

## Employee Group 06 Professional

Effective Date: April 4, 2026

Issued Date: 07/16/2026

| Job Code & Description                                                                                                                                                                        | Grade        | Step     | Hourly Rate<br>04/04/2026 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|----------|---------------------------|
| 920310 CHILD CARE ENRICHMENT INSTRUCTOR                                                                                                                                                       | 001          | 1: Start | 25.69                     |
|                                                                                                                                                                                               | 001          | 2: 2080  | 26.92                     |
|                                                                                                                                                                                               | 001          | 3: 2080  | 28.27                     |
|                                                                                                                                                                                               | 001          | 4: 2080  | 29.76                     |
|                                                                                                                                                                                               | 001          | 5: 2080  | 31.16                     |
|                                                                                                                                                                                               | 001          | 6: 2080  | 32.13                     |
|                                                                                                                                                                                               | 001          | 7: 2080  | 33.83                     |
|                                                                                                                                                                                               | Perf<br>Zone | Minimum  | 34.17                     |
|                                                                                                                                                                                               |              | Maximum  | 36.87                     |
| 410000 DESIGN ASSOCIATE/CIVIL ENGINEER TRAINEE<br>400100 LANDSCAPE DESIGN TRAINEE                                                                                                             | 002          | 1: Start | 26.45                     |
|                                                                                                                                                                                               | 002          | 2: 2080  | 27.75                     |
|                                                                                                                                                                                               | 002          | 3: 2080  | 29.16                     |
|                                                                                                                                                                                               | 002          | 4: 2080  | 30.60                     |
|                                                                                                                                                                                               | 002          | 5: 2080  | 32.13                     |
|                                                                                                                                                                                               | 002          | 6: 2080  | 33.11                     |
|                                                                                                                                                                                               | 002          | 7: 2080  | 34.88                     |
|                                                                                                                                                                                               | Perf<br>Zone | Minimum  | 35.23                     |
|                                                                                                                                                                                               |              | Maximum  | 38.02                     |
| 920320 CHILD CARE PROGRAM COORDINATOR<br>900010 EDUCATION SPECIALIST<br>150001 LAW CLERK (U)<br>150110 PARALEGAL I (U)<br>950110 LIBRARY SPECIALIST~S~<br>150310 VICTIM WITNESS ASSISTANT (U) | 003          | 1: Start | 27.21                     |
|                                                                                                                                                                                               | 003          | 2: 2080  | 28.61                     |
|                                                                                                                                                                                               | 003          | 3: 2080  | 29.99                     |
|                                                                                                                                                                                               | 003          | 4: 2080  | 31.57                     |
|                                                                                                                                                                                               | 003          | 5: 2080  | 33.11                     |
|                                                                                                                                                                                               | 003          | 6: 2080  | 34.11                     |
|                                                                                                                                                                                               | 003          | 7: 2080  | 35.86                     |
|                                                                                                                                                                                               | Perf<br>Zone | Minimum  | 36.22                     |
|                                                                                                                                                                                               |              | Maximum  | 39.09                     |

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|                                                                                               | 004          | 1: Start | 28.05 |
|                                                                                               | 004          | 2: 2080  | 29.42 |
|                                                                                               | 004          | 3: 2080  | 30.93 |
|                                                                                               | 004          | 4: 2080  | 32.51 |
|                                                                                               | 004          | 5: 2080  | 34.11 |
|                                                                                               | 004          | 6: 2080  | 35.08 |
|                                                                                               | 004          | 7: 2080  | 36.98 |
|                                                                                               | Perf<br>Zone | Minimum  | 37.35 |
|                                                                                               |              | Maximum  | 40.31 |
| 900011 EDUCATION COORDINATOR<br>110010 MANAGEMENT ASSISTANT I<br>110101 VOLUNTEER COORDINATOR | 005          | 1: Start | 28.87 |
|                                                                                               | 005          | 2: 2080  | 30.36 |
|                                                                                               | 005          | 3: 2080  | 31.87 |
|                                                                                               | 005          | 4: 2080  | 33.45 |
|                                                                                               | 005          | 5: 2080  | 35.08 |
|                                                                                               | 005          | 6: 2080  | 36.13 |
|                                                                                               | 005          | 7: 2080  | 38.02 |
|                                                                                               | Perf<br>Zone | Minimum  | 38.40 |
|                                                                                               |              | Maximum  | 41.44 |
| 210110 GRAPHIC ARTIST I                                                                       | 006          | 1: Start | 29.79 |
|                                                                                               | 006          | 2: 2080  | 31.26 |
|                                                                                               | 006          | 3: 2080  | 32.86 |
|                                                                                               | 006          | 4: 2080  | 34.47 |
|                                                                                               | 006          | 5: 2080  | 36.13 |
|                                                                                               | 006          | 6: 2080  | 37.27 |
|                                                                                               | 006          | 7: 2080  | 39.14 |
|                                                                                               | Perf         | Minimum  | 39.53 |
|                                                                                               | Zone         | Maximum  | 42.66 |

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| 300110 ACCOUNTANT I<br>340010 BUYER I<br>120110-06 HUMAN RESOURCES CONSULTANT I<br>950201 LIBRARY VOLUNTEER COORDINATOR<br>160010 PUBLIC INFORMATION SPECIALIST I<br>160110-06 RESEARCH ANALYST I                                                                                                                                                                                                            | 007  | 1: Start | 30.69 |
|                                                                                                                                                                                                                                                                                                                                                                                                              | 007  | 2: 2080  | 32.15 |
|                                                                                                                                                                                                                                                                                                                                                                                                              | 007  | 3: 2080  | 33.81 |
|                                                                                                                                                                                                                                                                                                                                                                                                              | 007  | 4: 2080  | 35.52 |
|                                                                                                                                                                                                                                                                                                                                                                                                              | 007  | 5: 2080  | 37.27 |
|                                                                                                                                                                                                                                                                                                                                                                                                              | 007  | 6: 2080  | 38.39 |
|                                                                                                                                                                                                                                                                                                                                                                                                              | 007  | 7: 2080  | 40.35 |
|                                                                                                                                                                                                                                                                                                                                                                                                              | Perf | Minimum  | 40.75 |
|                                                                                                                                                                                                                                                                                                                                                                                                              | Zone | Maximum  | 43.98 |
| 130110 BUSINESS ASSISTANCE SPECIALIST<br>130111 COMPLIANCE SPECIALIST<br>400020 DESIGN ASSOCIATE I<br>130310 LABOR STANDARDS INVESTIGATOR I<br>950040 LIBRARIAN I<br>900101 PROJECT MANAGER PARKS AND RECREATION<br>700510 RECYCLING PROGRAMS SPECIALIST                                                                                                                                                     | 008  | 1: Start | 31.61 |
|                                                                                                                                                                                                                                                                                                                                                                                                              | 008  | 2: 2080  | 33.19 |
|                                                                                                                                                                                                                                                                                                                                                                                                              | 008  | 3: 2080  | 34.77 |
|                                                                                                                                                                                                                                                                                                                                                                                                              | 008  | 4: 2080  | 36.57 |
|                                                                                                                                                                                                                                                                                                                                                                                                              | 008  | 5: 2080  | 38.39 |
|                                                                                                                                                                                                                                                                                                                                                                                                              | 008  | 6: 2080  | 39.54 |
|                                                                                                                                                                                                                                                                                                                                                                                                              | 008  | 7: 2080  | 41.54 |
|                                                                                                                                                                                                                                                                                                                                                                                                              | Perf | Minimum  | 41.96 |
|                                                                                                                                                                                                                                                                                                                                                                                                              | Zone | Maximum  | 45.28 |
| 320040 BUSINESS ANALYST I<br>520010 CRIMINALIST I<br>520110 FORENSIC SCIENTIST I<br>310010 GRANTS ASSISTANT<br>210111 GRAPHIC ARTIST II<br>400110 LANDSCAPE DESIGN APPRENTICE<br>150320 LIFE COACH CASE WORKER<br>150111 PARALEGAL II (U)<br>950701 LIBRARY COMMUNITY SERVICE<br>COORDINATOR<br>110011 MANAGEMENT ASSISTANT II<br>150311 VICTIM WITNESS COORDINATOR (U)<br>530030 WATER QUALITY SPECIALIST I | 009  | 1: Start | 32.53 |
|                                                                                                                                                                                                                                                                                                                                                                                                              | 009  | 2: 2080  | 34.13 |
|                                                                                                                                                                                                                                                                                                                                                                                                              | 009  | 3: 2080  | 35.86 |
|                                                                                                                                                                                                                                                                                                                                                                                                              | 009  | 4: 2080  | 37.66 |
|                                                                                                                                                                                                                                                                                                                                                                                                              | 009  | 5: 2080  | 39.54 |
|                                                                                                                                                                                                                                                                                                                                                                                                              | 009  | 6: 2080  | 40.69 |
|                                                                                                                                                                                                                                                                                                                                                                                                              | 009  | 7: 2080  | 42.78 |
|                                                                                                                                                                                                                                                                                                                                                                                                              | Perf | Minimum  | 43.21 |
|                                                                                                                                                                                                                                                                                                                                                                                                              | Zone | Maximum  | 46.63 |
| 720020 CITY PLANNER<br>510010 HEALTH AND FITNESS SPECIALIST<br>720040 HISTORIC PRESERVATION PLANNER<br>950301 LIBRARY TRAINING & ORGANIZATIONAL<br>DEVELOPMENT COORDINATOR<br>360020 PROJECTMANAGER<br>160111 RESEARCH ANALYST II<br>800210 URBAN FORESTER                                                                                                                                                   | 010  | 1: Start | 33.45 |
|                                                                                                                                                                                                                                                                                                                                                                                                              | 010  | 2: 2080  | 35.13 |
|                                                                                                                                                                                                                                                                                                                                                                                                              | 010  | 3: 2080  | 36.90 |
|                                                                                                                                                                                                                                                                                                                                                                                                              | 010  | 4: 2080  | 38.76 |
|                                                                                                                                                                                                                                                                                                                                                                                                              | 010  | 5: 2080  | 40.69 |
|                                                                                                                                                                                                                                                                                                                                                                                                              | 010  | 6: 2080  | 41.92 |
|                                                                                                                                                                                                                                                                                                                                                                                                              | 010  | 7: 2080  | 44.06 |
|                                                                                                                                                                                                                                                                                                                                                                                                              | Perf | Minimum  | 44.50 |
|                                                                                                                                                                                                                                                                                                                                                                                                              | Zone | Maximum  | 48.03 |

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| 300111 ACCOUNTANT II<br>340011 BUYER II<br>410010 CIVIL ENGINEER I<br>410110 CIVIL ENGINEER I-SPRWS<br>160060 COMMUNITY ENGAGEMENT SPECIALIST<br>630401 CRIME PREVENTION COORDINATOR<br>600010 EMERGENCY MANAGEMENT SPECIALIST<br>120111-06 HUMAN RESOURCES CONSULTANT II<br>150321 LEAD LIFE COACH CASE WORKER<br>800020 NATURAL RESOURCES COORDINATOR | 011  | 1: Start | 34.52 |
|                                                                                                                                                                                                                                                                                                                                                         | 011  | 2: 2080  | 36.23 |
|                                                                                                                                                                                                                                                                                                                                                         | 011  | 3: 2080  | 38.04 |
|                                                                                                                                                                                                                                                                                                                                                         | 011  | 4: 2080  | 39.95 |
|                                                                                                                                                                                                                                                                                                                                                         | 011  | 5: 2080  | 41.92 |
|                                                                                                                                                                                                                                                                                                                                                         | 011  | 6: 2080  | 43.08 |
|                                                                                                                                                                                                                                                                                                                                                         | 011  | 7: 2080  | 45.40 |
|                                                                                                                                                                                                                                                                                                                                                         | Perf | Minimum  | 45.85 |
|                                                                                                                                                                                                                                                                                                                                                         | Zone | Maximum  | 49.49 |
| 130022 ACCESSIBILITY COORDINATOR<br>130112 COMPLIANCE COORDINATOR<br>130040 HUMAN RIGHTS INVESTIGATOR I<br>130311 LABOR STANDARDS INVESTIGATOR II<br>850112 VIDEO PRODUCTION SPECIALIST                                                                                                                                                                 | 012  | 1: Start | 35.55 |
|                                                                                                                                                                                                                                                                                                                                                         | 012  | 2: 2080  | 37.30 |
|                                                                                                                                                                                                                                                                                                                                                         | 012  | 3: 2080  | 39.16 |
|                                                                                                                                                                                                                                                                                                                                                         | 012  | 4: 2080  | 41.13 |
|                                                                                                                                                                                                                                                                                                                                                         | 012  | 5: 2080  | 43.18 |
|                                                                                                                                                                                                                                                                                                                                                         | 012  | 6: 2080  | 44.52 |
|                                                                                                                                                                                                                                                                                                                                                         | 012  | 7: 2080  | 46.74 |
|                                                                                                                                                                                                                                                                                                                                                         | Perf | Minimum  | 47.21 |
|                                                                                                                                                                                                                                                                                                                                                         | Zone | Maximum  | 50.95 |
| 140410 IS SYSTEMS CONSULTANT I                                                                                                                                                                                                                                                                                                                          | 12T  | 1: Start | 35.55 |
|                                                                                                                                                                                                                                                                                                                                                         | 12T  | 2: 1040  | 36.41 |
|                                                                                                                                                                                                                                                                                                                                                         | 12T  | 3: 1040  | 37.30 |
|                                                                                                                                                                                                                                                                                                                                                         | 12T  | 4: 1040  | 38.23 |
|                                                                                                                                                                                                                                                                                                                                                         | 12T  | 5: 1040  | 39.16 |
|                                                                                                                                                                                                                                                                                                                                                         | 12T  | 6: 1040  | 40.61 |
|                                                                                                                                                                                                                                                                                                                                                         | 12T  | 7: 1040  | 41.99 |
|                                                                                                                                                                                                                                                                                                                                                         | 12T  | 8: 1040  | 43.04 |
|                                                                                                                                                                                                                                                                                                                                                         | 12T  | 9: 1040  | 44.10 |
|                                                                                                                                                                                                                                                                                                                                                         | 12T  | 10: 1040 | 45.20 |
|                                                                                                                                                                                                                                                                                                                                                         | 12T  | 11: 1040 | 46.31 |
|                                                                                                                                                                                                                                                                                                                                                         | 12T  | 12: 1040 | 47.46 |
|                                                                                                                                                                                                                                                                                                                                                         | 12T  | 13: 1040 | 48.62 |
|                                                                                                                                                                                                                                                                                                                                                         | 12T  | 14: 1040 | 50.05 |
|                                                                                                                                                                                                                                                                                                                                                         | 12T  | 15: 1040 | 52.52 |
|                                                                                                                                                                                                                                                                                                                                                         | Perf | Minimum  | 53.05 |
|                                                                                                                                                                                                                                                                                                                                                         | Zone | Maximum  | 57.25 |

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| 320041 BUSINESS ANALYST II<br>400021 DESIGN ASSOCIATE II<br>150312 LEAD VICTIM WITNESS COORDINATOR (U)<br>150112 PARALEGAL III (U)<br>110012-06 MANAGEMENT ASSISTANT III<br>850120 MEDIA SERVICES COORDINATOR<br>130401 POLICE-CIVILIAN AFFAIRS REVIEW<br>COMMISSION (PCIARC) COORDINATOR<br>160011 PUBLIC INFORMATION SPECIALIST II<br>530031 WATER QUALITY SPECIALIST II | 013          | 1: Start | 36.63 |
|                                                                                                                                                                                                                                                                                                                                                                            | 013          | 2: 2080  | 38.45 |
|                                                                                                                                                                                                                                                                                                                                                                            | 013          | 3: 2080  | 40.30 |
|                                                                                                                                                                                                                                                                                                                                                                            | 013          | 4: 2080  | 42.35 |
|                                                                                                                                                                                                                                                                                                                                                                            | 013          | 5: 2080  | 44.52 |
|                                                                                                                                                                                                                                                                                                                                                                            | 013          | 6: 2080  | 45.82 |
|                                                                                                                                                                                                                                                                                                                                                                            | 013          | 7: 2080  | 48.06 |
|                                                                                                                                                                                                                                                                                                                                                                            | Perf<br>Zone | Minimum  | 48.54 |
|                                                                                                                                                                                                                                                                                                                                                                            |              | Maximum  | 52.39 |
| 950410 DIGITAL SERVICES COORDINATOR<br>310011 GRANTS SPECIALIST<br>720041 HISTORIC PRESERVATION SR PLANNER<br>950041 LIBRARIAN II<br>160112 RESEARCH ANALYST III<br>510110 SAFETY OFFICER<br>720021 SENIOR CITY PLANNER<br>950601 YOUTH SERVICES COORDINATOR                                                                                                               | 014          | 1: Start | 37.68 |
|                                                                                                                                                                                                                                                                                                                                                                            | 014          | 2: 2080  | 39.56 |
|                                                                                                                                                                                                                                                                                                                                                                            | 014          | 3: 2080  | 41.58 |
|                                                                                                                                                                                                                                                                                                                                                                            | 014          | 4: 2080  | 43.61 |
|                                                                                                                                                                                                                                                                                                                                                                            | 014          | 5: 2080  | 45.82 |
|                                                                                                                                                                                                                                                                                                                                                                            | 014          | 6: 2080  | 47.16 |
|                                                                                                                                                                                                                                                                                                                                                                            | 014          | 7: 2080  | 49.54 |
|                                                                                                                                                                                                                                                                                                                                                                            | Perf<br>Zone | Minimum  | 50.04 |
|                                                                                                                                                                                                                                                                                                                                                                            |              | Maximum  | 54.00 |
| 300112 ACCOUNTANT III<br>340012 BUYER III<br>410011 CIVIL ENGINEER II<br>410111 CIVIL ENGINEER II - SPRWS<br>520011 CRIMINALIST II<br>700211 ENVIRONMENTAL HEALTH SPECIALIST II<br>310101 HISTORIC PRESERVATION SPECIALIST~S~<br>120112-06 HUMAN RESOURCES CONSULTANT III<br>160040 INTELLIGENCE ANALYST - OPERATIONS<br>400111 LANDSCAPE ARCHITECT                        | 015          | 1: Start | 38.82 |
|                                                                                                                                                                                                                                                                                                                                                                            | 015          | 2: 2080  | 40.73 |
|                                                                                                                                                                                                                                                                                                                                                                            | 015          | 3: 2080  | 42.80 |
|                                                                                                                                                                                                                                                                                                                                                                            | 015          | 4: 2080  | 44.92 |
|                                                                                                                                                                                                                                                                                                                                                                            | 015          | 5: 2080  | 47.16 |
|                                                                                                                                                                                                                                                                                                                                                                            | 015          | 6: 2080  | 48.62 |
|                                                                                                                                                                                                                                                                                                                                                                            | 015          | 7: 2080  | 51.06 |
|                                                                                                                                                                                                                                                                                                                                                                            | Perf<br>Zone | Minimum  | 51.57 |
|                                                                                                                                                                                                                                                                                                                                                                            |              | Maximum  | 55.66 |

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| 110701-06 ADMINISTRATIVE ASSISTANT (U)<br>130201 ADMINISTRATIVE ASSISTANT - DEPARTMENT<br>OF HUMAN RIGHTS AND EQUAL ECONOMIC<br>OPPORTUNITY<br>900301 ARTS AND GARDENING PROGRAM<br>COORDINATOR<br>320042 BUSINESS ANALYST III<br>520111 FORENSIC SCIENTIST II<br>140520 GIS ANALYST<br>540210 HEALTH EDUCATOR II~S~<br>130041 HUMAN RIGHTS INVESTIGATOR II<br>130312 LABOR STANDARDS INVESTIGATOR III<br>110013 MANAGEMENT ASSISTANT IV<br>510020 PHYSICAL FITNESS COORDINATOR<br>110601 PROGRAM COORDINATOR<br>130113 SENIOR COMPLIANCE COORDINATOR<br>360021 SENIOR PROJECT MANAGER | 016          | 1: Start | 39.97 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 016          | 2: 2080  | 41.99 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 016          | 3: 2080  | 44.10 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 016          | 4: 2080  | 46.31 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 016          | 5: 2080  | 48.62 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 016          | 6: 2080  | 50.05 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 016          | 7: 2080  | 52.52 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Perf<br>Zone | Minimum  | 53.05 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |              | Maximum  | 57.25 |
| 110501 ADMINISTRATIVE/LEGISLATIVE ASSISTANT –<br>PED<br>600020 EMERGENCY MANAGEMENT COORDINATOR<br>620001 PUBLIC EDUCATION OFFICER - FIRE DEPT                                                                                                                                                                                                                                                                                                                                                                                                                                         | 017          | 1: Start | 41.21 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 017          | 2: 2080  | 43.22 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 017          | 3: 2080  | 45.37 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 017          | 4: 2080  | 47.66 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 017          | 5: 2080  | 50.05 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 017          | 6: 2080  | 51.58 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 017          | 7: 2080  | 54.16 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Perf<br>Zone | Minimum  | 54.70 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |              | Maximum  | 59.03 |
| 340013 BUYER IV<br>400230 CONSTRUCTION COORDINATOR<br>510030 HEALTH and WELLNESS COORDINATOR<br>111901 PARKING MANAGER<br>320043 SENIOR BUSINESS ANALYST<br>530032 WATER QUALITY SPECIALIST III                                                                                                                                                                                                                                                                                                                                                                                        | 018          | 1: Start | 42.42 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 018          | 2: 2080  | 44.57 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 018          | 3: 2080  | 46.76 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 018          | 4: 2080  | 49.15 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 018          | 5: 2080  | 51.58 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 018          | 6: 2080  | 53.17 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 018          | 7: 2080  | 55.71 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Perf<br>Zone | Minimum  | 56.27 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |              | Maximum  | 60.72 |

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| 160041 INTELLIGENCE ANALYST – STRATEGIC<br>700301 SUSTAINABILITY COORDINATOR<br>530301 WATER RESOURCE COORDINATOR                                                                                                                                                                                                                                                                           | 019          | 1: Start | 43.65 |
|                                                                                                                                                                                                                                                                                                                                                                                             | 019          | 2: 2080  | 45.88 |
|                                                                                                                                                                                                                                                                                                                                                                                             | 019          | 3: 2080  | 48.17 |
|                                                                                                                                                                                                                                                                                                                                                                                             | 019          | 4: 2080  | 50.58 |
|                                                                                                                                                                                                                                                                                                                                                                                             | 019          | 5: 2080  | 53.17 |
|                                                                                                                                                                                                                                                                                                                                                                                             | 019          | 6: 2080  | 54.65 |
|                                                                                                                                                                                                                                                                                                                                                                                             | 019          | 7: 2080  | 57.39 |
|                                                                                                                                                                                                                                                                                                                                                                                             | Perf<br>Zone | Minimum  | 57.96 |
|                                                                                                                                                                                                                                                                                                                                                                                             |              | Maximum  | 62.56 |
| 400030 ARCHITECT<br>410012 CIVIL ENGINEER III<br>410112 CIVIL ENGINEER III-SPRWS<br>740020 FIRE PROTECTION ENGINEER<br>520112 FORENSIC SCIENTIST III – QUALITY<br>ASSURANCE SPECIALIST<br>540220 HEALTH INFORMATION ADMINISTRATOR~S~<br>400112 LEAD LANDSCAPE ARCHITECT<br>720022 PRINCIPAL CITY PLANNER<br>160113 RESEARCH ANALYST IV<br>410201 STRUCTURAL ENGINEER<br>940040 VETERINARIAN | 020          | 1: Start | 45.02 |
|                                                                                                                                                                                                                                                                                                                                                                                             | 020          | 2: 2080  | 47.27 |
|                                                                                                                                                                                                                                                                                                                                                                                             | 020          | 3: 2080  | 49.64 |
|                                                                                                                                                                                                                                                                                                                                                                                             | 020          | 4: 2080  | 52.11 |
|                                                                                                                                                                                                                                                                                                                                                                                             | 020          | 5: 2080  | 54.70 |
|                                                                                                                                                                                                                                                                                                                                                                                             | 020          | 6: 2080  | 56.32 |
|                                                                                                                                                                                                                                                                                                                                                                                             | 020          | 7: 2080  | 59.11 |
|                                                                                                                                                                                                                                                                                                                                                                                             | Perf<br>Zone | Minimum  | 59.70 |
|                                                                                                                                                                                                                                                                                                                                                                                             |              | Maximum  | 64.43 |
| 140411 IS SYSTEMS CONSULTANT II                                                                                                                                                                                                                                                                                                                                                             | 20T          | 1: Start | 45.02 |
|                                                                                                                                                                                                                                                                                                                                                                                             | 20T          | 2: 1040  | 46.15 |
|                                                                                                                                                                                                                                                                                                                                                                                             | 20T          | 3: 1040  | 47.27 |
|                                                                                                                                                                                                                                                                                                                                                                                             | 20T          | 4: 1040  | 48.45 |
|                                                                                                                                                                                                                                                                                                                                                                                             | 20T          | 5: 1040  | 49.64 |
|                                                                                                                                                                                                                                                                                                                                                                                             | 20T          | 6: 1040  | 50.87 |
|                                                                                                                                                                                                                                                                                                                                                                                             | 20T          | 7: 1040  | 52.11 |
|                                                                                                                                                                                                                                                                                                                                                                                             | 20T          | 8: 1040  | 53.40 |
|                                                                                                                                                                                                                                                                                                                                                                                             | 20T          | 9: 1040  | 54.70 |
|                                                                                                                                                                                                                                                                                                                                                                                             | 20T          | 10: 1040 | 56.32 |
|                                                                                                                                                                                                                                                                                                                                                                                             | 20T          | 11: 1040 | 59.11 |
|                                                                                                                                                                                                                                                                                                                                                                                             | Perf<br>Zone | Minimum  | 59.70 |
|                                                                                                                                                                                                                                                                                                                                                                                             |              | Maximum  | 64.43 |

|                                                                                                                                              |              |          |       |
|----------------------------------------------------------------------------------------------------------------------------------------------|--------------|----------|-------|
|                                                                                                                                              | 021          | 1: Start | 46.35 |
|                                                                                                                                              | 021          | 2: 2080  | 48.66 |
|                                                                                                                                              | 021          | 3: 2080  | 51.12 |
|                                                                                                                                              | 021          | 4: 2080  | 53.71 |
|                                                                                                                                              | 021          | 5: 2080  | 56.32 |
|                                                                                                                                              | 021          | 6: 2080  | 58.01 |
|                                                                                                                                              | 021          | 7: 2080  | 60.87 |
|                                                                                                                                              | Perf<br>Zone | Minimum  | 61.48 |
|                                                                                                                                              |              | Maximum  | 66.35 |
| 140501 GIS SYSTEMS DEVELOPER<br>360022 PRINCIPAL PROJECT MANAGER<br>110901 PROJECT MANAGER IV - PUBLIC WORKS<br>111001-06 PROJECT MANAGER IV | 022          | 1: Start | 47.72 |
|                                                                                                                                              | 022          | 2: 2080  | 50.14 |
|                                                                                                                                              | 022          | 3: 2080  | 52.67 |
|                                                                                                                                              | 022          | 4: 2080  | 55.29 |
|                                                                                                                                              | 022          | 5: 2080  | 58.01 |
|                                                                                                                                              | 022          | 6: 2080  | 59.78 |
|                                                                                                                                              | 022          | 7: 2080  | 62.67 |
|                                                                                                                                              | Perf<br>Zone | Minimum  | 63.30 |
|                                                                                                                                              |              | Maximum  | 68.31 |
| 140114 IS INFORMATION/TECHNICAL ANALYST V<br>140412 IS SYSTEMS CONSULTANT III                                                                | 22T          | 1: Start | 47.72 |
|                                                                                                                                              | 22T          | 2: 1040  | 49.41 |
|                                                                                                                                              | 22T          | 3: 1040  | 50.14 |
|                                                                                                                                              | 22T          | 4: 1040  | 51.40 |
|                                                                                                                                              | 22T          | 5: 1040  | 52.63 |
|                                                                                                                                              | 22T          | 6: 1040  | 53.97 |
|                                                                                                                                              | 22T          | 7: 1040  | 55.29 |
|                                                                                                                                              | 22T          | 8: 1040  | 56.66 |
|                                                                                                                                              | 22T          | 9: 1040  | 58.01 |
|                                                                                                                                              | 22T          | 10: 1040 | 59.78 |
|                                                                                                                                              | 22T          | 11: 1040 | 62.67 |
|                                                                                                                                              | Perf<br>Zone | Minimum  | 63.30 |
|                                                                                                                                              |              | Maximum  | 68.31 |



|                                               |              |          |       |
|-----------------------------------------------|--------------|----------|-------|
|                                               | 023          | 1: Start | 49.23 |
|                                               | 023          | 2: 2080  | 51.64 |
|                                               | 023          | 3: 2080  | 54.18 |
|                                               | 023          | 4: 2080  | 56.96 |
|                                               | 023          | 5: 2080  | 59.78 |
|                                               | 023          | 6: 2080  | 61.58 |
|                                               | 023          | 7: 2080  | 64.56 |
|                                               | Perf<br>Zone | Minimum  | 65.21 |
|                                               |              | Maximum  | 70.37 |
|                                               | 024          | 1: Start | 50.63 |
|                                               | 024          | 2: 2080  | 53.21 |
|                                               | 024          | 3: 2080  | 55.85 |
|                                               | 024          | 4: 2080  | 58.62 |
|                                               | 024          | 5: 2080  | 61.58 |
|                                               | 024          | 6: 2080  | 63.40 |
|                                               | 024          | 7: 2080  | 66.45 |
|                                               | Perf<br>Zone | Minimum  | 67.11 |
|                                               |              | Maximum  | 72.43 |
| 140115-06 IS INFORMATION/TECHNICAL ANALYST VI | 24T          | 1: Start | 50.63 |
|                                               | 24T          | 2: 1040  | 51.92 |
|                                               | 24T          | 3: 1040  | 53.21 |
|                                               | 24T          | 4: 1040  | 54.51 |
|                                               | 24T          | 5: 1040  | 55.85 |
|                                               | 24T          | 6: 1040  | 57.23 |
|                                               | 24T          | 7: 1040  | 58.62 |
|                                               | 24T          | 8: 1040  | 60.13 |
|                                               | 24T          | 9: 1040  | 61.58 |
|                                               | 24T          | 10: 1040 | 63.40 |
|                                               | 24T          | 11: 1040 | 66.45 |
|                                               | Perf<br>Zone | Minimum  | 67.11 |
|                                               |              | Maximum  | 72.43 |

|                                                                   |              |          |       |
|-------------------------------------------------------------------|--------------|----------|-------|
|                                                                   | 025          | 1: Start | 52.19 |
|                                                                   | 025          | 2: 2080  | 54.78 |
|                                                                   | 025          | 3: 2080  | 57.50 |
|                                                                   | 025          | 4: 2080  | 60.39 |
|                                                                   | 025          | 5: 2080  | 63.40 |
|                                                                   | 025          | 6: 2080  | 65.33 |
|                                                                   | 025          | 7: 2080  | 68.44 |
|                                                                   | Perf<br>Zone | Minimum  | 69.12 |
|                                                                   |              | Maximum  | 74.60 |
| 360301 BUSINESS OUTREACH COORDINATOR<br>320210 DEBT ADMINISTRATOR | 026          | 1: Start | 53.78 |
|                                                                   | 026          | 2: 2080  | 56.36 |
|                                                                   | 026          | 3: 2080  | 59.27 |
|                                                                   | 026          | 4: 2080  | 62.21 |
|                                                                   | 026          | 5: 2080  | 65.33 |
|                                                                   | 026          | 6: 2080  | 67.27 |
|                                                                   | 026          | 7: 2080  | 70.46 |
|                                                                   | Perf<br>Zone | Minimum  | 71.16 |
|                                                                   |              | Maximum  | 76.80 |
|                                                                   | 027          | 1: Start | 55.35 |
|                                                                   | 027          | 2: 2080  | 58.11 |
|                                                                   | 027          | 3: 2080  | 61.01 |
|                                                                   | 027          | 4: 2080  | 64.07 |
|                                                                   | 027          | 5: 2080  | 67.27 |
|                                                                   | 027          | 6: 2080  | 69.29 |
|                                                                   | 027          | 7: 2080  | 72.59 |
|                                                                   | Perf<br>Zone | Minimum  | 73.32 |
|                                                                   |              | Maximum  | 79.12 |
|                                                                   | 028          | 1: Start | 57.01 |
|                                                                   | 028          | 2: 2080  | 59.86 |
|                                                                   | 028          | 3: 2080  | 62.89 |
|                                                                   | 028          | 4: 2080  | 65.95 |
|                                                                   | 028          | 5: 2080  | 69.29 |
|                                                                   | 028          | 6: 2080  | 71.39 |
|                                                                   | 028          | 7: 2080  | 74.78 |
|                                                                   | Perf<br>Zone | Minimum  | 75.53 |
|                                                                   |              | Maximum  | 81.51 |

|  |              |          |       |
|--|--------------|----------|-------|
|  | 029          | 1: Start | 58.74 |
|  | 029          | 2: 2080  | 61.65 |
|  | 029          | 3: 2080  | 64.71 |
|  | 029          | 4: 2080  | 67.98 |
|  | 029          | 5: 2080  | 71.39 |
|  | 029          | 6: 2080  | 73.51 |
|  | 029          | 7: 2080  | 77.00 |
|  | Perf<br>Zone | Minimum  | 77.77 |
|  |              | Maximum  | 83.93 |
|  | 030          | 1: Start | 60.50 |
|  | 030          | 2: 2080  | 63.50 |
|  | 030          | 3: 2080  | 66.65 |
|  | 030          | 4: 2080  | 70.04 |
|  | 030          | 5: 2080  | 73.51 |
|  | 030          | 6: 2080  | 75.65 |
|  | 030          | 7: 2080  | 79.33 |
|  | Perf<br>Zone | Minimum  | 80.12 |
|  |              | Maximum  | 86.47 |
|  | 031          | 1: Start | 62.33 |
|  | 031          | 2: 2080  | 65.42 |
|  | 031          | 3: 2080  | 68.71 |
|  | 031          | 4: 2080  | 72.10 |
|  | 031          | 5: 2080  | 75.71 |
|  | 031          | 6: 2080  | 77.99 |
|  | 031          | 7: 2080  | 81.66 |
|  | Perf<br>Zone | Minimum  | 82.48 |
|  |              | Maximum  | 89.01 |
|  | 032          | 1: Start | 64.14 |
|  | 032          | 2: 2080  | 67.42 |
|  | 032          | 3: 2080  | 70.74 |
|  | 032          | 4: 2080  | 74.29 |
|  | 032          | 5: 2080  | 77.99 |
|  | 032          | 6: 2080  | 80.33 |
|  | 032          | 7: 2080  | 84.07 |
|  | Perf<br>Zone | Minimum  | 84.91 |
|  |              | Maximum  | 91.64 |

|  |              |          |        |
|--|--------------|----------|--------|
|  | 033          | 1: Start | 66.04  |
|  | 033          | 2: 2080  | 69.40  |
|  | 033          | 3: 2080  | 72.87  |
|  | 033          | 4: 2080  | 76.54  |
|  | 033          | 5: 2080  | 80.33  |
|  | 033          | 6: 2080  | 82.75  |
|  | 033          | 7: 2080  | 86.62  |
|  | Perf<br>Zone | Minimum  | 87.49  |
|  |              | Maximum  | 94.42  |
|  | 034          | 1: Start | 68.05  |
|  | 034          | 2: 2080  | 71.50  |
|  | 034          | 3: 2080  | 75.09  |
|  | 034          | 4: 2080  | 78.82  |
|  | 034          | 5: 2080  | 82.75  |
|  | 034          | 6: 2080  | 85.20  |
|  | 034          | 7: 2080  | 89.25  |
|  | Perf<br>Zone | Minimum  | 90.14  |
|  |              | Maximum  | 97.28  |
|  | 035          | 1: Start | 70.12  |
|  | 035          | 2: 2080  | 73.67  |
|  | 035          | 3: 2080  | 77.31  |
|  | 035          | 4: 2080  | 81.14  |
|  | 035          | 5: 2080  | 85.20  |
|  | 035          | 6: 2080  | 87.82  |
|  | 035          | 7: 2080  | 91.88  |
|  | Perf<br>Zone | Minimum  | 92.80  |
|  |              | Maximum  | 100.15 |
|  | 036          | 1: Start | 72.20  |
|  | 036          | 2: 2080  | 75.82  |
|  | 036          | 3: 2080  | 79.64  |
|  | 036          | 4: 2080  | 83.63  |
|  | 036          | 5: 2080  | 87.80  |
|  | 036          | 6: 2080  | 90.42  |
|  | 036          | 7: 2080  | 94.63  |
|  | Perf<br>Zone | Minimum  | 95.58  |
|  |              | Maximum  | 103.15 |

|  |              |          |        |
|--|--------------|----------|--------|
|  | 037          | 1: Start | 74.38  |
|  | 037          | 2: 2080  | 78.07  |
|  | 037          | 3: 2080  | 81.97  |
|  | 037          | 4: 2080  | 86.11  |
|  | 037          | 5: 2080  | 90.42  |
|  | 037          | 6: 2080  | 93.10  |
|  | 037          | 7: 2080  | 97.45  |
|  | Perf<br>Zone | Minimum  | 98.42  |
|  |              | Maximum  | 106.22 |
|  | 038          | 1: Start | 76.61  |
|  | 038          | 2: 2080  | 80.45  |
|  | 038          | 3: 2080  | 84.47  |
|  | 038          | 4: 2080  | 88.69  |
|  | 038          | 5: 2080  | 93.10  |
|  | 038          | 6: 2080  | 95.95  |
|  | 038          | 7: 2080  | 100.35 |
|  | Perf<br>Zone | Minimum  | 101.35 |
|  |              | Maximum  | 109.38 |
|  | 039          | 1: Start | 78.91  |
|  | 039          | 2: 2080  | 82.85  |
|  | 039          | 3: 2080  | 87.00  |
|  | 039          | 4: 2080  | 91.39  |
|  | 039          | 5: 2080  | 95.95  |
|  | 039          | 6: 2080  | 98.77  |
|  | 039          | 7: 2080  | 103.36 |
|  | Perf<br>Zone | Minimum  | 104.39 |
|  |              | Maximum  | 112.66 |
|  | 040          | 1: Start | 81.31  |
|  | 040          | 2: 2080  | 85.37  |
|  | 040          | 3: 2080  | 89.63  |
|  | 040          | 4: 2080  | 94.05  |
|  | 040          | 5: 2080  | 98.81  |
|  | 040          | 6: 2080  | 101.95 |
|  | 040          | 7: 2080  | 106.47 |
|  | Perf<br>Zone | Minimum  | 107.53 |
|  |              | Maximum  | 116.05 |

|  |              |          |        |
|--|--------------|----------|--------|
|  | 041          | 1: Start | 83.71  |
|  | 041          | 2: 2080  | 87.91  |
|  | 041          | 3: 2080  | 92.30  |
|  | 041          | 4: 2080  | 96.90  |
|  | 041          | 5: 2080  | 101.74 |
|  | 041          | 6: 2080  | 104.99 |
|  | 041          | 7: 2080  | 109.62 |
|  | Perf<br>Zone | Minimum  | 110.72 |
|  |              | Maximum  | 119.49 |
|  | 042          | 1: Start | 86.22  |
|  | 042          | 2: 2080  | 90.51  |
|  | 042          | 3: 2080  | 95.04  |
|  | 042          | 4: 2080  | 99.76  |
|  | 042          | 5: 2080  | 104.78 |
|  | 042          | 6: 2080  | 108.11 |
|  | 042          | 7: 2080  | 112.92 |
|  | Perf<br>Zone | Minimum  | 114.05 |
|  |              | Maximum  | 123.08 |
|  | 043          | 1: Start | 88.79  |
|  | 043          | 2: 2080  | 93.24  |
|  | 043          | 3: 2080  | 97.89  |
|  | 043          | 4: 2080  | 102.80 |
|  | 043          | 5: 2080  | 107.94 |
|  | 043          | 6: 2080  | 111.35 |
|  | 043          | 7: 2080  | 116.49 |
|  | Perf<br>Zone | Minimum  | 117.65 |
|  |              | Maximum  | 126.97 |
|  | 044          | 1: Start | 91.46  |
|  | 044          | 2: 2080  | 96.06  |
|  | 044          | 3: 2080  | 100.89 |
|  | 044          | 4: 2080  | 105.95 |
|  | 044          | 5: 2080  | 111.18 |
|  | 044          | 6: 2080  | 114.73 |
|  | 044          | 7: 2080  | 119.79 |
|  | Perf<br>Zone | Minimum  | 120.99 |
|  |              | Maximum  | 130.57 |

|  |              |          |        |
|--|--------------|----------|--------|
|  | 045          | 1: Start | 94.22  |
|  | 045          | 2: 2080  | 98.89  |
|  | 045          | 3: 2080  | 103.87 |
|  | 045          | 4: 2080  | 109.04 |
|  | 045          | 5: 2080  | 114.51 |
|  | 045          | 6: 2080  | 118.13 |
|  | 045          | 7: 2080  | 123.35 |
|  | Perf<br>Zone | Minimum  | 124.58 |
|  |              | Maximum  | 134.45 |

## **BENEFITS:**

### **VACATION**

#### Years of Service

#### Vacation Granted

|                                    |         |
|------------------------------------|---------|
| Year one through year four         | 17 days |
| Year five through seven            | 20 days |
| Year eight through year fifteen    | 24 days |
| Year sixteen through year nineteen | 27 days |
| Year twenty and beyond             | 29 days |

Vacation rate will now be based on the original employment date. Effective January 1, 2006 vacation was increased due to the elimination of Floating Holidays.

### **VACATION CASH IN**

Employees may request compensation in cash for up to one week of unused vacation within each calendar year. Payment will be at the discretion of the Department Head and additionally, limited by the availability of funds in the Department's Budget. Such election must be made in writing on or before December 1st of each calendar year.

### **HOLIDAY ELIGIBILITY**

In order to be eligible for a holiday with pay, an employee must be employed as of the date of the holiday and have paid hours on the payroll for that pay period. Non-holiday hours paid includes hours actually worked, vacation time, compensatory time, paid leave and sick leave.

### **LIBRARY HOLIDAYS**

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

### **FLOATING HOLIDAY**

Effective **January 1, 2027**, addition of one (1) floating holiday. Floating holiday may be taken at any time during the calendar year, subject to the approval of the Department Director. Floating holidays may not be carried over from year to year.

## **LONGEVITY PAY**

Effective **January 1, 2026** (or closest pay period):

\$25.00 biweekly payment for employees who have completed ten (10) years of City service.

\$40.00 biweekly payment for employees who have completed fifteen (15) years of City service.

\$60.00 biweekly payment for employees who have completed twenty (20) years of City service.

## **SICK LEAVE ACCRUAL**

Effective **January 7, 2017**, the accrual rate for eligible employees shall be 0.0460 of a working hours for each full hour on the payroll (12 days per year), excluding overtime.

## **PERFORMANCE ZONE**

Effective **January 1, 2025** (or closest pay period) – Eligible employees receive performance zone increases (or lump sums) on their anniversary date based on performance review.

## **OVERTIME COMPENSATION**

Grade 11 or below shall receive overtime compensation in accordance with the Fair Labor Standards Act (FLSA) only after 40 hours worked (not paid).

Grade 12 or above shall receive compensatory time or pay on a straight time basis for hours worked more than their normal work day or assigned normal work period. Compensated, non-work hours such as approved sick leave, vacation or compensatory time shall not be considered in the determination of hours worked beyond an employee's specified work period; however, paid holiday time will be counted in the determination. If the number of hours worked is less than the totals in the employee's specified work period, non-working compensable time may be used to the extent they get the employee to the total number of hours in their category. (See Article 6)

## **REINSTATEMENT RIGHTS AFTER LAYOFF**

Two years

## **OUT OF TITLE**

After 15 consecutive working days

## **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.



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

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: \$77.42/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)

## **LIFE INSURANCE**

Effective January 1, 2004, each benefit eligible employee will receive \$50,000.

## **SICK LEAVE CONVERSION**

Employees with more than 180 days of accumulated sick leave may convert a maximum of 10 days of sick for 5 days of vacation within a calendar year.

## **FUNERAL LEAVE**

Up to three (3) days of sick leave to attend the funeral of the employee's grandparent or grandchild. Shall be granted leave with pay for such time as the appointing authority deems necessary for the death of the employee's mother, father, spouse, child, brother, sister, mother-in-law, father-in-law, or other person who is a member of the household.

## **BEREAVEMENT LEAVE**

Employees shall be granted up to two (2) days annually for bereavement leave of an immediate family member. Bereavement leave is separate from sick and vacation time. Sick time would be used for any additional time requested, as the appointing authority deems necessary, for bereavement beyond the bereavement leave if an employee has accumulated sick time. (See Article 10.3(2))

## **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. (See Article 11)

## **SEVERANCE PAY**

### **Effective January 1, 2007:**

If an employee requests severance pay and if the employee meets the eligibility requirements set forth in Article 22 of the contract, he/she will be granted severance pay in an amount equal to a maximum as shown below based on the number of sick leave credits accumulated and minimum years of service:

| <u>Accrued sick leave hours:</u> | <u>Severance pay amount</u> |
|----------------------------------|-----------------------------|
| 600                              | \$ 6,000                    |
| 700                              | \$ 7,000                    |
| 800                              | \$ 8,000                    |
| 900                              | \$ 9,000                    |
| 1000                             | \$10,000                    |
| 1100                             | \$11,000                    |
| 1200                             | \$12,000                    |
| 1300                             | \$13,000                    |
| 1400                             | \$14,000                    |
| 1500                             | \$15,000                    |
| 1600                             | \$16,000                    |
| 1700                             | \$17,000                    |

\*Employees hired by the City on or after October 1, 1997 may not use employment in the Independent School District No. 625 in meeting the years of service requirement

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 (PEHP).

Effective **January 1, 2022**, 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.

## **NEGOTIATION PAY**

The president of the Professional Employee's Association shall receive straight-time pay for time spent in contract negotiation with the Employer up to 8 hours per day.

## **DEFERRED COMPENSATION**

Effective **January 1, 2025**, the City will provide \$900 per year matching deferred compensation contribution for employees employed by the City for twelve (12) consecutive months. (See Article 24 for eligibility requirements). Employees must be on the payroll as of the date of deferred compensation match. Effective **January 1, 2027**, this amount will be increased to \$1,100. Effective **January 1, 2028**, this amount will be increased to \$1,200.

## **NIGHT DIFFERENTIAL**

Any employee who works on a shift, beginning earlier than 6:00 a.m. or ending later than 6:00 p.m., shall be paid a night differential for the hours worked between the hours of 6:00 p.m. and 6:00 a.m.

The night differential shall be six and one-half percent (6.5%) of the base rate and shall be paid only for those night shift hours actually worked between the hours of 6:00 p.m. and 6:00 a.m.

On occasion, and for their own convenience, Association members have been allowed to work during evening hours. As it is the choice of these employees to work during evening hours, employees who request to work during the night differential time period without being required to do so will not receive night differential pay.

## **LIBRARY EMPLOYEE NIGHT/SUNDAY DIFFERENTIAL**

Any employee who works a shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m., shall be paid a night differential of five percent (5%) for the hours worked between 6:00 p.m. and 6:00 a.m.

Any Library employee who works hours on Sunday there shall be a differential of five percent (5%) for all hours worked.

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

In the case of a serious illness or disability of an employee's child, parent, household member or individual covered under state statute, the Department Head shall grant leave with pay in order for the employee to care for or make arrangements for the care of such sick or disabled persons. Such paid leave shall be drawn from the employee's accumulated sick leave credits. Use of such sick leave shall be limited to 160 hours in any 12-month period measured by rolling backwards from the date leave is taken.

## **UNIFORM/SAFETY SHOES**

Effective January 1, 2011, the Employer will contribute \$65.00 per year toward the purchase of safety shoes/boots, as an annual cash payment to be placed on the paycheck. Employees shall have until December 31, 2011 to spend any outstanding balance accrued prior to January 1, 2011. After December 31, 2011, all existing balances shall be eliminated (See Article 17.1) Effective **January 1, 2027**, this amount will be increased to \$80

Fire Protection Engineers in DSI who are required to wear a specified uniform shall be reimbursed for uniform items purchased up to \$1,306.00 for initial issue and \$602.00 per calendar year for maintenance.

Fire Department employees in the titles of Education Specialist, Education Coordinator, Public Education Officer – Fire, and Fire Protection Engineer, who are required to wear a specified uniform shall be provided an initial issue of \$1,306.00 to be placed on a debit card provided by the City's contracted vendor, to be used towards the purchase of the required uniform. On May 1 of each subsequent year, \$602.00 shall be placed on each eligible employee's debit card as a maintenance allowance for the employee's uniform inventory.

## **UNIFORM/SAFETY SHOES (Continued)**

Parks and Recreation employees in the titles of Education Specialist, Education Coordinator-Landscape Architect, Lead Landscape Architect, Landscape Design Associate, Management Assistant, Project Coordinator, Project Manager, Public Information Officer, Volunteer Coordinator, Veterinarian, Accountant, Construction Coordinator, Natural Resource Coordinator shall be provided \$50 to be used to purchase branded shirt(s) from the approved city vendor. This allowance will be provided annually on June 1 directly to the department's vendor ordering site.

Como Zoo staff who are required to wear branded clothing will receive \$150 annual allowance. This allowance will be provided annually on June 1 directly to the department's vendor ordering site.