

**CITY OF WEST ST. PAUL
DAKOTA COUNTY, MINNESOTA**

RESOLUTION NO. 20-

**RESOLUTION AMENDING THE GENERAL SERVICE SALARIED
EMPLOYEE PAY PLAN**

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of West St. Paul, Minnesota:

Effective January 13, 2020, the 2021 ranges for the General Services Salaried Pay Plan are inserted with an effective date of January 1, 2021:

Biweekly	1/1/2020		1/1/2021	
Position:	Minimum	Maximum	Minimum	Maximum
Assistant Park and PW Superintendent	\$2,857.76	\$3,510.22	\$2,936.35	\$3,606.75
Assistant Park and Recreation Director	\$3,165.20	\$3,970.42	\$3,252.24	\$4,079.61
Building Official	\$3,305.78	\$4,094.82	\$3,396.69	\$4,207.43
City Manager	\$5,480.64	\$6,197.48	\$5,631.36	\$6,367.91
City Planner	\$2,939.89	\$3,779.54	\$3,020.74	\$3,883.48
Community Development Director	\$4,088.73	\$4,881.90	\$4,201.17	\$5,016.15
Finance Director	\$4,262.72	\$5,117.01	\$4,379.94	\$5,257.73
Human Resources Director	\$4,195.51	\$4,875.70	\$4,310.89	\$5,009.78
Information Technology Manager	\$3,459.07	\$4,300.04	\$3,554.19	\$4,418.29
Marketing and Communications Manager	\$2,797.12	\$3,435.41	\$2,874.04	\$3,529.88
Parks and Public Works Director	\$4,262.72	\$5,150.06	\$4,379.94	\$5,291.69
Parks and Public Works Superintendent	\$3,566.56	\$4,145.28	\$3,664.64	\$4,259.28
Police Chief	\$4,523.70	\$5,210.09	\$4,648.10	\$5,353.37
Police Lieutenant	\$4,088.73	\$4,596.49	\$4,201.17	\$4,722.89
Project Engineer	\$2,875.16	\$3,632.01	\$2,954.23	\$3,731.89

The City Manager may hire employees at any rate between the minimum and maximum pay stated for the job classification, based on relevant factors. The City Manager will determine the pay for each employee, based on the employee's performance in the job and based on other job relevant factors.

Upon successful completion of the one-year probationary period, an employee is eligible for up to 5% pay increase. The employee is eligible for up to 5% wage step once per year on their anniversary date until they reach the maximum pay for their job class. Employees who are promoted from one City position to another will normally receive a pay increase at the time of promotion and will be eligible for future increases at one-year intervals until they reach the

maximum pay for their job class. Step increases are contingent upon a successful performance review and the recommendation of the employee's supervisor, department head and approval by the City Manager.

Adopted by the City Council of the City of West St. Paul, Minnesota, this 13th day of January 2020.

Attest:

David J. Napier, Mayor

Shirley R Buecksler, City Clerk