

## Employee Group 01 AFSCME-Clerical

Effective Date: April 4, 2026

Issued Date: 04/02/2026

Job Code & Description	Grade	Step	Hourly Rate 04/04/2026
	001	1: Start	18.78
	001	2: 1 year (2080)	18.78
	001	3: 2 year (4160)	18.78
	001	4: 3 year (6240)	18.78
	001	5: 5 year (10,400)	18.78
	001	6: 10 year (20,800)	18.78
	001	7: 15 year (31,200)	18.78
	001	8: 20 year (41,600)	19.24
	002	1: Start	18.78
	002	2: 1 year (2080)	18.78
	002	3: 2 year (4160)	18.78
	002	4: 3 year (6240)	18.78
	002	5: 5 year (10,400)	18.78
	002	6: 10 year (20,800)	18.78
	002	7: 15 year (31,200)	18.78
	002	8: 20 year (41,600)	19.64
950010 LIBRARY AIDE	003	1: Start	18.78
	003	2: 1 year (2080)	18.78
	003	3: 2 year (4160)	18.78
	003	4: 3 year (6240)	18.78
	003	5: 5 year (10,400)	18.78
	003	6: 10 year (20,800)	18.78
	003	7: 15 year (31,200)	18.78
	003	8: 20 year (41,600)	19.98
	004	1: Start	18.78
	004	2: 1 year (2080)	18.78
	004	3: 2 year (4160)	18.78
	004	4: 3 year (6240)	18.78
	004	5: 5 year (10,400)	18.78
	004	6: 10 year (20,800)	18.78
	004	7: 15 year (31,200)	19.16
	004	8: 20 year (41,600)	20.34

	04U	1: Start	18.78
	005	1: Start	18.78
	005	2: 1 year (2080)	18.78
	005	3: 2 year (4160)	18.78
	005	4: 3 year (6240)	18.78
	005	5: 5 year (10,400)	18.78
	005	6: 10 year (20,800)	18.84
	005	7: 15 year (31,200)	19.43
	005	8: 20 year (41,600)	20.68
	006	1: Start	18.78
	006	2: 1 year (2080)	18.78
	006	3: 2 year (4160)	18.78
	006	4: 3 year (6240)	18.78
	006	5: 5 year (10,400)	18.84
	006	6: 10 year (20,800)	19.17
	006	7: 15 year (31,200)	19.82
	006	8: 20 year (41,600)	21.08
	06U	1: Start	18.78
	06U	2: 1 year (2080)	18.78
	06U	3: 2 year (4160)	18.78
	06U	4: 3 year (6240)	18.78
200100 CLERICAL TRAINEE 810900 MAINTENANCE TRAINEE	007	1: Start	18.78
	007	2: 1 year (2080)	18.78
	007	3: 2 year (4160)	18.78
	007	4: 3 year (6240)	18.78
	007	5: 5 year (10,400)	19.28
	007	6: 10 year (20,800)	19.65
	007	7: 15 year (31,200)	20.34
	007	8: 20 year (41,600)	21.60
110000 MANAGEMENT TRAINEE 220000 TECHNICAL TRAINEE	008	1: Start	18.78
	008	2: 1 year (2080)	18.78
	008	3: 2 year (4160)	18.78
	008	4: 3 year (6240)	19.06
	008	5: 5 year (10,400)	19.65
	008	6: 10 year (20,800)	20.07
	008	7: 15 year (31,200)	20.76
	008	8: 20 year (41,600)	22.01

910101 ZOO AND CONSERVATORY ATTENDANT 910102 ZOO AND CONSERVATORY ATTENDANT – YEAR ROUND	009	1: Start	18.78
	009	2: 1 year (2080)	18.78
	009	3: 3 year (6240)	18.78
	009	4: 5 year (10,400)	18.78
811001 SERVICE WORKER	010	1: Start	18.78
	010	2: 1 year (2080)	18.78
	010	3: 2 year (4160)	19.11
	010	4: 3 year (6240)	19.68
	010	5: 5 year (10,400)	20.37
	010	6: 10 year (20,800)	20.90
	010	7: 15 year (31,200)	21.69
	010	8: 20 year (41,600)	22.97
	011	1: Start	18.78
	011	2: 1 year (2080)	18.84
	011	3: 2 year (4160)	19.48
	011	4: 3 year (6240)	20.13
	011	5: 5 year (10,400)	20.90
	011	6: 10 year (20,800)	21.38
	011	7: 15 year (31,200)	22.15
	011	8: 20 year (41,600)	23.45
950011 LIBRARY CUSTOMER SERVICE ASSISTANT I 200110 OFFICE ASSISTANT I 910010 PARKS SERVICES ASSISTANT	012	1: Start	18.78
	012	2: 1 year (2080)	19.28
	012	3: 2 year (4160)	19.93
	012	4: 3 year (6240)	20.62
	012	5: 5 year (10,400)	21.38
	012	6: 10 year (20,800)	21.84
	012	7: 15 year (31,200)	22.68
	012	8: 20 year (41,600)	24.00
210000 DUPLICATING EQUIPMENT OPERATOR TRAINEE	013	1: Start	18.78
	013	2: 1 year (2080)	19.65
	013	3: 2 year (4160)	20.31
	013	4: 3 year (6240)	21.08
	013	5: 5 year (10,400)	21.92
	013	6: 10 year (20,800)	22.38
	013	7: 15 year (31,200)	23.36
	013	8: 20 year (41,600)	24.69

	014	1: Start	18.78
	014	2: 1 year (2080)	20.07
	014	3: 2 year (4160)	20.79
	014	4: 3 year (6240)	21.51
	014	5: 5 year (10,400)	22.35
	014	6: 10 year (20,800)	23.01
	014	7: 15 year (31,200)	23.83
	014	8: 20 year (41,600)	25.18
	015	1: Start	19.11
	015	2: 1 year (2080)	20.37
	015	3: 2 year (4160)	21.19
	015	4: 3 year (6240)	22.02
	015	5: 5 year (10,400)	23.01
	015	6: 10 year (20,800)	23.50
	015	7: 15 year (31,200)	24.41
	015	8: 20 year (41,600)	25.81
630003 COMMUNITY ENGAGEMENT CADET	016	1: Start	22.60
	016	2: 6 month (1040)	23.50
	016	3: 1 year (2080)	24.11
	016	4: 2 year (4160)	25.10
	016	5: 3 year (6240)	26.49
630001 PARKING ENFORCEMENT OFFICER	017	1: Start	23.12
	017	2: 6 month (1040)	24.13
	017	3: 1 year (2080)	24.78
	017	4: 2 year (4160)	25.73
	017	5: 3 year (6240)	27.12
950012 LIBRARY CUSTOMER SERVICE ASSISTANT II 200111 OFFICE ASSISTANT II	018	1: Start	20.31
	018	2: 1 year (2080)	21.92
	018	3: 2 year (4160)	22.79
	018	4: 3 year (6240)	23.71
	018	5: 5 year (10,400)	24.75
	018	6: 10 year (20,800)	25.33
	018	7: 15 year (31,200)	26.34
	018	8: 20 year (41,600)	27.80

220110 ACCOUNTING CLERK I	019	1: Start	20.79
	019	2: 1 year (2080)	22.35
	019	3: 2 year (4160)	23.34
	019	4: 3 year (6240)	24.28
	019	5: 5 year (10,400)	25.33
	019	6: 10 year (20,800)	25.99
	019	7: 15 year (31,200)	26.99
	019	8: 20 year (41,600)	28.45
	020	1: Start	21.21
	020	2: 1 year (2080)	23.03
	020	3: 2 year (4160)	23.94
	020	4: 3 year (6240)	24.95
	020	5: 5 year (10,400)	26.01
	020	6: 10 year (20,800)	26.70
	020	7: 15 year (31,200)	27.78
	020	8: 20 year (41,600)	29.26
910201 YOUTH AND COMMUNITY PROGRAM SPECIALIST	021	1: Start	21.69
	021	2: 1 year (2080)	23.50
	021	3: 2 year (4160)	24.48
	021	4: 3 year (6240)	25.57
	021	5: 5 year (10,400)	26.65
	021	6: 10 year (20,800)	27.33
	021	7: 15 year (31,200)	28.45
	021	8: 20 year (41,600)	29.96
230101 IMPOUND LOT CLERK 230020 STORES ASSISTANT	022	1: Start	22.19
	022	2: 1 year (2080)	24.13
	022	3: 2 year (4160)	25.23
	022	4: 3 year (6240)	26.28
	022	5: 5 year (10,400)	27.41
	022	6: 10 year (20,800)	28.14
	022	7: 15 year (31,200)	29.28
	022	8: 20 year (41,600)	30.80

	22P	1: Start	22.81
	22P	2: 1 year (2080)	24.80
	22P	3: 2 year (4160)	25.81
	22P	4: 3 year (6240)	26.95
	22P	5: 5 year (10,400)	28.41
	22P	6: 10 year (20,800)	29.54
	22P	7: 15 year (31,200)	31.43
	22P	8: 20 year (41,600)	32.89
	023	1: Start	22.79
	023	2: 1 year (2080)	24.75
	023	3: 2 year (4160)	25.77
	023	4: 3 year (6240)	26.90
	023	5: 5 year (10,400)	27.99
	023	6: 10 year (20,800)	28.75
	023	7: 15 year (31,200)	29.88
	023	8: 20 year (41,600)	31.43
220111 ACCOUNTING CLERK II 221030 HUMAN RESOURCES ASSISTANT 950013 LIBRARY CUSTOMER SERVICE ASSISTANT III 220210 METER READER 200112 OFFICE ASSISTANT III 910020 PARKS SERVICES LEAD	024	1: Start	23.38
	024	2: 1 year (2080)	25.34
	024	3: 2 year (4160)	26.49
	024	4: 3 year (6240)	27.66
	024	5: 5 year (10,400)	28.79
	024	6: 10 year (20,800)	29.59
	024	7: 15 year (31,200)	30.76
	024	8: 20 year (41,600)	32.35
220510 CUSTOMER SERVICE REPRESENTATIVE 210010 DUPLICATING EQUIPMENT OPERATOR	025	1: Start	23.92
	025	2: 1 year (2080)	25.99
	025	3: 2 year (4160)	27.08
	025	4: 3 year (6240)	28.19
	025	5: 5 year (10,400)	29.39
	025	6: 10 year (20,800)	30.20
	025	7: 15 year (31,200)	31.43
	025	8: 20 year (41,600)	33.04

	25T	1: Start	23.92
	25T	2: 1 year (2080)	25.99
	25T	3: 1.5 year (3120)	26.58
	25T	4: 2 year (4160)	27.08
	25T	5: 2.5 year (5200)	27.64
	25T	6: 3 year (6240)	28.19
	25T	7: 3.5 year (7280)	28.79
	25T	8: 4 year (8320)	29.39
	25T	9: 10 year (20,800)	30.20
	25T	10: 15 year (31,200)	31.43
	25T	11: 20 year (41,600)	32.89
	026	1: Start	24.57
	026	2: 1 year (2080)	26.70
	026	3: 2 year (4160)	27.88
	026	4: 3 year (6240)	29.10
	026	5: 5 year (10,400)	30.33
	026	6: 10 year (20,800)	31.12
	026	7: 15 year (31,200)	32.39
	026	8: 20 year (41,600)	34.01
	027	1: Start	24.57
	027	2: 1 year (2080)	26.79
	027	3: 2 year (4160)	27.99
	027	4: 3 year (6240)	29.27
	027	5: 5 year (10,400)	30.57
	027	6: 10 year (20,800)	31.42
	027	7: 15 year (31,200)	32.74
	027	8: 20 year (41,600)	34.32
230110 PROPERTY AND EVIDENCE SPECIALIST 230021 STOREKEEPER	028	1: Start	25.23
	028	2: 1 year (2080)	27.41
	028	3: 2 year (4160)	28.67
	028	4: 3 year (6240)	29.88
	028	5: 5 year (10,400)	31.23
	028	6: 10 year (20,800)	32.06
	028	7: 15 year (31,200)	33.49
	028	8: 20 year (41,600)	35.12

140010 IS SYSTEMS SUPPORT SPECIALIST I	28T	1: Start	25.23
	28T	2: 1 year (2080)	27.41
	28T	3: 1.5 year (3120)	28.05
	28T	4: 2 year (4160)	28.67
	28T	5: 2.5 year (5200)	29.27
	28T	6: 3 year (6240)	29.88
	28T	7: 3.5 year (7280)	30.55
	28T	8: 4 year (8320)	31.23
	28T	9: 10 year (20,800)	32.06
	28T	10: 15 year (31,200)	33.49
	28T	11: 20 year (41,600)	34.98
950014 LIBRARY CUSTOMER SERVICE ASSISTANT IV 200113 OFFICE ASSISTANT IV 940010 ZOO KEEPER	029	1: Start	25.84
	029	2: 1 year (2080)	28.19
	029	3: 2 year (4160)	29.51
	029	4: 3 year (6240)	30.77
	029	5: 5 year (10,400)	32.19
	029	6: 10 year (20,800)	33.08
	029	7: 15 year (31,200)	34.44
	029	8: 20 year (41,600)	36.12
500030 ANIMAL SERVICES OFFICER I 220601 LEGAL SECRETARY 220801 RECORDS MANAGEMENT SPECIALIST	030	1: Start	26.59
	030	2: 1 year (2080)	28.90
	030	3: 2 year (4160)	30.29
	030	4: 3 year (6240)	31.63
	030	5: 5 year (10,400)	33.03
	030	6: 10 year (20,800)	33.92
	030	7: 15 year (31,200)	35.36
	030	8: 20 year (41,600)	37.06
140011 IS SYSTEMS SUPPORT SPECIALIST II	30T	1: Start	26.59
	30T	2: 1 year (2080)	28.96
	30T	3: 1.5 year (3120)	29.64
	30T	4: 2 year (4160)	30.29
	30T	5: 2.5 year (5200)	30.93
	30T	6: 3 year (6240)	31.57
	30T	7: 3.5 year (7280)	32.28
	30T	8: 4 year (8320)	33.00
	30T	9: 10 year (20,800)	33.88
	30T	10: 15 year (31,200)	35.40
	30T	11: 20 year (41,600)	37.06

220920 BUILDING PERMIT CLERK~S~ 200122 CITY COUNCIL EXECUTIVE ASSISTANT I 220910 DSI CUSTOMER SERVICE SPECIALIST 200120 EXECUTIVE ASSISTANT I 220720 PAYROLL AUDITOR	031	1: Start	27.23
	031	2: 1 year (2080)	29.69
	031	3: 2 year (4160)	30.98
	031	4: 3 year (6240)	32.42
	031	5: 5 year (10,400)	33.89
	031	6: 10 year (20,800)	34.84
	031	7: 15 year (31,200)	36.23
	031	8: 20 year (41,600)	37.99
220710 PAYROLL SPECIALIST 340001 PROCUREMENT SPECIALIST	032	1: Start	27.97
	032	2: 1 year (2080)	30.51
	032	3: 2 year (4160)	31.91
	032	4: 3 year (6240)	33.33
	032	5: 5 year (10,400)	34.86
	032	6: 10 year (20,800)	35.86
	032	7: 15 year (31,200)	37.36
	032	8: 20 year (41,600)	39.10
220511 CUSTOMER SERVICE SENIOR REPRESENTATIVE	033	1: Start	28.69
	033	2: 1 year (2080)	31.38
	033	3: 2 year (4160)	32.77
	033	4: 3 year (6240)	34.25
	033	5: 5 year (10,400)	35.86
	033	6: 10 year (20,800)	36.82
	033	7: 15 year (31,200)	38.35
	033	8: 20 year (41,600)	40.15
500031 ANIMAL SERVICES OFFICER II 200121 EXECUTIVE ASSISTANT II 220220 METER READER COORDINATOR 230030 STOREROOM COORDINATOR	034	1: Start	29.51
	034	2: 1 year (2080)	32.19
	034	3: 2 year (4160)	33.63
	034	4: 3 year (6240)	35.16
	034	5: 5 year (10,400)	36.82
	034	6: 10 year (20,800)	37.82
	034	7: 15 year (31,200)	39.41
	034	8: 20 year (41,600)	41.22

	035	1: Start	30.29
	035	2: 1 year (2080)	33.03
	035	3: 2 year (4160)	34.56
	035	4: 3 year (6240)	36.15
	035	5: 5 year (10,400)	37.82
	035	6: 10 year (20,800)	38.83
	035	7: 15 year (31,200)	40.52
	035	8: 20 year (41,600)	42.40
140301 PROCEDURES COORDINATOR	036	1: Start	31.12
	036	2: 1 year (2080)	33.95
	036	3: 2 year (4160)	35.52
	036	4: 3 year (6240)	37.19
	036	5: 5 year (10,400)	38.86
	036	6: 10 year (20,800)	39.98
	036	7: 15 year (31,200)	41.69
	036	8: 20 year (41,600)	43.59
500032 ANIMAL SERVICES OFFICER III	037	1: Start	31.93
	037	2: 1 year (2080)	34.88
	037	3: 2 year (4160)	36.45
	037	4: 3 year (6240)	38.16
	037	5: 5 year (10,400)	39.95
	037	6: 10 year (20,800)	41.01
	037	7: 15 year (31,200)	42.78
	037	8: 20 year (41,600)	44.73
	37A	1: Start	31.92
	37A	2: 1 year (2080)	34.85
	37A	3: 2 year (4160)	36.45
	37A	4: 3 year (6240)	38.18
	37A	5: 5 year (10,400)	40.64
	37A	6: 10 year (20,800)	41.50
	37A	7: 15 year (31,200)	43.24
	37A	8: 20 year (41,600)	44.96

	038	1: Start	32.84
	038	2: 1 year (2080)	35.88
	038	3: 2 year (4160)	37.51
	038	4: 3 year (6240)	39.18
	038	5: 5 year (10,400)	41.01
	038	6: 10 year (20,800)	42.19
	038	7: 15 year (31,200)	43.95
	038	8: 20 year (41,600)	45.88
	039	1: Start	33.74
	039	2: 1 year (2080)	36.84
	039	3: 2 year (4160)	38.57
	039	4: 3 year (6240)	40.31
	039	5: 5 year (10,400)	42.19
	039	6: 10 year (20,800)	43.33
	039	7: 15 year (31,200)	45.18
	039	8: 20 year (41,600)	47.19
	040	1: Start	34.69
	040	2: 1 year (2080)	37.89
	040	3: 2 year (4160)	39.59
	040	4: 3 year (6240)	41.48
	040	5: 5 year (10,400)	43.43
	040	6: 10 year (20,800)	44.59
	040	7: 15 year (31,200)	46.50
	040	8: 20 year (41,600)	48.56
	041	1: Start	35.59
	041	2: 1 year (2080)	38.96
	041	3: 2 year (4160)	40.74
	041	4: 3 year (6240)	42.59
	041	5: 5 year (10,400)	44.39
	041	6: 10 year (20,800)	45.85
	041	7: 15 year (31,200)	47.87
	041	8: 20 year (41,600)	49.96

	042	1: Start	36.58
	042	2: 1 year (2080)	40.03
	042	3: 2 year (4160)	41.87
	042	4: 3 year (6240)	43.77
	042	5: 5 year (10,400)	45.85
	042	6: 10 year (20,800)	47.17
	042	7: 15 year (31,200)	49.16
	042	8: 20 year (41,600)	51.29
	043	1: Start	37.64
	043	2: 1 year (2080)	41.09
	043	3: 2 year (4160)	42.95
	043	4: 3 year (6240)	44.97
	043	5: 5 year (10,400)	47.15
	043	6: 10 year (20,800)	48.42
	043	7: 15 year (31,200)	50.49
	043	8: 20 year (41,600)	52.65
	044	1: Start	38.63
	044	2: 1 year (2080)	42.31
	044	3: 2 year (4160)	44.30
	044	4: 3 year (6240)	46.30
	044	5: 5 year (10,400)	48.44
	044	6: 10 year (20,800)	49.84
	044	7: 15 year (31,200)	51.97
	044	8: 20 year (41,600)	54.21
	045	1: Start	39.67
	045	2: 1 year (2080)	43.45
	045	3: 2 year (4160)	45.45
	045	4: 3 year (6240)	47.61
	045	5: 5 year (10,400)	49.86
	045	6: 10 year (20,800)	51.26
	045	7: 15 year (31,200)	53.57
	045	8: 20 year (41,600)	55.81

	046	1: Start	40.84
	046	2: 1 year (2080)	44.74
	046	3: 2 year (4160)	46.81
	046	4: 3 year (6240)	49.03
	046	5: 5 year (10,400)	51.31
	046	6: 10 year (20,800)	52.78
	046	7: 15 year (31,200)	55.15
	046	8: 20 year (41,600)	57.41
	047	1: Start	42.02
	047	2: 1 year (2080)	46.06
	047	3: 2 year (4160)	48.17
	047	4: 3 year (6240)	50.46
	047	5: 5 year (10,400)	52.82
	047	6: 10 year (20,800)	54.35
	047	7: 15 year (31,200)	56.74
	047	8: 20 year (41,600)	59.14
	048	1: Start	43.28
	048	2: 1 year (2080)	47.41
	048	3: 2 year (4160)	49.59
	048	4: 3 year (6240)	51.93
	048	5: 5 year (10,400)	54.39
	048	6: 10 year (20,800)	55.91
	048	7: 15 year (31,200)	58.46
	048	8: 20 year (41,600)	60.86
	049	1: Start	44.52
	049	2: 1 year (2080)	48.81
	049	3: 2 year (4160)	51.04
	049	4: 3 year (6240)	53.43
	049	5: 5 year (10,400)	56.00
	049	6: 10 year (20,800)	57.58
	049	7: 15 year (31,200)	60.16
	049	8: 20 year (41,600)	62.63

	050	1: Start	45.83
	050	2: 1 year (2080)	50.20
	050	3: 2 year (4160)	52.54
	050	4: 3 year (6240)	55.04
	050	5: 5 year (10,400)	57.67
	050	6: 10 year (20,800)	59.29
	050	7: 15 year (31,200)	61.94
	050	8: 20 year (41,600)	64.46

## **BENEFITS:**

### **PROBATIONARY PERIOD**

Effective January 1, 2007: Employees covered by this bargaining unit shall have a one year probationary period.

### **VACATION**

Start thru 4 <sup>th</sup> year	- 14 days (.0539)
5 <sup>th</sup> year thru 9 <sup>th</sup> year	- 18 days (.0693)
10 <sup>th</sup> year thru 15 <sup>th</sup> year	- 21 days (.0808)
16 <sup>th</sup> year thru 23 <sup>rd</sup> year	- 25 days (.0962)
24 <sup>th</sup> year and thereafter	- 28 days (.1077)

Vacation rate will now be based on the original employment date. Effective December 24, 2005 vacation was increased due to the elimination of Floating Holidays.

Effective **January 1, 2027**, an employee may carry over up to one hundred sixty (160) hours of vacation into the following "vacation year" with Department Head approval.

### **FLOATING HOLIDAY**

Effective **January 1, 2027**, add one (1) Floating Holiday. May be taken at any time during the calendar year, subject to the approval of the Department Director.

### **HOLIDAYS**

Effective January 17, 2008, all holidays will be considered "major" holidays (paid at time and one half - 1.5x) if worked. (See Article 5.)

In order to be eligible for holiday with pay, an employee must be employed as of the date of the holiday and have paid hours, excluding overtime, on the payroll for that pay period. Paid hours include: hours actually worked, vacation time used, compensatory time used, paid leave and sick leave.

### **LIBRARY EMPLOYEES**

For all employees assigned to the Library, Christmas Eve shall be recognized and observed as a paid major holiday and the Day after Thanksgiving shall be considered a normal workday.

### **PUBLIC HEALTH EMPLOYEES**

Employees of the Public Health department who are assigned to work a minor holiday, shall receive a different day off, or will receive their normal hourly payment and straight time holiday pay.

## **SICK LEAVE CONVERSION**

Employees with at least 180 days (1440 hours) of accumulated unused sick leave shall be allowed to convert two (2) days of unused sick leave to one (1) day of vacation up to a maximum of five (5) days of vacation. This conversion provision may be applied only to the extent that the balance of unused sick leave is not reduced lower than 180 days (1440 hours).

## **SICK LEAVE ACCRUAL**

Effective January 1, 2006: Sick leave accrual shall accumulate at the rate of .0539 of a working hour for each full hour on the payroll, excluding overtime. Fourteen (14) days per year.

## **PAID PARENTAL LEAVE**

The City may provide up to eight (8) weeks of Paid Parental Leave to eligible employees following the birth, placement for adoption or adoption of child. (See Article 17)

## **SICK LEAVE USAGE FOR DEPENDENT CARE**

See Civil Service Rule 20 for policy.

## **BEREAVEMENT LEAVE**

Effective **January 1, 2027**, Paid bereavement leave may be used by an employee in the case of death for the relationships referenced in Minn. Stat. §181.9447 (Earned Sick and Safe Time). A total of one (1) day per calendar year may be used as Bereavement Leave. Such leave shall not carry over from year-to-year.

## **OVERTIME**

All overtime will be paid as time and one-half (1.5) in compensatory time or money.

## **2026 HEALTH INSURANCE**

Effective **January 2026**, for each eligible employee covered by this Agreement who is employed full-time and who selects City-provided employee health insurance coverage, the Employer agrees to contribute the following amounts per month:

### **Choice Passport Plan:**

2025 contributions plus eighty-two and one-half percent (82.5%) of the premium increase for 2026, after any plan design changes; employees shall be responsible for the 2025 employee contribution, plus seventeen and one-half percent (17.5%) of the premium increase for 2026, after any plan design changes.

Based on the proposed Medica RFP quotes, this results in the following Employer contributions:

Single: \$833.04, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2025 Wellness Program).  
Employee share: \$51.10/month.

Family: \$2,002.34, plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2025 Wellness Program).  
Employee share: \$306.12/month.

### **Elect Plan/Vantage Plus ACO Plan:**

The lesser of the Employer's contribution for the Choice Passport Plan for 2026; or the actual cost of the Elect Plan/Vantage Plus ACO Plan premium. Employees shall be responsible for the difference between the monthly premium and the Employer's monthly contribution.

Based on the proposed Medica RFP quotes for the Choice Passport Plan, this results in the following Employer contributions:

## **2026 HEALTH INSURANCE (Continued)**

Single: \$796.30, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2025 Wellness Program).  
Employee share: \$0.00/month.

Family: \$2,002.34 plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2025 Wellness Program).  
Employee share: \$79.98/month.

### **Park Nicollet ACO Plan:**

The lesser of the Employer's contribution for the Choice Passport Plan for 2026; or the actual cost of the Park Nicollet ACO Plan premium. Employees shall be responsible for the difference between the monthly premium and the Employer's monthly contribution.

Based on the proposed Medica RFP quotes for the Choice Passport Plan, this results in the following Employer contributions:

Single: \$791.46, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2025 Wellness Program).  
Employee share: \$0.00/month.

Family: \$2,002.34, plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2025 Wellness Program).  
Employee share: \$64.82/month.

### **Passport Copay Plan:**

Single: \$398.88 (Employee share: \$731.28/month)  
Family: \$748.22 (Employee share: \$2,216.32/month)

## **RETIREE INSURANCE ELIGIBILITY**

Employees that have completed at least 20 years with the City of Saint Paul or 15 years if receiving disability pension excluding years of service with ISD #625 for employees hired or transferred to the City of Saint Paul after March 31, 2001.

## **DEFERRED COMPENSATION**

Effective **January 1, 2027**, Employees with at least one (1) year of service will be eligible for an annual Deferred Compensation match by the Employer of \$400.00 per year. Effective **January 1, 2028**, this amount will be increased to \$500.00. See Article 22 for requirements.

## **POST EMPLOYMENT HEALTH PLAN**

**Effective January 1, 2008:** (See Article 13 for eligibility requirements) Employees employed by the City for a minimum of one (1) calendar year and in the bargaining unit for a minimum of one (1) calendar year are eligible for a \$200 contribution to the Post Employment Health Plan (PEHP). Contributions will be made by April 1 of the following year. Employees who have completed twenty (20) years of service are eligible for a \$276 Employer contribution.

Effective **January 1, 2027**, employees may be eligible for a Post Employment Health Plan (PEHP) contribution by the Employer of \$225.00. Employees who have completed twenty (20) years of service shall have a \$300.00 PEHP contribution paid by the Employer as indicated in the eligibility requirements.

Effective **January 1, 2028**, employees may be eligible for a Post Employment Health Plan (PEHP) contribution by the Employer of \$250.00. Employees who have completed twenty (20) years of service shall have a \$325.00 PEHP contribution paid by the Employer as indicated in the eligibility requirements.  
See Article 13.

**LIFE INSURANCE**

Effective **January 1, 2016** - \$30,000 for eligible employees.

**NIGHT DIFFERENTIAL**

Effective **January 1, 2019**, Night Differential, to any employee who works between the hours of 6:00 p.m. and 6:00 a.m., there will be a night differential of six and one-half percent (6.5%) for such hours. Temporary employees are eligible for night differential.

**Library Employee Night Differential:** to any employee who works between the hours of 6:00 p.m. and 6:00 a.m., there shall be a night differential of five percent (5%) for such hours.

**Library Employee Sunday:** to any **Library employee** who works hours on **Sunday** there shall be a differential of five percent (5%) for all hours worked.

**RECALL RIGHTS AFTER LAYOFF**

Two years

**SEVERANCE PAY**

See Article 24 of the Agreement for qualification requirements:

Years of service with ISD #625 will be excluded for employees hired or transferred to the City of Saint Paul after March 31, 2001.

Effective January 17, 2008: Employees who are retiring and are eligible for severance pay will have his/her accrued but unused vacation contributed to a Post Employment Health Plan. This payment will be made at the time of separation.

Minimum of 14 years of Service and  
Accrued sick leave credits of:

	Severance
500	\$4,000
600	\$4,500
700	\$5,000
800	\$6,000
900	\$7,000
1000	\$8,000
1100	\$9,000
1200	\$10,000
1300	\$11,000
1400	\$12,000
1500	\$13,000
1600	\$14,000
1700	\$15,000
1800	\$16,000

For any employee who is eligible to receive severance from the City, the City will contribute 105% of the full amount of their severance payment to a Post Employment Health Plan (PEHP) in lieu of any cash payment to the employee.

**SAFETY SHOES**

\$200.00 per calendar year toward the purchase or repair of safety shoes or boots for eligible employees. Employees may carry over the amount up to a total of \$200.00 for the purchase or repair of shoes. Repairs will be approved by the Department only for work-related safety shoes. Effective **January 1, 2027**, the amount will be increased to \$225.00. Effective **January 1, 2028**, the amount will be increased to \$250.00.

**UNIFORM ALLOWANCE**

- Animal Services Officer I, II, III will be reimbursed up to \$606.19 for the 2026 calendar year.
- Technical Trainee will be reimbursed up to \$135.33 for the 2026 calendar year.
- Zoo Keepers will be reimbursed up to \$589.31 for the 2026 calendar year.
- Parking Enforcement Officer one time reimbursement of \$1,347.48 for 2026.
- Meter Reader will be reimbursed up to \$310.57 for the 2026 calendar year.
- Maintenance Trainee will be reimbursed \$436.85 for the 2026 calendar year.

Park Concession Supervisor, Refectory Supervisor and Refectory Attendant who are required to wear a specific uniform, the City will provide each employee four (4) uniforms for full-time employees and two (2) for part-time employees.