 27.08	\$ 29.79	\$ 32.50	\$ 33.85
T-4	Electrician	2	\$ 35.20	\$ 36.56	\$ 37.91	\$ 40.62
Profile	Public Safety		Steps			
Range	Job Title	Job Level	A	B	C	D
PS-1	Ambulance Driver	1	\$ 22.96	\$ -	\$ -	\$ -
PS-2	Dispatcher	1	\$ 22.96	\$ 25.26	\$ 27.55	\$ 28.70
PS-3	Dispatcher	2	\$ 29.85	\$ 31.00	\$ 32.15	\$ 34.44
PS-4	Habor Officer	1	\$ 22.96	\$ 25.26	\$ 27.55	\$ 28.70
PS-5	Habor Officer	2	\$ 29.85	\$ 31.00	\$ 32.15	\$ 34.44
PS-6	Emergency Trauma Technician	1	\$ 25.88	\$ -	\$ -	\$ -
PS-7	Emergency Medical Technician	1	\$ 30.74	\$ 33.82	\$ 36.89	\$ 38.43
PS-8	Emergency Medical Technician	2	\$ 39.97	\$ 41.50	\$ 43.04	\$ 44.58
PS-9	Emergency Medical Technician	3	\$ 46.11	\$ 47.65	\$ 49.19	\$ 50.73
PS-10	Paramedic	1	\$ 52.26	\$ 53.80	\$ 55.34	\$ 56.88
PS-11	Police Officer	1	\$ 33.15	\$ 36.46	\$ 39.78	\$ 41.43
PS-12	Police Officer	2	\$ 43.09	\$ 44.75	\$ 46.41	\$ 49.72
Profile	Supervisors		Steps			
Range	Job Title	Job Level	A	B	C	D
S-1	Accounting Supervisor	1	\$ 41.90	\$ 46.09	\$ 50.28	\$ 54.47
	Dispatch Supervisor	1	\$ 41.90	\$ 46.09	\$ 50.28	\$ 54.47
	Emergency Services Supervisor	1	\$ 41.90	\$ 46.09	\$ 50.28	\$ 54.47
	Facilities Maintenance Supervisor	1	\$ 41.90	\$ 46.09	\$ 50.28	\$ 54.47
	Landfill Supervisor	1	\$ 41.90	\$ 46.09	\$ 50.28	\$ 54.47
	Harbormaster	1	\$ 41.90	\$ 46.09	\$ 50.28	\$ 54.47
	Motor Pool Supervisor	1	\$ 41.90	\$ 46.09	\$ 50.28	\$ 54.47
	Parks and Recreation Supervisor	1	\$ 41.90	\$ 46.09	\$ 50.28	\$ 54.47
	Power Plant Supervisor	1	\$ 41.90	\$ 46.09	\$ 50.28	\$ 54.47
	Water/Wastewater Supervisor	1	\$ 41.90	\$ 46.09	\$ 50.28	\$ 54.47
S-2	Police Corporal	2	\$ 45.25	\$ 49.78	\$ 54.30	\$ 58.83
S-2	Emergency Services Supervisor	2	\$ 45.25	\$ 49.78	\$ 54.30	\$ 58.83

Profile	Managers		Steps			
Range	Job Title	Job Level	A	B	C	D
M-1	Bulk Fuel Utility Manager	1	\$ 46.69	\$ 51.36	\$ 56.03	\$ 60.69
	Electric Utility Manager	1	\$ 46.69	\$ 51.36	\$ 56.03	\$ 60.69
	Emergency Manager	1	\$ 46.69	\$ 51.36	\$ 56.03	\$ 60.69
	Finance Department Manager	1	\$ 46.69	\$ 51.36	\$ 56.03	\$ 60.69
	Maintenance/Operations Division Manager	1	\$ 46.69	\$ 51.36	\$ 56.03	\$ 60.69
	Motor Pool Division Manager	1	\$ 46.69	\$ 51.36	\$ 56.03	\$ 60.69
	Project/Grant Manager	1	\$ 46.69	\$ 51.36	\$ 56.03	\$ 60.69
	Refuse Utility Manager	1	\$ 46.69	\$ 51.36	\$ 56.03	\$ 60.69
	Parks and Recreation Manager	1	\$ 46.69	\$ 51.36	\$ 56.03	\$ 60.69
	Police Sergeant	1	\$ 46.69	\$ 51.36	\$ 56.03	\$ 60.69
Water/Wastewater Utility Manager	1	\$ 46.69	\$ 51.36	\$ 56.03	\$ 60.69	
Profile	Directors		Steps			
Range	Job Title	Job Level	A	B	C	D
D-1	Assistant City Clerk	1	\$ 49.02	\$ 53.92	\$ 58.82	\$ 63.73
D-1	Assistant Chief of Police	1	\$ 49.02	\$ 53.92	\$ 58.82	\$ 63.73
D-1	Assistant Finance Director	1	\$ 49.02	\$ 53.92	\$ 58.82	\$ 63.73
D-1	Assistant Parks and Recreation Director	1	\$ 49.02	\$ 53.92	\$ 58.82	\$ 63.73
D-1	Assistant Public Safety Director	1	\$ 49.02	\$ 53.92	\$ 58.82	\$ 63.73
D-1	Assistant Public Works Director	1	\$ 49.02	\$ 53.92	\$ 58.82	\$ 63.73
D-3	Chief of Police	1	\$ 51.48	\$ 56.62	\$ 61.77	\$ 64.35
D-4	Chief of Police	2	\$ 66.92	\$ 69.49	\$ 72.07	\$ 77.21
D-3	City Clerk	1	\$ 51.48	\$ 56.62	\$ 61.77	\$ 64.35
D-4	City Clerk	2	\$ 66.92	\$ 69.49	\$ 72.07	\$ 77.21
D-3	Finance Director	1	\$ 51.48	\$ 56.62	\$ 61.77	\$ 64.35
D-4	Finance Director	2	\$ 66.92	\$ 69.49	\$ 72.07	\$ 77.21
D-3	Parks and Recreation Director	1	\$ 51.48	\$ 56.62	\$ 61.77	\$ 64.35
D-4	Parks and Recreation Director	2	\$ 66.92	\$ 69.49	\$ 72.07	\$ 77.21
D-3	Public Safety Director	1	\$ 51.48	\$ 56.62	\$ 61.77	\$ 64.35
D-4	Public Safety Director	2	\$ 66.92	\$ 69.49	\$ 72.07	\$ 77.21
D-3	Public Works Director	1	\$ 51.48	\$ 56.62	\$ 61.77	\$ 64.35
D-4	Public Works Director	2	\$ 66.92	\$ 69.49	\$ 72.07	\$ 77.21
Profile	City Manager		Steps			
Range	Job Title	Job Level	A	B	C	D
CM-1	City Manager I	1	\$ 58.04	\$ 63.84	\$ 69.65	\$ 72.55
CM-2	City Manager II	2	\$ 75.45	\$ 86.19	\$ 97.51	\$ 108.82