



Legislation Text

File #: RES 22-770, **Version:** 1

Amending Civil Service Rule 28.B.5 to eliminate language disallowing consideration of years of employment, and related education and experience, in setting wages for internal candidates as a firefighter. (Laid over from September 14, 2022)

WHEREAS, Civil Service Rule 28 deals with the method of compensation of classified employees in the City of Saint Paul; and

WHEREAS, 28.B addresses placement of employees on the salary schedule at the time of their hiring; and

WHEREAS, Rule 28.B.5 restricts the recognition of years of service with the City or ISD 65 when appointed to a firefighter position; and

WHEREAS, this restriction discourages eligible internal candidates from applying to become a firefighter and restricts the pool of applicants; and

WHEREAS, the City Council finds that the change is needed to encourage qualified internal candidates to apply; now, therefore, be it

RESOLVED, that Civil Service Rule 28.B.5 will be amended as set forth below:

5. If any person holding a graded position is promoted to a position in a higher grade and the minimum rate for the position in the higher grade is at least five percent (5%) higher than his present salary, they shall be paid the minimum rate, plus one additional step if they have already received a fifteen year increase, except for appointments made under Subsection 3 of this Section. If any person holding a graded position is promoted to a position in a higher grade and the employee' present salary is equal to, more than, or less than, but within five percent (5%) of the minimum rate for the higher grade, they shall be paid at the next salary step which is at least 5% higher than their present rate, plus one additional step if they have already received a 15 year increase. No employee shall be paid at any longevity step that they had not received in the title from which they are being promoted. No employee shall receive a salary greater than the last step in the Standard Range for the position, except for those employees who have been appointed under Subsection 3 of this Section. ~~For current City or School District employees appointed to a position in the Fire Fighter classification, the rate of pay at the time of appointment will be at Step A of the prevailing salary schedule as defined in the labor agreement for Fire Fighters. Future step increases will be based on accrued time beginning with the appointment in the Fire Fighter classification and will be consistent with the Salary Plan and Rates of Compensation. This does not affect candidates appointed from the 1999 Fire Fighter eligible list who have promotion rights under Section 14 of the City of Saint Paul Civil Service Rules. Such candidates' rate of pay will continue to be calculated pursuant to Civil Service Rule 28.B.5, Paragraphs 1 and 2.~~