

Finance Director

Pay Range – in hourly amounts							
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
	Start	6 mos.	12 mos.	24 mos.	36 mos.	48 mos.	60 mos.
	70.00%	75.00%	80.00%	85.00%	90.00%	95.00%	100.00%
2025	\$49.76	\$53.31	56.86	\$60.42	\$63.97	\$67.53	\$71.08

Summary of the benefits offered by the City of Austin for exempt, non-union employees, are as follows:

- Health insurance coverage, HSA/HRA compatible, effective/eligible on the date of hire, or by agreement, the first of the month following date of hire. The amount of your contribution towards insurance is dependent upon which plan selection you choose (see BCBS 2025 rates).
- Accumulation of sick and safe leave at the rate 8 hours for each month of service; starting from the date of hire (pro-rated for first month, depending upon start date) with no limit as to accumulation amount. As per city policy, if an employee stays until retirement, 50 percent (50%) of the dollar value of accumulated, unused sick and safe leave is paid out to the employee or health care savings plan.
- Vacation – years one – five equates to two weeks (80 hours) of vacation. Future vacation increases are as follows: three weeks after five years of service; four weeks after 12 years of service; five weeks after 20 years of service and six weeks after 25 years of service.
- 40-hour personal leave bank of time; in recognition of the additional time commitment to exempt, non-union positions. This bank of time does not accumulate year to year; it is an annual use it or lose it bank of time. This time is not paid out at retirement.
- Twelve paid holidays (96 benefit hours) per year (pro-rated based on date of hire).
- Monthly car allowance of \$400.
- \$40,000 life insurance policy paid by the City. Optional supplemental coverage available.
- Long term disability insurance policy for employee with Employer to pay 40% and employee to pay 60% of premium through payroll deduction.
- Required participation in a Health Care Savings Account through the Minnesota State Retirement Systems; currently employees contribute 3% of their wage through payroll deduction. This is used for post-employment health care expenses.
- Pension plan with Public Employees Retirement Association (PERA); contribution is based on a percentage of your wage. Currently, the contribution from the City of Austin is 7.5% and your contribution is 6.5%.
- Optional short-term disability, vision, dental, accident, critical illness and accident plans, the cost of each depends on enrollment selection (no city contribution).
- Optional deferred compensation program administered by Nationwide Retirement Solutions or Minnesota State Retirement (MSRS). (No city contribution).