

Employee Group 05 Equipment Maintenance

Effective Date: December 27, 2025

Issued Date: 09/15/2026

Effective Date: May 30, 2026 (IAM National Pension Fund)

Effective Date: June 27, 2026

Job Code & Description	Grade	Step	Hourly Rate 12/27/2025	Hourly Rate 05/30/2026	Hourly Rate 06/27/2026
	03U	1: Start	30.38	30.34	30.80
	03U	2: 2080 Hours	31.30	31.26	31.73
	03U	3: 6240 Hours	32.24	32.20	32.68
	03U	4: 6 yr (12,480)	33.20	33.16	33.66
	03U	5: 20 yr (41,600)	33.71	33.67	34.18
830201 EQUIPMENT REPAIRER 811101 FIRE BUILDINGS REPAIRER 830310 SAFETY EQUIPMENT SERVICER I 830110 VEHICLE MAINTENANCE WORKER - HEAVY - (APPTD PRIOR TO 7/1/91)	04U	1: Start	32.43	32.39	32.88
	04U	2: 2080 Hours	33.40	33.36	33.86
	04U	3: 6240 Hours	34.40	34.36	34.88
	04U	4: 6 yr (12,480)	35.44	35.40	35.93
	04U	5: 20 yr (41,600)	35.96	35.92	36.46
	06U	1: Start	31.72	31.68	32.16
	06U	2: 2080 Hours	32.67	32.63	33.12
	06U	3: 6240 Hours	33.65	33.61	34.11
	06U	4: 6 yr (12,480)	34.65	34.61	35.13
	06U	5: 20 yr (41,600)	35.18	35.14	35.67
830610 MECHANIC WELDER 830311 SAFETY EQUIPMENT SERVICER II 830010 VEHICLE MECHANIC 840501 WELDER	07U	1: Start	36.58	36.54	37.09
	07U	2: 2080 Hours	37.68	37.64	38.20
	07U	3: 6240 Hours	38.81	38.77	39.35
	07U	4: 6 yr (12,480)	39.97	39.93	40.53
	07U	5: 20 yr (41,600)	40.57	40.53	41.14
	08U	1: Start	36.94	36.90	37.45
	08U	2: 2080 Hours	38.04	38.00	38.57
	08U	3: 6240 Hours	39.18	39.14	39.73
	08U	4: 6 yr (12,480)	40.36	40.32	40.92
	08U	5: 20 yr (41,600)	40.97	40.93	41.54
830000 VEHICLE TECHNICIAN TRAINEE	09U	1: Start	22.09	22.05	22.38
	09U	2: 1 year (2080)	25.03	24.99	25.36
	09U	3: 2 yr (4160)	27.98	27.94	28.36
	10U	1: Start	16.74	16.70	16.95
	10U	2: 1 year (2080)	17.72	17.68	17.95
	10U	3: 2 yr (4160)	19.26	19.22	19.51

830020 VEHICLE MECHANIC LEAD WORKER	12U	1: Start	39.14	39.10	39.69
	12U	2: 2080 Hours	40.30	40.26	40.86
	12U	3: 6240 Hours	41.47	41.43	42.05
	12U	4: 6 yr (12,480)	42.70	42.66	43.30
	12U	5: 20 yr (41,600)	43.33	43.29	43.94
	13U	1: Start	22.85	22.81	23.15
	13U	2: 2080 Hours	23.96	23.92	24.28
	13U	3: 6240 Hours	24.68	24.64	25.01
	13U	4: 6 yr (12,480)	25.43	25.39	25.77
	13U	5: 20 yr (41,600)	25.82	25.78	26.17
830120 VEHICLE TECHNICIAN - HEAVY TRUCK & EQUIPMENT	14U	1: Start	36.58	36.54	37.09
	14U	2: 2080 Hours	37.68	37.64	38.20
	14U	3: 6240 Hours	38.81	38.77	39.35
	14U	4: 6 yr (12,480)	39.97	39.93	40.53
	14U	5: 20 yr (41,600)	40.57	40.53	41.14
830801 TOOLMAKER - SAINT PAUL REGIONAL WATER SERVICES	15U	1: Start	39.48	39.44	40.03
	15U	2: 2080 Hours	40.67	40.63	41.24
	15U	3: 6240 Hours	41.89	41.85	42.48
	15U	4: 6 yr (12,480)	43.15	43.11	43.76
	15U	5: 20 yr (41,600)	43.80	43.76	44.42
850000 COMMUNICATION EQUIPMENT INSTALLER	16U	1: Start	28.54	28.50	28.93
	16U	2: 2080 Hours	29.39	29.35	29.79
	16U	3: 6240 Hours	30.27	30.23	30.68
	16U	4: 6 yr (12,480)	31.18	31.14	31.61
	16U	5: 20 yr (41,600)	31.65	31.61	32.08
810410 TRAFFIC MAINTENANCE WORKER	17U	1: Start	29.54	29.50	29.94
	17U	2: 2080 Hours	30.42	30.38	30.84
	17U	3: 6240 Hours	31.34	31.30	31.77
	17U	4: 6 yr (12,480)	32.28	32.24	32.72
	17U	5: 20 yr (41,600)	32.76	32.72	33.21
	17U	6: TEMP Start	29.73	29.69	30.14
	17U	7: TEMP 2080 Hours	30.95	30.91	31.37

BENEFITS:

VACATION

Start through 7 th year	17 DAYS	(.0654)
8 th year thru 14 th year	22 DAYS	(.0847)
15 th year thru 23 rd year	27 DAYS	(.1039)
24 th year and thereafter	28 DAYS	(.1077)

VACATION OUT OF SICK LEAVE CONVERSION

The maximum number of days' vacation allowed by the conversion of sick leave credits shall be no more than five (5) days in any one (1) year so that the maximum vacation time which may be taken in any one (1) year shall be forty-five (45) days including the regular vacation period.

FLOATING HOLIDAY

Effective **January 1, 2027**, one floating holiday is added to the schedule in Article 15.1. The floating holiday set forth in Section 15.1 may be taken at any time during the calendar year, subject to the approval of the Department Director of any employee.

PROBATIONARY PERIOD

Effective **January 1, 2007**, Employees covered by this bargaining unit shall serve a one (1) year probationary period.

REINSTATEMENT RIGHTS AFTER LAYOFF

Two years

SICK LEAVE ACCRUAL

Effective July 1, 2016 (or closest pay period): Sick leave shall be accumulated at the rate of .05005 per hour for each hour on the payroll, excluding overtime (13 days per year).

SICK LEAVE FOR DEPENDENT CARE

In the case of a serious illness or disability of an employee's dependent, parent or household member, other than a child, the head of the department shall grant leave with pay in order for the employee to care of or make arrangements for the care of such disabled persons. Such leave shall be drawn from the employee's accumulated sick leave credits. Use of such sick leave shall be limited to forty (40) hours per incident.

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.

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 a child. Use of holiday pay during a Paid Parental Leave will not extend the length of the leave. (See Article 23)

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:

2026 HEALTH INSURANCE (Continued)

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:

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)

OVERTIME

Granted in cash or compensatory time on a time and one-half (1.5) basis determined solely by the Employer.

Employees that have been approved to work overtime may work a maximum of 12 consecutive hours unless otherwise approved by the division manager.

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 six and one-half percent (6.5%) for such hours. Temporary employees are eligible for Night Differential.

LIFE INSURANCE

\$5,000

CALL-IN PAY

If an employee is called into work they shall receive two (2) hours pay if not put to work. If an employee is called to work and commences work, they shall be guaranteed four (4) straight time hours pay, or one and one-half (1.5) times the employee's normal hourly rate for the actual number of hours worked, whichever is greater.

SEVERANCE PAY

Employee hired on or after July 1, 1989 shall be covered by the provisions of this Plan. To be eligible for the severance pay program, an employee must meet the following requirements:

- Employees hired after July 1, 1989:
- 640 hours of accumulated sick leave at the time of separation.

YEARS OF SERVICE WITH THE CITY AT LEAST

MAXIMUM SEVERANCE PAY

14	\$ 5,000
16	5,500
18	6,000
20	6,500
22	7,000
24	10,000

*Employment with ISD #625 will not be counted toward the service requirement for employees hired after July 1, 1997.

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

Employees who intend to voluntarily leave City employment must provide two (2) weeks' notice of their intent to leave employment to be eligible for severance under this Article.

MILEAGE

The City shall reimburse the employee at the then current Federal I.R.S. mileage reimbursement rate on the most direct route.

TOOL ALLOWANCE/SAFETY SHOE REIMBURSEMENT

Employees designated in Article 9, section 9.2:

Employees must be on the payroll as of January 1st of each year in order to receive a Tool and Shoe allowance of \$524.67. Employees not on the payroll as of January 1st of each year will receive no allowance until the following January 1st. Effective **January 1, 2026** this amount shall be increased to \$545.00. Effective **January 1, 2027** this amount shall be increased to \$570.00. Effective **January 1, 2028** this amount shall be increased to \$600.00.

The department will reimburse employees annually with appropriate documentation, up to \$150 for a basic pair of prescription safety glasses for those employees who need to wear prescription glasses. To be eligible for reimbursement, the prescription safety glasses must be ANSI Z87 certified.

In the event that the entire tool set is stolen or if the work site itself is damaged and the tools are not salvageable, the Employer agrees to replace the tools, in excess of \$475.00, that are listed on the inventory previous to the date of the event.

Employees not designated Article 9, Section 9.2:

The Employer agrees to pay \$135.73 toward a safety shoe allowance for each employee who is a member of this unit as of January 1st of each year. Employees not on the payroll as of January 1st of each year will receive no allowance until the following January 1st. Effective **January 1, 2027** the amount shall increase to \$160.00.

Employees will receive an allowance of \$100.00 per year on January 1 to purchase clothing for working in the outside elements. Employees not on the payroll as of January 1 of each year will receive no allowance until the following January 1.

Effective **January 1, 2028**, all employees will be provided with a one-time purchase of a heavyweight coat. The coat is not eligible for laundry services and current employees that have been provided one will not receive a second coat.

DEFERRED COMPENSATION

Employees with at least one (1) year of service will be eligible for a \$400.00 per year Deferred Compensation match by the Employer. Effective **January 1, 2027**, the amount will be \$750.00. Effective **January 1, 2028**, the amount will be \$1050.00. (See Article 26)

PENSION CONTRIBUTION

Effective **January 1, 2020**: This rate shall be increased by \$.10/hr. for a total of \$1.35/hr.

Memorandum of Agreement (IAM National Pension Fund Rehabilitation Plan adopted by City Council January 15, 2020 Resolution Number: 20-29)

Effective **June 1, 2021** (or closest pay period): \$1.35/hr. + an additional \$0.10/hr. as required by the Rehabilitation Plan, for a total of **\$1.45/hr.**

Effective **June 1, 2022** (or closest pay period): \$1.35/hr. + an additional \$0.14/hr. as required by the Rehabilitation Plan, for a total of **\$1.49/hr.**

Effective **June 1, 2023** (or closest pay period): \$1.35/hr. + an additional \$0.18/hr. as required by the Rehabilitation Plan, for a total of **\$1.53/hr.**

Effective **June 1, 2024** (or closest pay period): \$1.35/hr. + an additional \$0.22/hr. as required by the Rehabilitation Plan for a total of **\$1.57/hr.**

PENSION CONTRIBUTION (Continued)

Effective **June 1, 2025** (or closest pay period): \$1.35/hr. + an additional \$0.25/hr. as required by the Rehabilitation Plan for a total of **\$1.60/hr.**

Effective **June 1, 2026** (or closest pay period): \$1.35/hr. + an additional \$0.29/hr. as required by the Rehabilitation Plan for a total of **\$1.64/hr.**

Effective **June 1, 2027** (or closest pay period): \$1.35/hr. + an additional \$0.34/hr. as required by the Rehabilitation Plan for a total of **\$1.69/hr.**

Effective **June 1, 2028** (or closest pay period): \$1.35/hr. + an additional \$0.38/hr. as required by the Rehabilitation Plan for a total of **\$1.73/hr.**