

CITY OF BLAINE

2020 COMPENSATION PLAN

The City of Blaine's Compensation Plan shall consist of the principles enumerated herein and the list of job titles, job classes, and monthly salaries attached hereto. The City Manager shall be responsible for the administration and enforcement of the Compensation Plan and is vested with full authority to resolve all issues arising under it.

SECTION I - General Principles

1. Step A is the normal starting salary for new employees. However, the City Manager has full discretion to employ personnel at any Step within the Plan.

All new and promotional employees shall serve a minimum probationary period of six months. During this probationary period, the department head shall meet with the employee and review the employee's job performance and make appropriate comments and suggestions. If the department head recommends that the employee's probationary period be extended, it can be up to a maximum of 12 months. If, at the end of 12 months, job performance and the employee's long-term future in the job are still questionable, the employee shall be terminated.

After successful completion of the probationary period, as certified by the department head, a probationary employee shall be considered a regular full-time employee and is eligible for advancement to Step B of the Plan.

2. Step B is considered a six-month step between the hiring rate (Step A) and the market rate (Step E) for each position. An employee at Step B has satisfactorily demonstrated the ability to perform the job, but has not been in the job long enough to have performed the full range of duties and responsibilities of the job. An employee would be eligible for advancement to Step C after completing an additional six months of employment upon department head certification based upon job performance evaluations.

Step B through E may be used as a hiring rate for the job if the applicant demonstrates greater qualifications than minimally required for the job.

3. Step C is considered an interim rate for the job after the employee has completed one year of service. Employees at Step C have demonstrated capabilities of acceptably meeting most performance responsibilities for their job. The minimum time period to reach Step C if hired at Step A would be one year. The maximum time would be 18 months. An employee would be eligible for advancement to Step D after a minimum period of 12 months from the last Step increase.
4. Step D is considered the two-year rate for the job. Employees at Step D have demonstrated capabilities of acceptably meeting performance responsibilities for their job. The minimum period to reach Step D if hired at Step A would be two years. The maximum time would be 2½ years. Failure of an employee to advance to Step D in 2½ years would result in termination.
5. Step E is the market rate for the job. Employees at Step E have demonstrated capabilities of acceptably meeting all performance responsibilities for their job. The minimum period to reach Step E if hired at Step A would be three years. An employee would be eligible for advancement to Step E after a minimum period of 12 months from the last Step increase.
6. The City Manager may apply market rate adjustments to any non-Union position in order to blend internal placement and special market conditions, provided that pay equity compliance is maintained.
7. The City Manager shall establish the specific rates of pay for all employees.

8. When authorized by the City Manager, employees shall be eligible for overtime compensation at the rate of 150% of the normal hourly rate. Employees classified as exempt under FLSA (Fair Labor Standards Act) shall not be eligible for overtime compensation.

2001 Comprehensive Compensation Study

Employees who were at Step E at the end of 2001 and are being placed in any step less than E will move up one step on the first of every year until they are at Step E. All other employees will move up one step on their anniversary date of hire.

SECTION II - Anniversary Dates

Anniversary date shall be determined by the employee's hiring date or position reclassification date.

SECTION III - Service Pay

The City Compensation Plan shall include service pay. Service pay is an annual payment in recognition of years of service with the City. An employee must have the full years of service necessary and all service must be continuous except for that associated with military service or an authorized leave of absence. Employees shall be eligible following five full years of service. Years of service shall be determined as of December 31st annually. The minimum service payment shall be \$100 for five full years of service. Said service payment shall be increased each year in increments of \$25 per year to a maximum of 21 years of service and a \$500 payment. Personnel classified as Managerial and Administrative Staff shall not be eligible for service pay (defined as Grades 13-18).

Part-time service pay will be pro-rated for each part-time employee based on the number of hours worked each year. When the part-time employee has worked without a break in employment with the City for 10,400 hours, the equivalent of five years of full-time service, the employee will be eligible for the initial payment of \$100. Thereafter, the annual service payment will be increased by \$25 for each additional 2,080 hours (equivalent to one year of full-time service) worked by the part-time employee.

The maximum annual payment for extended service is \$500. No employee hired after December 31, 2003 shall be eligible for service pay. Service payments are made on the employee's regular paycheck during the first payroll in December of each year.

SECTION IV - Insurance

The City will contribute a maximum of \$1,290 per month for each full-time employee towards purchasing benefits (health, life, dental, and LTD) under the Cafeteria Plan.

Regular part-time employees shall be eligible to participate in the City's health and dental insurance programs. Effective January 1, 2004, part-time employees will receive a pro-rated amount based on the number of hours for which they are appointed. Employees must work at least 40 hours in a bi-weekly payroll period to be eligible for these benefits. Employees working an average of 30 hours or more per week as defined in the measurement period in accordance with the Affordable Care Act are eligible for full health insurance benefits.

Employees electing to waive medical coverage will receive a pro-rated credit each month under the City's cafeteria plan based on the number of hours for which they are appointed.

SECTION V - Employees Covered

This Compensation Plan shall be applicable to employees filling the positions listed herein. Employees covered by collective bargaining agreements shall be compensated in the manner specified in those agreements.

SECTION VI – Leave Accrual

Effective January 1, 2002, all positions classified as regular part-time in accordance with this policy will accrue vacation and sick leave based on the same schedule as full-time employees. Vacation and sick leave accrual will be on a pro-rated basis. An employee's rate of accrual will be calculated by taking the percentage of a forty (40) hour week for which they are appointed and apply it to the vacation and sick leave accrual rate granted to full-time employees.

SECTION VII - Holidays

The holiday designated by the City Manager for 2020 non-Union personnel shall be November 27th. Part-time employees will be eligible for pro-rated holiday pay providing the holiday falls within their regularly scheduled work period. Employees separated from employment will not receive compensation for holidays that have not occurred prior to their last work day, or the floating holiday if not yet taken.

SECTION VIII – Clothing Reimbursement

The City will pay non-union Public Works supervisors an additional \$300 per year as a uniform expense offset.

Employees in the following job classifications, Custodian and Maintenance/Custodian, shall receive \$200 per year, per full-time employee (or \$100 per year, per part-time employee) for City uniforms and work boots.

SECTION IX – Special Assignments

Emergency Management Assignment Pay

Employees assigned within the Emergency Management Division, and operating under the requirements of the Minnesota State Statutes and the City of Blaine Code and Charter, will be compensated with an annual assignment pay in addition to their normal position appointment. The employee assigned as Emergency Management Deputy Director shall receive annual compensation of \$2,500. The employee assigned as Assistant Deputy Director shall receive annual compensation of \$1,500. These amounts are not subject to cost of living adjustments.

Non-P&F Fire Responder Assignment Pay

Full-time employees who are assigned as daytime fire responders for SBM Fire Department calls, and who meet the annual response and training requirement as outlined by the SBM Fire Department, but do not qualify for the Public Employees Retirement Association Police and Firefighters retirement benefits shall receive an annual base assignment pay of \$6181.24. This amount is subject to annual cost of living adjustments. Additionally, those employees serving in this capacity for more than five (5) years shall receive an additional \$500 annually and after 10 years an additional \$1,000 annually. The five (5) and 10-year amounts are not subject to cost of living adjustments.

SECTION X – Employee Recognition

The City Council believes it is important to recognize employees for their hard work and contributions. The public purpose for employee recognition programs is to recognize employee accomplishments in a manner that encourages productivity, creativity, and good morale. A formal employee and volunteer recognition program will be developed, in line with governing state statutes, council goals, and sound fiscal and human resources principles.

SECTION XI - Position Titles, Grades, Hourly Pay Rates

POSITION TITLE	GRADE	STEP A Start	STEP B 6 months	STEP C 1 year	STEP D 2 years	STEP E 3 years
No positions assigned to this grade at this time.	1	\$17.9695	\$18.9255	\$19.8049	\$20.7238	\$21.6320
No positions assigned to this grade at this time.	2	\$19.8246	\$20.7238	\$22.2048	\$22.5401	\$23.4269
Community Service Officer	3	\$21.6320	\$22.5401	\$23.4269	\$24.3350	\$25.2288
Receptionist						
Utility Billing Assistant (not authorized)	4	\$23.4269	\$24.3350	\$25.2288	\$26.1300	\$27.0380
Administrative Float/Clerical Assistant	5	\$24.3350	\$25.4579	\$26.5876	\$27.7033	\$28.8330
Custodian						
Evidence Assistant						
Human Resources Assistant						
Permit Technician/Imaging						
Accounts Payable Specialist	6	\$26.1300	\$27.2673	\$28.3826	\$29.5052	\$30.6353
Maintenance/Custodian						
Parks & Recreation Secretary						
Permit Technician						
Police Receptionist						
Public Works Administrative Technician						
Records Technician II						
Rental License Clerk						
Residential Utility Billing Specialist						
Senior Public Works Clerk						
Accounting Specialist (not authorized)	7	\$27.9392	\$29.0548	\$30.1989	\$31.3290	\$32.4373
Administrative Assistant/Community Standards						
Administrative Assistant/Planning						
Commercial Utility Billing Specialist						
Deputy City Clerk						
Human Resources Technician						
Property Evidence Technician						
Senior Center Coordinator						
Water Meter Technician						
Administrative Assistant/ Special Assessments Clerk	8	\$28.8330	\$30.1989	\$31.5504	\$32.9019	\$34.2393
Crime Prevention Specialist						
GIS/GPS Technician						
Lead Records Technician						
Payroll Specialist						
Planning/Economic Development Technician						
Residential Building Inspector						
Senior Permit Technician						

SECTION XI - Position Titles, Grades, Hourly Pay Rates

POSITION TITLE	GRADE	STEP A Start	STEP B 6 months	STEP C 1 year	STEP D 2 years	STEP E 3 years
Assistant to Finance Director City Clerk/Administration Technician Communications Technician CSO Supervisor Engineering Technician II (not authorized) Executive Assistant – Police Fire Inspector I/Firefighter IT Network Specialist IT Specialist Neighborhood Services Specialist Network Specialist	9	\$30.6353	\$31.9938	\$33.3453	\$34.6896	\$36.0413
Accountant Fire Inspector II/Firefighter Permit Technician Manager Police Support Services Manager Program Supervisor (not authorized) Senior Center Director Utility Billing Supervisor	10	\$32.4373	\$33.7961	\$35.1546	\$36.4991	\$37.8435
Building Inspector Deputy Fire Marshal/Firefighter Engineer I (not authorized) Network Administrator Recreation Manager Senior Engineering Technician Web Coordinator	11	\$35.1546	\$36.7208	\$38.3012	\$39.8743	\$41.4547
Asset Management Project Coordinator Associate Planner Budget/Fiscal Analyst City Clerk Commercial Building Inspector Communications Coordinator Finance Supervisor/Accounting Finance Supervisor/Treasury (not authorized) Project Coordinator Project Engineer Public Works Supervisor Senior Building Inspector	12	\$37.8435	\$39.6599	\$41.4547	\$43.2638	\$45.0588

SECTION XI - Position Titles, Grades, Hourly Pay Rates

POSITION TITLE	GRADE	STEP A Start	STEP E 3 years
GIS Coordinator Deputy Human Resources Director Information Technology Manager Water Resources Manager	13	\$43.2638	\$51.3589
Assistant City Engineer Chief Building Official City Planner Director of Community Standards/Fire Marshal Director of Human Resources Director of Information Technology (not authorized) Director of Parks and Recreation (not authorized) Economic Development Coordinator	14	\$48.6627	\$57.6804
No positions assigned to this grade at this time.	15	\$54.0764	\$63.9878
City Engineer Deputy Chief	16	\$58.5745	\$69.4010
Director of Community Development Director of Finance Director of Public Works Public Services Manager/Assistant City Manager	17	\$63.9878	\$75.6940
Safety Services Manager/Police Chief	18	\$70.7459	\$81.2324
City Manager* *Cannot exceed Gov Rate	19	\$82.4000	\$85.9528