



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		1.025	2.5%			
Profile	Clerical		Steps			
Range	Job Title	Job Level	A	B	C	D
C-1	Administrative Assistant	1	\$ 19.79	\$ 21.77	\$ 23.75	\$ 24.74
C-2	Administrative Assistant	2	\$ 25.73	\$ 26.72	\$ 27.71	\$ 29.69
C-1	Accounting Clerk	1	\$ 19.79	\$ 21.77	\$ 23.75	\$ 24.74
C-2	Accounting Clerk	2	\$ 25.73	\$ 26.72	\$ 27.71	\$ 29.69
Profile	Labor		Steps			
Range	Job Title	Job Level	A	B	C	D
L-1	Custodian	1	\$ 19.79	\$ 21.77	\$ 23.75	\$ 24.74
L-2	Laborer	1	\$ 19.79	\$ 21.77	\$ 23.75	\$ 24.74
Profile	Parks and Recreation		Steps			
Range	Job Title	Job Level	A	B	C	D
PR-1	Parks and Recreation Worker	1	\$ 19.79	\$ 21.77	\$ 23.75	\$ 24.74
PR-2	Parks and Recreation Worker	2	\$ 25.73	\$ 26.72	\$ 27.71	\$ 29.69
PR-3	Parks and Recreation Coordinator	1	\$ 27.27	\$ 29.99	\$ 32.72	\$ 34.08
PR-4	Parks and Recreation Coordinator	2	\$ 35.44	\$ 36.81	\$ 38.17	\$ 40.90
Profile	Technical		Steps			
Range	Job Title	Job Level	A	B	C	D
T-1	Bulk Fuel Operator	1	\$ 23.53	\$ 25.89	\$ 28.24	\$ 29.42
T-2	Bulk Fuel Operator	2	\$ 30.59	\$ 31.77	\$ 32.95	\$ 35.30
T-1	Equipment Operator	1	\$ 23.53	\$ 25.89	\$ 28.24	\$ 29.42
T-2	Equipment Operator	2	\$ 30.59	\$ 31.77	\$ 32.95	\$ 35.30
T-1	Facilities Maintenance Worker	1	\$ 23.53	\$ 25.89	\$ 28.24	\$ 29.42
T-2	Facilities Maintenance Worker	2	\$ 30.59	\$ 31.77	\$ 32.95	\$ 35.30
T-1	Landfill Operator	1	\$ 23.53	\$ 25.89	\$ 28.24	\$ 29.42
T-2	Landfill Operator	2	\$ 30.59	\$ 31.77	\$ 32.95	\$ 35.30
T-1	Mechanic	1	\$ 23.53	\$ 25.89	\$ 28.24	\$ 29.42

T-2	Mechanic	2	\$ 30.59	\$ 31.77	\$ 32.95	\$ 35.30
T-1	Power Plant Operator	1	\$ 23.53	\$ 25.89	\$ 28.24	\$ 29.42
T-2	Power Plant Operator	2	\$ 30.59	\$ 31.77	\$ 32.95	\$ 35.30

Profile	Technical		Steps			
Range	Job Title	Job Level	A	B	C	D
T-1	Project/Grant Specialist	1	\$ 23.53	\$ 25.89	\$ 28.24	\$ 29.42
T-2	Project/Grant Specialist	2	\$ 30.59	\$ 31.77	\$ 32.95	\$ 35.30
T-3	Grant Coordinator	1	\$ 27.76	\$ 30.53	\$ 33.31	\$ 34.70
T-4	Grant Coordinator	2	\$ 36.08	\$ 37.47	\$ 38.86	\$ 41.64
T-1	Water/Waste Water Operator	1	\$ 23.53	\$ 25.89	\$ 28.24	\$ 29.42
T-2	Water/Waste Water Operator	2	\$ 30.59	\$ 31.77	\$ 32.95	\$ 35.30
T-3	Electrician	1	\$ 26.90	\$ 29.59	\$ 32.28	\$ 33.62
T-4	Electrician	2	\$ 34.96	\$ 36.31	\$ 37.65	\$ 40.34

Profile	Public Safety		Steps			
Range	Job Title	Job Level	A	B	C	D
PS-1	Ambulance Driver	1	\$ 23.53	\$ -	\$ -	\$ -
PS-2	Dispatcher	1	\$ 23.53	\$ 25.89	\$ 28.24	\$ 29.42
PS-3	Dispatcher	2	\$ 30.59	\$ 31.77	\$ 32.95	\$ 35.30
PS-4	Habor Officer	1	\$ 23.53	\$ 25.89	\$ 28.24	\$ 29.42
PS-5	Habor Officer	2	\$ 30.59	\$ 31.77	\$ 32.95	\$ 35.30
PS-6	Emergency Trauma Technician	1	\$ 26.53	\$ -	\$ -	\$ -
PS-7	Emergency Medical Technician	1	\$ 31.51	\$ 34.66	\$ 37.81	\$ 39.39
PS-8	Emergency Medical Technician	2	\$ 40.96	\$ 42.54	\$ 44.11	\$ 45.69
PS-9	Emergency Medical Technician	3	\$ 47.26	\$ 48.84	\$ 50.41	\$ 51.99
PS-10	Paramedic	1	\$ 53.56	\$ 55.14	\$ 56.72	\$ 58.29
PS-11	Police Officer	1	\$ 33.98	\$ 37.38	\$ 40.77	\$ 42.47
PS-12	Police Officer	2	\$ 44.17	\$ 45.87	\$ 47.57	\$ 50.97

Profile	Supervisors		Steps			
Range	Job Title	Job Level	A	B	C	D
S-1	Accounting Supervisor	1	\$ 42.95	\$ 47.24	\$ 51.54	\$ 55.83
	Dispatch Supervisor	1	\$ 42.95	\$ 47.24	\$ 51.54	\$ 55.83
	Emergency Services Supervisor	1	\$ 42.95	\$ 47.24	\$ 51.54	\$ 55.83
	Facilities Maintenance Supervisor	1	\$ 42.95	\$ 47.24	\$ 51.54	\$ 55.83
	Landfill Supervisor	1	\$ 42.95	\$ 47.24	\$ 51.54	\$ 55.83
	Harbormaster	1	\$ 42.95	\$ 47.24	\$ 51.54	\$ 55.83
	Motor Pool Supervisor	1	\$ 42.95	\$ 47.24	\$ 51.54	\$ 55.83
	Parks and Recreation Supervisor	1	\$ 42.95	\$ 47.24	\$ 51.54	\$ 55.83
	Power Plant Supervisor	1	\$ 42.95	\$ 47.24	\$ 51.54	\$ 55.83
	Water/Wastewater Supervisor	1	\$ 42.95	\$ 47.24	\$ 51.54	\$ 55.83
S-2	Police Corporal	2	\$ 46.38	\$ 51.02	\$ 55.66	\$ 60.30
S-2	Emergency Services Supervisor	2	\$ 46.38	\$ 51.02	\$ 55.66	\$ 60.30

Profile	Managers		Steps			
Range	Job Title	Job Level	A	B	C	D
M-1	Bulk Fuel Utility Manager	1	\$ 47.86	\$ 52.64	\$ 57.43	\$ 62.21
	Electric Utility Manager	1	\$ 47.86	\$ 52.64	\$ 57.43	\$ 62.21
	Emergency Manager	1	\$ 47.86	\$ 52.64	\$ 57.43	\$ 62.21
	Finance Department Manager	1	\$ 47.86	\$ 52.64	\$ 57.43	\$ 62.21
	Maintenance/Operations Division Manager	1	\$ 47.86	\$ 52.64	\$ 57.43	\$ 62.21
	Motor Pool Division Manager	1	\$ 47.86	\$ 52.64	\$ 57.43	\$ 62.21
	Project/Grant Manager	1	\$ 47.86	\$ 52.64	\$ 57.43	\$ 62.21
	Refuse Utility Manager	1	\$ 47.86	\$ 52.64	\$ 57.43	\$ 62.21
	Parks and Recreation Manager	1	\$ 47.86	\$ 52.64	\$ 57.43	\$ 62.21
	Police Sergeant	1	\$ 47.86	\$ 52.64	\$ 57.43	\$ 62.21
	Water/Wastewater Utility Manager	1	\$ 47.86	\$ 52.64	\$ 57.43	\$ 62.21
Profile	Directors		Steps			
Range	Job Title	Job Level	A	B	C	D
D-1	Assistant City Clerk	1	\$ 50.25	\$ 55.27	\$ 60.29	\$ 65.32
D-1	Assistant Chief of Police	1	\$ 50.25	\$ 55.27	\$ 60.29	\$ 65.32
D-1	Assistant Finance Director	1	\$ 50.25	\$ 55.27	\$ 60.29	\$ 65.32
D-1	Assistant Parks and Recreation Director	1	\$ 50.25	\$ 55.27	\$ 60.29	\$ 65.32
D-1	Assistant Public Safety Director	1	\$ 50.25	\$ 55.27	\$ 60.29	\$ 65.32
D-1	Assistant Public Works Director	1	\$ 50.25	\$ 55.27	\$ 60.29	\$ 65.32
D-3	Chief of Police	1	\$ 52.77	\$ 58.04	\$ 63.32	\$ 65.96
D-4	Chief of Police	2	\$ 68.60	\$ 71.24	\$ 73.87	\$ 79.15
D-3	City Clerk	1	\$ 52.77	\$ 58.04	\$ 63.32	\$ 65.96
D-4	City Clerk	2	\$ 68.60	\$ 71.24	\$ 73.87	\$ 79.15
D-3	Finance Director	1	\$ 52.77	\$ 58.04	\$ 63.32	\$ 65.96
D-4	Finance Director	2	\$ 68.60	\$ 71.24	\$ 73.87	\$ 79.15
D-3	Parks and Recreation Director	1	\$ 52.77	\$ 58.04	\$ 63.32	\$ 65.96
D-4	Parks and Recreation Director	2	\$ 68.60	\$ 71.24	\$ 73.87	\$ 79.15
D-3	Public Safety Director	1	\$ 52.77	\$ 58.04	\$ 63.32	\$ 65.96
D-4	Public Safety Director	2	\$ 68.60	\$ 71.24	\$ 73.87	\$ 79.15
D-3	Public Works Director	1	\$ 52.77	\$ 58.04	\$ 63.32	\$ 65.96
D-4	Public Works Director	2	\$ 68.60	\$ 71.24	\$ 73.87	\$ 79.15
Profile	City Manager		Steps			
Range	Job Title	Job Level	A	B	C	D
CM-1	City Manager I	1	\$ 49.24	\$ 54.17	\$ 59.09	\$ 61.55
CM-2	City Manager II	2	\$ 64.01	\$ 73.12	\$ 82.72	\$ 92.33