

NON-REPRESENTED (CNR) Groups 1, 2 & 3
Effective January 1, 2008
Group 1 Exempt and Non-exempt

FLS A	Sal Grd	Job Code	Job Title	Class Grd	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
E	20	00463C	Aide to the City Coordinator	8	44,266	47,474	50,064	52,654	55,480	58,424	62,561	
E	38B	00560C	Assistant Fire Marshall	11	58,066	62,355	65,680	69,003	72,383	76,275	81,251	
E	56	00590C	Assistant Building Official	12	69,994	73,267	76,538	79,809	83,081	86,353	90,933	
E	59	00637C	Assistant City Attorney II HR/LR	12	66,411	76,732	81,015	85,328	89,937	94,845	99,930	103,418
E	NEW	00850C	Assistant Manager Utilities Billing	9	49,789	52,409	55,168	58,071	61,128	64,345	67,731	
E	NEW	01545C	Cash Manager	9	50,262	52,908	55,692	58,624	61,709	64,957	68,376	
E	43	01925C	Claims Supervisor	12	56,797	59,786	62,933	66,245	69,732	73,402	77,265	
E	34	02625C	Contract Administrator	10	52,007	56,039	58,864	62,073	65,280	68,606	73,250	
E	25	02672C	Coordinator Legal Processes	9	48,464	51,043	53,893	56,832	59,827	63,406	66,985	
	29	02674C	Coordinator MPD Health & Wellness	8	47,066	49,650	52,231	54,933	57,899	61,495	65,091	
E	34	06642C	Crime Prevention Operations Manager	10	52,007	56,039	58,864	62,073	65,280	68,606	73,250	
E	46	03030C	Deputy Director Inspections	13	68,363	73,231	76,960	80,836	85,062	89,229	95,203	
E	34	03057C	Development Coordinator III	10	52,007	56,039	58,864	62,073	65,280	68,606	73,250	
E	21	03060C	Development Specialist	8	44,266	47,474	50,064	52,654	55,480	58,424	62,561	
E	38B	03225C	Director Emergency Medical Services	12	66,827	70,464	74,186	78,110	82,466	88,120	-0-	
E	38B	03230C	Director Emergency Preparedness	11	58,066	62,355	65,680	69,003	72,383	76,275	81,251	
E	46B	03935C	Emergency Communications Operations Manager	11	75,052	79,027	84,181	-0-	-0-	-0-		
E	55	03945C	Emergency Management Coordinator	11	57,563	60,595	63,780	67,116	70,667	74,372	80,349	
E	83	04066C	Engineering Applications Manager	10	56,410	59,379	62,504	65,794	69,257	72,901	76,738	
E	NEW	04100C	Engineering Graphic Analyst III	9	47,231	49,717	52,334	55,088	57,988	61,039	64,252	
E	56	04295C	Facility Manager	12	69,994	73,267	76,538	79,809	83,081	86,353	90,933	
E	35	05421C	HR Lead Investigator	9	51,220	53,916	56,753	59,740	62,885	66,697	70,510	
E	34M	05428C	HR Senior Consultant	10	52,007	57,334	60,219	63,249	66,399	69,724	74,236	
E	35M	05430C	HR Systems Support Analyst	9	52,170	54,779	57,518	60,394	63,414	66,584	69,913	
E	34	06510C	Manager Accounting	10	52,007	56,039	58,864	62,073	65,280	68,606	73,250	
E	34	06535C	Manager Administration (Inspections)	10	52,007	56,039	58,864	62,073	65,280	68,606	73,250	
E	77	06520C	Manager Administration City Attorney's Office	10	54,809	57,703	60,741	63,938	67,303	70,845	75,662	
E	34M	06542C	Manager Administrative Services	10	52,007	57,334	60,219	63,249	66,399	69,724	74,236	
E	47	06560C	Manager Assessment Services	12	64,207	67,417	70,789	74,327	78,043	81,947	86,282	

E	41C	06585C	Manager Business Development	11	58,731	61,821	65,075	68,500	72,106	75,900	81,062	
E	60	52580C	Manager Business Finance	12	64,217	67,597	71,154	74,899	78,841	82,991	88,634	
E	53A	06785C	Manager Business Information Services	12	74,104	77,980	82,118	86,431	91,006	97,154	-0-	
E	34D	06610C	Manager Civil Rights	10	52,008	56,039	58,864	62,074	65,280	68,607	73,251	
E	34D	06615C	Manager Civilian Review Authority	10	52,008	56,039	58,864	62,074	65,280	68,607	73,251	
E	57	52540C	Manager Development Loans & Contracts	12	60,418	63,598	66,946	70,469	74,178	78,082	83,391	
E	41C	06643C	Manager Development Coordination	11	58,731	61,821	65,075	68,500	72,106	75,900	81,062	
E	41B	06645C	Manager District Inspection Construction Services	11	60,189	63,190	66,340	69,665	73,138	76,817	81,851	
E	41B	06647C	Manager District Inspector Housing Services	11	60,189	63,190	66,340	69,665	73,138	76,817	81,851	
E	60	52570C	Manager Economic Development (CPED)	13	64,217	67,597	71,154	74,899	78,841	82,991	88,634	
E	42C	06655C	Manager Environmental Health	11	67,535	69,985	72,524	75,154	79,016	-0-	-0-	
E	44	06670C	Manager Environmental Programs	12	66,827	70,464	74,186	78,110	82,466	88,120	-0-	
E	39	06675C	Manager Environmental Services	11	57,893	62,249	65,398	68,783	72,314	75,993	81,075	
E	39	06710C	Manager Finance	11	57,893	62,249	65,398	68,783	72,314	75,993	81,075	
E	53	06719C	Manager Financial-Accounting & Reporting	12	61,428	64,669	68,072	71,663	75,416	79,378	84,796	
E	34M	06744C	Manager Healthy Start	10	52,007	57,334	60,219	63,249	66,399	69,724	74,236	
E	60	52600C	Manager Housing Development	13	64,217	67,597	71,154	74,899	78,841	82,991	88,634	
E	58	06800C	Manager Internal Services	12	64,073	67,277	70,641	74,173	77,882	81,775	87,118	
E	34D	06808C	Manager Lead & Healthy Homes	10	52,008	56,039	58,864	62,074	65,280	68,607	73,251	
E	41B	06815C	Manager License & Consumer Services	11	60,189	63,190	66,340	69,665	73,138	76,817	81,851	
E	41C	06825C	Manager MPD Intellectual Property	11	58,731	61,821	65,075	68,500	72,106	75,900	81,062	
E	55	06845C	Manager Operations Support	11	57,563	60,595	63,780	67,116	70,667	74,372	80,349	
E	37	06850C	Manager Parking Lots and Ramps	10	52,007	57,334	60,219	63,249	66,399	69,724	74,236	
E	82	06905C	Manager Planning and Management - City	12	68,248	71,661	75,243	79,006	82,957	87,104	91,459	
E	51	06915C	Manager Police Operations	12	62,304	65,596	69,034	72,676	76,494	80,516	86,007	
E	58	06917C	Manager Problem Properties	12	64,073	67,277	70,641	74,173	77,882	81,775	87,118	
E	NEW	06920C	Manager Public Health Labs	11	57,651	60,685	63,879	67,242	70,781	74,506	78,427	
E	34M	06919C	Manager Public Health Emergency Response	10	52,007	57,334	60,219	63,249	66,399	69,724	74,236	
E	56	06932C	Manager Real Estate Development Services	12	69,994	73,267	76,538	79,809	83,081	86,353	90,933	
E	34C	06935C	Manager Safety Programs	10	52,012	56,039	58,864	62,066	65,292	68,612	73,245	
E	42B	06938C	Manager School Health Services	11	64,704	68,118	71,602	75,111	78,619	83,327	-0-	
E	34B	06940C	Manager Small Business Enterprise Program	10	52,007	56,097	58,894	62,073	65,280	68,606	73,281	
E	54	06965C	Manager Special Projects & Research	12	76,814	80,865	85,119	90,917	-0-	-0-	-0-	
E	41B	06975C	Manager Staff Services	11	60,189	63,190	66,340	69,665	73,138	76,817	81,851	

E	39	07020C	Manager Utilities Billing	11	57,893	62,249	65,398	68,783	72,314	75,993	81,075	
E	76	07022C	Manager Video Services	9	46,032	49,475	52,153	55,009	58,010	61,955	67,757	
E	70	07025C	Managing Attorney	14	93,693	96,071	98,566	101,060	103,647	106,304	110,648	
E	49	07250C	Nurse Practitioner	10	72,972	75,230	77,556	79,985	-0-	-0-	-0-	
E	36	08431C	Project Coordinator Multicultural Services	9	54,626	57,657	60,748	63,955	68,235	-0-	-0-	
E	36	08432C	Project Coordinator Quality & Fleet Services	9	54,626	57,657	60,748	63,955	68,235	-0-	-0-	
E	36	08430C	Project Coordinator - Supervisory Property Services Project Coordinator	9	54,626	57,657	60,748	63,955	68,235	-0-	-0-	
E	74	08445C	Property & Construction Management Supervisor	9	47,162	49,644	52,257	55,008	57,902	60,950	65,093	
E	38B	08444C	Public Wks Interagency Coordinator	11	58,066	62,355	65,680	69,003	72,383	76,275	81,251	
E	34A	08563C	Records Manager	10	51,095	53,772	56,599	59,570	62,720	66,015	70,503	
E	76	08703C	Risk Manager	9	46,032	49,475	52,153	55,009	58,010	61,955	67,757	
E	41B	08885C	Senior Business Analyst - City	11	60,189	63,190	66,340	69,665	73,138	76,817	81,851	
E	85	01446C	Senior Project Manager (H I) - C	10	54,683	56,092	59,057	62,146	65,414	68,866	76,260	
E	54	09176C	Senior Project Manager	12	76,814	80,865	85,119	90,917	-0-	-0-	-0-	
E	54	09175C	Supervisor Administrative Services	12	76,814	80,865	85,119	90,917	-0-	-0-	-0-	
E	40	09810C	Supervisor Copy Center Operations	9	52,171	54,779	57,519	60,394	63,414	66,584	69,914	
E	NEW	09924C	Supervisor Planning	7	38,895	40,942	43,097	45,365	47,753	50,266	52,912	
E	44	10160C	Supervisor Plans Review	12	66,827	70,464	74,186	78,110	82,466	88,120	-0-	
E	44	10170C	Supervisor Police Support Services	12	66,827	70,464	74,186	78,110	82,466	88,120	-0-	
E	NEW	10195C	Supervisor Transportation Planner	8	45,810	48,221	50,759	53,431	56,243	59,203	62,319	
E	44	10335C	Supervisor Treasury Division	12	66,827	70,464	74,186	78,110	82,466	88,120	-0-	
E	17	10350C	Training Development Supervisor	7	39,998	43,001	44,619	46,621	48,710	50,770	53,782	
E	84	10633C	Account Clerk Supervisor UNR	9	49,280	51,874	54,605	57,478	60,503	63,688	67,039	
N	NEW	00140C	Account Maintenance Supervisor	7	20,693	21,631	22,587	23,776	25,027	-0-	-0-	
N	NEW	09800C	Cashier – Ticket Sales	6	17,626	18,538	19,979	20,707	21,6403	22,7792	23,9781	
N			Chief Council Committee Coordinator	3	11,500	12,500	13,500	-0-	-0-	-0-	-0-	-0-
N	NEW	01680C	Clerical Supervisor	8	25,055	26,374	27,762	29,223	-0-	-0-	-0-	
N	18	01950C	Coat Check Attendant	6	20,146	20,868	21,807	23,236	-0-	-0-	-0-	
N	03A	02230C	Customer Services Supervisor	2	10,271	-0-	-0-	-0-	-0-	-0-	-0-	
N	NEW	09930C	Election Helper	7	18,987	19,986	21,038	22,145	23,311	24,538	25,829	
N	5	03800C	Firefighter Cadet	2	12,934	-0-	-0-	-0-	-0-	-0-	-0-	
N	78	04440C	HR Senior Associate	4	15,000	-0-	-0-	-0-	-0-	-0-	-0-	
N	NEW	05426C	Payroll Supervisor	6	17,853	18,793	19,782	20,823	21,919	23,072	24,287	
N	30	07630C		8	23,145	24,924	26,633	29,131	-0-	-0-	-0-	

N	8	08360C	Program Assistant	7	19.138	20.146	21.205	22.321	23.496	24.732	26.418	
N	32	08700C	Records Management Specialist	8	23.971	25.217	26.534	27.921	29.917	-0-	-0-	
N	81	09201C	Shift Supervisor, 311 Call Center	8	23.050	24.196	25.388	26.679	28.015	29.835	-0-	
N	18A	09199C	Shift Supervisor Police Support Services	6	20.297	21.157	22.063	23.389	-0-	-0-	-0-	
N	30	10153C	Supervisor Payroll/Accounts Payable	8	23.145	24.924	26.633	29.131	-0-	-0-	-0-	
N	80	10905C	Water Service Maintenance Repair Coordinator	7	20.404	21.425	22.496	23.621	24.801	26.043	26.948	

Provided that employees in Groups 1 and 2 shall receive the following longevity:

Group 1 (FLSA-exempt) classifications

- 357 annual additional at the beginning of the 10th year of service.
- 692 annual additional at the beginning of the 15th year of service.
- 835 annual additional at the beginning of the 20th year of service.
- 1,097 annual additional at the beginning of the 25th year of service.

Group 2 (FLSA-non-exempt) classifications

- 0.172 per hour additional at the beginning of the 10th year of service.
- 0.333 per hour additional at the beginning of the 15th year of service.
- 0.402 per hour additional at the beginning of the 20th year of service.
- 0.527 per hour additional at the beginning of the 25th year of service.

Provided that employees in Groups 1 and 2 shall receive the following Shift Differentials:

Employees who are scheduled to work a full shift which begins between the 12:00 noon and 1:29 p.m. shall be paid an additional \$0.423 cents per hour for all hours worked on that shift. In addition, should that same employee be authorized to "come in early" or "stay over", working overtime immediately adjacent to such a shift, the \$0.423 cent differential shall also be applied to those overtime hours.

Provided employees who are scheduled to work a full shift which begins between the 1:30 p.m. and 1:59 a.m.

shall be paid an additional \$1.001 per hour for all hours worked on that shift. In addition, should that same employee be authorized to "come in early" or "stay over", working overtime immediately adjacent to such a shift, the \$1.001 differential shall also be applied to those overtime hours.

Provided that department heads may assign an employees to "merit pay" steps when additional temporary duties or special projects, not to exceed one year, are assigned. These merit pay rates shall be midway between established rates for all steps except the top step, which has three merit rates equal to 2%, 4% and 6% above the top step rate. The assignment or project period shall not exceed one year in duration. Employees are eligible for assignment to merit rates related to their authorized regular step.

Provided the following applies to employees placed "on call."

On Call

The term "on call" is limited to a status in which an employee, though off duty, is required by the Employer, to be available and able to respond to inquiries by telephone and/or, if necessary, return to duty. The employee should receive clear advance notice that he/she will be "on call" and any schedule should be reasonable thus respecting the employee's personal life.

1. An employee will receive \$35.00 for each weekday the employee is on call. The employee will receive \$45.00 for each weekend day (Saturday or Sunday) or holiday the employee is on call.
2. The on call employee is expected to respond to telephone inquiries during the on call period without additional compensation. On call employees may be compensated for other work performed at home with the express approval of the department head.
3. Employees, not on call, may receive inquiries during off duty hours and/or be asked to return to duty, but they are not required to be available and able to respond.

NON-REPRESENTED (CNR)

Effective January 1, 2008

Group 3 (Student Interns and Trainees)

	Sal Grade	Job Code	Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
N	01A	C09470	Student Intern DOL Trainee HS	5.00	x	x	x	x	x	x	x	x	x
N	01C	C09480	Student Intern High School	6.27	6.71	8.16	x	x	x	x	x	x	x
N	01D	C09485	Student Intern Undergraduate	6.12	8.16	10.20	12.24	14.28	x	x	x	x	x
N	01E	C09475	Student Intern Graduate School	8.67	10.08	11.49	12.89	14.28	15.75	16.93	18.21	19.58	21.05

Provided that the hiring Department Head may determine the step placement on the salary schedule according to the status categories above, however such internship experience should not exceed 1 year.

**As applicable under Wage and Hour regulations of the Minnesota Department of Labor & Industry.

Provided that Group 3 employees are not eligible for participation in the health care benefits not may they be placed "on call".