

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

RESOLUTION NO. 20-

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

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

Effective April 27, 2020, the position of Preventative Maintenance/Custodian has been added to this pay plan and IT Analyst II has been removed.

Biweekly	1/1/2020		1/1/2021	
	Minimum	Maximum	Minimum	Maximum
Accountant	\$ 31.34	\$ 36.48	\$32.20	\$37.48
Accounting Clerk	\$ 23.98	\$ 29.97	\$24.64	\$30.79
Administrative Specialist	\$ 23.15	\$ 29.22	\$23.79	\$30.02
Building Inspector	\$ 31.02	\$ 38.82	\$31.88	\$39.89
Building Permit Technician	\$ 23.75	\$ 29.30	\$24.40	\$30.10
City Clerk	\$ 32.47	\$ 40.60	\$33.36	\$41.71
Community Service Officer	\$ 19.70	\$ 24.78	\$20.24	\$25.46
Crime Prevention Specialist	\$ 25.98	\$ 34.86	\$26.70	\$35.82
Engineering Technician II	\$ 27.51	\$ 35.37	\$28.27	\$36.34
Engineering Technician III	\$ 30.26	\$ 38.91	\$31.10	\$39.98
Executive Assistant	\$ 25.40	\$ 33.28	\$26.10	\$34.20
Housing & Code Inspector	\$ 27.17	\$ 34.57	\$27.92	\$35.52
Human Resource Generalist	\$ 28.20	\$ 34.43	\$28.98	\$35.38
I & I Inspector	\$ 27.17	\$ 34.57	\$27.92	\$35.52
Ice Arena Assistant	\$ 15.22	\$ 19.50	\$15.64	\$20.03
Ice Arena/Pool Maintenance Supervisor	\$ 25.23	\$ 32.92	\$25.93	\$33.83
IT Analyst I	\$ 25.14	\$ 31.43	\$25.83	\$32.29
Lead Secretary/Licensing Specialist	\$ 24.23	\$ 30.23	\$24.90	\$31.07
Preventative Maintenance/Custodian	\$ 17.50	\$ 23.48	\$17.98	\$24.13
Recreation Programmer	\$ 24.79	\$ 32.49	\$25.47	\$33.38
Recycling Coordinator	\$ 17.40	\$ 21.75	\$17.88	\$22.35
Volunteer Engagement Manager	\$ 21.75	\$ 27.19	\$22.35	\$27.93

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 a 5% pay increase. The employee is eligible for up to a 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 ____ day of _____ 2020.

Attest:

David J. Napier, Mayor

Shirley R Buecksler, City Clerk