

CITY OF MARSHALL WAGE SCHEDULE

2021 Wage Schedule

FULL-TIME EMPLOYEES

| JOB CLASSIFICATION | Points | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 |
|--|--------|--------|--------|--------|--------|--------|--------|
| City Administrator | 1142 | 55.22 | 58.90 | 62.59 | 66.27 | 69.95 | 73.63 |
| Dir. of Public Works/City Engineer | 920 | 45.95 | 49.01 | 52.07 | 55.13 | 58.20 | 61.26 |
| Director of Community Services | 654 | 44.98 | 47.98 | 50.97 | 53.97 | 56.97 | 59.97 |
| Director of Public Safety | 864 | 43.49 | 46.39 | 49.29 | 52.19 | 55.09 | 57.99 |
| Director of Administrative Services | 830 | 43.49 | 46.39 | 49.29 | 52.19 | 55.09 | 57.99 |
| WWT Facility Superintendent | 611 | 36.72 | 39.17 | 41.62 | 44.06 | 46.51 | 48.96 |
| City Assessor | 588 | 36.72 | 39.17 | 41.62 | 44.06 | 46.51 | 48.96 |
| Finance Director | 588 | 36.72 | 39.17 | 41.62 | 44.06 | 46.51 | 48.96 |
| Assistant City Engineer/Zoning Adm | 588 | 36.72 | 39.17 | 41.62 | 44.06 | 46.51 | 48.96 |
| Police Captain | 588 | 36.72 | 39.17 | 41.62 | 44.06 | 46.51 | 48.96 |
| Liquor Store Manager | 551 | 34.16 | 36.44 | 38.72 | 41.00 | 43.27 | 45.55 |
| Public Ways Superintendent | 496 | 34.16 | 36.44 | 38.72 | 41.00 | 43.27 | 45.55 |
| Human Resource Manager | 464 | 32.24 | 34.38 | 36.53 | 38.68 | 40.83 | 42.98 |
| Parks Superintendent | 421 | 30.35 | 32.38 | 34.40 | 36.42 | 38.45 | 40.47 |
| WWT Facility Asst. Superintendent | 388 | 28.78 | 30.70 | 32.61 | 34.53 | 36.45 | 38.37 |
| Training Facility Coordinator (MERIT) | 382 | 28.78 | 30.70 | 32.61 | 34.53 | 36.45 | 38.37 |
| Facility Maintenance Supervisor | 342 | 27.40 | 29.22 | 31.05 | 32.88 | 34.70 | 36.53 |
| WWT Collection Sys. Asst. Superintendent | 329 | 26.54 | 28.31 | 30.08 | 31.85 | 33.62 | 35.39 |
| Appraiser | 310 | 25.51 | 27.21 | 28.91 | 30.61 | 32.31 | 34.01 |
| Media Communications Specialist | 308 | 25.51 | 27.21 | 28.91 | 30.61 | 32.31 | 34.01 |
| Adult Community Center Coordinator | 298 | 25.51 | 27.21 | 28.91 | 30.61 | 32.31 | 34.01 |
| Executive Assistant | 291 | 25.51 | 27.21 | 28.91 | 30.61 | 32.31 | 34.01 |
| City Clerk | 289 | 25.51 | 27.21 | 28.91 | 30.61 | 32.31 | 34.01 |
| Community Education Coordinator | 282 | 23.99 | 25.59 | 27.19 | 28.79 | 30.39 | 31.99 |
| Accounting Specialist | 275 | 23.99 | 25.59 | 27.19 | 28.79 | 30.39 | 31.99 |
| Payroll/Benefits Specialist | 275 | 23.99 | 25.59 | 27.19 | 28.79 | 30.39 | 31.99 |
| Building Maintenance Supervisor | 261 | 23.99 | 25.59 | 27.19 | 28.79 | 30.39 | 31.99 |
| Recreation Coordinator | 261 | 23.99 | 25.59 | 27.19 | 28.79 | 30.39 | 31.99 |
| Assessing Technician | 252 | 23.35 | 24.90 | 26.46 | 28.02 | 29.57 | 31.13 |
| Administrative Assistant | 247 | 23.35 | 24.90 | 26.46 | 28.02 | 29.57 | 31.13 |
| Police Records Clerk | 203 | 22.23 | 23.71 | 25.19 | 26.68 | 28.16 | 29.64 |
| Media Production Technician | 199 | 22.23 | 23.71 | 25.19 | 26.68 | 28.16 | 29.64 |
| Office Assistant/Receptionist | 171 | 20.56 | 21.93 | 23.30 | 24.67 | 26.04 | 27.41 |
| Community Service Officer | 153 | 19.60 | 20.90 | 22.21 | 23.52 | 24.82 | 26.13 |
| Liquor Sales Associate | 149 | 19.60 | 20.90 | 22.21 | 23.52 | 24.82 | 26.13 |
| Building Maintenance Worker | 132 | 19.21 | 20.49 | 21.77 | 23.05 | 24.33 | 25.61 |

PART-TIME EMPLOYEES

| JOB CLASSIFICATION | Points | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 |
|--------------------------------------|--------|--------|--------|--------|--------|--------|--------|
| Police Officer (part-time non-union) | 317 | 26.27 | 28.02 | 29.78 | 31.53 | 33.28 | 35.03 |
| Program Specialist | 203 | 22.23 | 23.71 | 25.19 | 26.68 | 28.16 | 29.64 |
| Community Services Officer | 153 | 19.60 | 20.90 | 22.21 | 23.52 | 24.82 | 26.13 |
| Office Specialist | 148 | 19.60 | 20.90 | 22.21 | 23.52 | 24.82 | 26.13 |
| Liquor Checkout Clerk | 126 | 11.29 | 12.04 | 12.79 | 13.55 | 14.30 | 15.05 |
| Building Custodian | 108 | 11.29 | 12.04 | 12.79 | 13.55 | 14.30 | 15.05 |

PAID ON-CALL EMPLOYEES

| JOB CLASSIFICATION | Hourly Rate | Annual Rate |
|--|-------------|-------------|
| Firefighter | 17.77 | |
| Fire Chief (annual salary plus call-outs) | 17.77 | 10,327.35 |
| Assistant Fire Chief (annual salary plus call-outs) | 17.77 | 3,997.16 |
| Fire Captain (annual salary plus call-outs) | 17.77 | 1,701.93 |
| Fire Lieutenant (annual salary plus call-outs) | 17.77 | 1,140.52 |
| Janitor (Marshall Fire Hall--annual salary) | | 2,931.99 |
| Hazardous Materials Technician (CAT) In-jurisdiction Responses | 24.79 | |
| Hazardous Materials Technician (CAT) State Responses | 62.50 | |

Note: The CAT maximum compensation rates are established via contract with the State of MN.