

CITY OF MARSHALL WAGE SCHEDULE

PROPOSED 2019 Schedule--LELS190

FULL-TIME EMPLOYEES

| JOB CLASSIFICATION | Points | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 |
|---|--------|--------|--------|--------|--------|--------|--------|
| City Administrator | 1142 | 51.80 | 55.26 | 58.71 | 62.16 | 65.62 | 69.07 |
| Dir. of Public Works/City Engineer | 920 | 43.10 | 45.97 | 48.84 | 51.71 | 54.59 | 57.46 |
| Director of Community Services | 654 | 42.19 | 45.00 | 47.81 | 50.63 | 53.44 | 56.25 |
| Director of Public Safety | 864 | 40.79 | 43.51 | 46.23 | 48.95 | 51.67 | 54.39 |
| Director of Administrative Services | 830 | 40.79 | 43.51 | 46.23 | 48.95 | 51.67 | 54.39 |
| WWT Facility Superintendent | 611 | 34.45 | 36.74 | 39.04 | 41.34 | 43.63 | 45.93 |
| City Assessor | 588 | 34.45 | 36.74 | 39.04 | 41.34 | 43.63 | 45.93 |
| Finance Director | 588 | 34.45 | 36.74 | 39.04 | 41.34 | 43.63 | 45.93 |
| Assistant City Engineer/Zoning Adm | 588 | 34.45 | 36.74 | 39.04 | 41.34 | 43.63 | 45.93 |
| Police Captain | 588 | 34.45 | 36.74 | 39.04 | 41.34 | 43.63 | 45.93 |
| Liquor Store Manager | 551 | 32.05 | 34.18 | 36.32 | 38.46 | 40.59 | 42.73 |
| Public Ways Superintendent | 496 | 32.05 | 34.18 | 36.32 | 38.46 | 40.59 | 42.73 |
| Human Resource Manager | 464 | 30.24 | 32.26 | 34.27 | 36.29 | 38.30 | 40.32 |
| Police Sergeant (C) | 421 | 27.92 | 29.78 | 31.65 | 33.51 | 35.37 | 37.23 |
| Parks Superintendent | 421 | 28.48 | 30.38 | 32.27 | 34.17 | 36.07 | 37.97 |
| WWT Facility Asst. Superintendent | 388 | 26.99 | 28.79 | 30.59 | 32.39 | 34.19 | 35.99 |
| Training Facility Coordinator (MERIT) | 382 | 26.99 | 28.79 | 30.59 | 32.39 | 34.19 | 35.99 |
| Senior Engineering Specialist (A) | 382 | 26.99 | 28.79 | 30.59 | 32.39 | 34.19 | 35.99 |
| Plans Examiner/Asst Zoning Adm (A) | 382 | 26.99 | 28.79 | 30.59 | 32.39 | 34.19 | 35.99 |
| Building Services Coordinator (A) | 382 | 26.99 | 28.79 | 30.59 | 32.39 | 34.19 | 35.99 |
| Police Corporal (B) | 382 | 26.46 | 28.22 | 29.99 | 31.75 | 33.52 | 35.28 |
| Police Corporal (B) | 382 | 27.39 | 29.19 | 30.99 | 32.79 | 34.59 | 36.39 |
| Police Detective (B) | 382 | 26.46 | 28.22 | 29.99 | 31.75 | 33.52 | 35.28 |
| Police Detective (B) | 382 | 27.39 | 29.19 | 30.99 | 32.79 | 34.59 | 36.39 |
| Facility Maintenance Supervisor | 342 | 25.70 | 27.42 | 29.13 | 30.84 | 32.56 | 34.27 |
| WWT Collection Sys. Asst. Superintenden | 329 | 24.90 | 26.56 | 28.22 | 29.88 | 31.54 | 33.20 |
| Lead Maintenance Worker (A) | 327 | 24.90 | 26.56 | 28.22 | 29.88 | 31.54 | 33.20 |
| Police Officer (B) | 317 | 24.17 | 25.78 | 27.39 | 29.00 | 30.61 | 32.22 |
| Police Officer (B) | 317 | 25.05 | 26.69 | 28.33 | 29.97 | 31.62 | 33.26 |
| Appraiser | 310 | 23.93 | 25.52 | 27.12 | 28.71 | 30.31 | 31.90 |
| Media Communications Specialist | 308 | 23.93 | 25.52 | 27.12 | 28.71 | 30.31 | 31.90 |
| Adult Community Center Coordinator | 298 | 23.93 | 25.52 | 27.12 | 28.71 | 30.31 | 31.90 |
| Executive Assistant | 291 | 23.93 | 25.52 | 27.12 | 28.71 | 30.31 | 31.90 |
| Engineering Specialist (A) | 289 | 23.93 | 25.52 | 27.12 | 28.71 | 30.31 | 31.90 |
| City Clerk | 289 | 23.93 | 25.52 | 27.12 | 28.71 | 30.31 | 31.90 |
| Community Education Coordinator | 282 | 22.50 | 24.00 | 25.50 | 27.00 | 28.50 | 30.00 |
| WWT Laboratory Specialist (A) | 281 | 22.50 | 24.00 | 25.50 | 27.00 | 28.50 | 30.00 |
| Accounting Specialist | 275 | 22.50 | 24.00 | 25.50 | 27.00 | 28.50 | 30.00 |
| Payroll/Benefits Specialist | 275 | 22.50 | 24.00 | 25.50 | 27.00 | 28.50 | 30.00 |
| Building Maintenance Supervisor | 261 | 22.50 | 24.00 | 25.50 | 27.00 | 28.50 | 30.00 |
| Recreation Coordinator | 261 | 22.50 | 24.00 | 25.50 | 27.00 | 28.50 | 30.00 |
| Building Inspector II (A) | 257 | 24.90 | 26.56 | 28.22 | 29.88 | 31.54 | 33.20 |
| Assessing Technician | 252 | 21.90 | 23.36 | 24.82 | 26.28 | 27.74 | 29.20 |
| WWT Technical Operator (A) | 251 | 22.50 | 24.00 | 25.50 | 27.00 | 28.50 | 30.00 |
| Administrative Assistant | 247 | 21.90 | 23.36 | 24.82 | 26.28 | 27.74 | 29.20 |
| WWT Plant Operator II (A) | 239 | 21.90 | 23.36 | 24.82 | 26.28 | 27.74 | 29.20 |
| WWT Senior Maintenance Operator (A) | 238 | 21.90 | 23.36 | 24.82 | 26.28 | 27.74 | 29.20 |
| Mechanic (A) | 237 | 21.90 | 23.36 | 24.82 | 26.28 | 27.74 | 29.20 |
| Engineering Technician (A) | 215 | 20.86 | 22.25 | 23.64 | 25.03 | 26.42 | 27.81 |
| Building Inspector I (A) | 206 | 21.90 | 23.36 | 24.82 | 26.28 | 27.74 | 29.20 |
| Police Records Clerk | 203 | 20.86 | 22.25 | 23.64 | 25.03 | 26.42 | 27.81 |
| Senior Maintenance Worker (A) | 200 | 20.86 | 22.25 | 23.64 | 25.03 | 26.42 | 27.81 |
| WWT Maintenance Operator (A) | 200 | 20.86 | 22.25 | 23.64 | 25.03 | 26.42 | 27.81 |
| Media Production Technician | 199 | 20.86 | 22.25 | 23.64 | 25.03 | 26.42 | 27.81 |
| WWT Plant Operator I (A) | 192 | 20.86 | 22.25 | 23.64 | 25.03 | 26.42 | 27.81 |
| Maintenance Technician (A) | 181 | 20.86 | 22.25 | 23.64 | 25.03 | 26.42 | 27.81 |
| Maintenance Worker (A) | 172 | 19.28 | 20.57 | 21.85 | 23.14 | 24.42 | 25.71 |
| Office Assistant/Receptionist | 171 | 19.28 | 20.57 | 21.85 | 23.14 | 24.42 | 25.71 |
| Community Service Officer | 153 | 18.38 | 19.61 | 20.83 | 22.06 | 23.28 | 24.51 |
| Liquor Sales Associate | 149 | 18.38 | 19.61 | 20.83 | 22.06 | 23.28 | 24.51 |
| Building Maintenance Worker | 132 | 18.02 | 19.22 | 20.42 | 21.62 | 22.82 | 24.02 |
| Building Custodian (Arena) (A) | 119 | 10.59 | 11.30 | 12.00 | 12.71 | 13.41 | 14.12 |

Union Contract Positions

(A) AFSCME

(B) LELS 190 Patrol

(C) LELS 245 Police Supervisors

2019 Wage Rates
Draft 2019 Wage Rates
2018 Wage Rates

Draft 03/26/2019

CITY OF MARSHALL WAGE SCHEDULE

2019 Schedule

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 | 24.65 | 26.29 | 27.93 | 29.57 | 31.22 | 32.86 |
| Police Officer (part-time union) | 317 | 24.17 | 25.78 | 27.39 | 29.00 | 30.61 | 32.22 |
| Police Officer (part-time union) | 317 | 25.05 | 26.69 | 28.33 | 29.97 | 31.62 | 33.26 |
| Program Specialist | 203 | 20.86 | 22.25 | 23.64 | 25.03 | 26.42 | 27.81 |
| Community Services Officer | 153 | 18.38 | 19.61 | 20.83 | 22.06 | 23.28 | 24.51 |
| Office Specialist | 148 | 18.38 | 19.61 | 20.83 | 22.06 | 23.28 | 24.51 |
| Liquor Checkout Clerk | 126 | 10.59 | 11.30 | 12.00 | 12.71 | 13.41 | 14.12 |
| Building Custodian | 108 | 10.59 | 11.30 | 12.00 | 12.71 | 13.41 | 14.12 |

PAID ON-CALL EMPLOYEES

| JOB CLASSIFICATION | Hourly Rate | Annual Rate |
|--|-------------|-------------|
| Firefighter | 16.67 | |
| Fire Chief (annual salary plus call-outs) | 16.67 | 9,687.44 |
| Assistant Fire Chief (annual salary plus call-outs) | 16.67 | 3,749.48 |
| Fire Captain (annual salary plus call-outs) | 16.67 | 1,596.47 |
| Fire Lieutenant (annual salary plus call-outs) | 16.67 | 1,069.85 |
| Janitor (Marshall Fire Hall--annual salary) | | 2,750.31 |
| Hazardous Materials Technician (CAT) In-jurisdiction Responses | 23.25 | |
| Hazardous Materials Technician (CAT) State Responses | 62.50 | |

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