Employee Group 06 Professional

Effective Date: April 4, 2026 **Issued Date: 11/09/2026**

Job Code & Description	Grade	Step	Hourly Rate 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 Zone	Minimum	34.17
		Maximum	36.87
410000 DESIGN ASSOCIATE/CIVIL ENGINEER TRAINEE 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 Zone	Minimum	35.23
		Maximum	38.02
920320 CHILD CARE PROGRAM COORDINATOR 900010 EDUCATION SPECIALIST 150001 LAW CLERK (U) 150110 PARALEGAL I (U) 950110 LIBRARY SPECIALIST~S~ 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 Zone	Minimum	36.22
		Maximum	39.09

	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 Zone	Minimum	37.35
		Maximum	40.31
900011 EDUCATION COORDINATOR 110010 MANAGEMENT ASSISTANT I 120810 TRAINING AND DEVELOPMENT SPECIALIST 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 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

300110 ACCOUNTANT I 340010 BUYER I 120110-06 HUMAN RESOURCES CONSULTANT I 950201 LIBRARY VOLUNTEER COORDINATOR 160010 PUBLIC INFORMATION SPECIALIST I 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 130111 COMPLIANCE SPECIALIST 400020 DESIGN ASSOCIATE I 130310 LABOR STANDARDS INVESTIGATOR I 950040 LIBRARIAN I 900101 PROJECT MANAGER PARKS AND RECREATION 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 Zone	Minimum	41.96
		Maximum	45.28
320040 BUSINESS ANALYST I 520010 CRIMINALIST I 520110 FORENSIC SCIENTIST I 310010 GRANTS ASSISTANT 210111 GRAPHIC ARTIST II 400110 LANDSCAPE DESIGN APPRENTICE 150320 LIFE COACH CASE WORKER 150111 PARALEGAL II (U) 950701 LIBRARY COMMUNITY SERVICE COORDINATOR 110011 MANAGEMENT ASSISTANT II 150311 VICTIM WITNESS COORDINATOR (U) 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 Zone	Minimum	43.21
		Maximum	46.63
720020 CITY PLANNER 510010 HEALTH AND FITNESS SPECIALIST 720040 HISTORIC PRESERVATION PLANNER 950301 LIBRARY TRAINING & ORGANIZATIONAL DEVELOPMENT COORDINATOR 360020 PROJECTMANAGER 160111 RESEARCH ANALYST II 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 Zone	Minimum	44.50
		Maximum	48.03

300111 ACCOUNTANT II 340011 BUYER II 410010 CIVIL ENGINEER I 410110 CIVIL ENGINEER I-SPRWS 160060 COMMUNITY ENGAGEMENT SPECIALIST 630401 CRIME PREVENTION COORDINATOR 600010 EMERGENCY MANAGEMENT SPECIALIST 120111-06 HUMAN RESOURCES CONSULTANT II 150321 LEAD LIFE COACH CASE WORKER 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 130112 COMPLIANCE COORDINATOR 130040 HUMAN RIGHTS INVESTIGATOR I 130311 LABOR STANDARDS INVESTIGATOR II 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 Zone	Minimum	47.21
		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 Zone	Minimum	53.05
		Maximum	57.25

320041 BUSINESS ANALYST II 400021 DESIGN ASSOCIATE II 150312 LEAD VICTIM WITNESS COORDINATOR (U) 150112 PARALEGAL III (U) 110012-06 MANAGEMENT ASSISTANT III 850120 MEDIA SERVICES COORDINATOR 130401 POLICE-CIVILIAN AFFAIRS REVIEW COMMISSION (PCIARC) COORDINATOR 160011 PUBLIC INFORMATION SPECIALIST II 120820 TRAINING AND DEVELOPMENT COORDINATOR 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 Zone	Minimum	48.54
		Maximum	52.39
950410 DIGITAL SERVICES COORDINATOR 310011 GRANTS SPECIALIST 720041 HISTORIC PRESERVATION SR PLANNER 950041 LIBRARIAN II 160112 RESEARCH ANALYST III 510110 SAFETY OFFICER 720021 SENIOR CITY PLANNER 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 Zone	Minimum	50.04
		Maximum	54.00
300112 ACCOUNTANT III 340012 BUYER III 410011 CIVIL ENGINEER II 410111 CIVIL ENGINEER II - SPRWS 520011 CRIMINALIST II 700211 ENVIRONMENTAL HEALTH SPECIALIST II 310101 HISTORIC PRESERVATION SPECIALIST~S~ 120112-06 HUMAN RESOURCES CONSULTANT III 160040 INTELLIGENCE ANALYST - OPERATIONS 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 Zone	Minimum	51.57
		Maximum	55.66

110701-06 ADMINISTRATIVE ASSISTANT (U) 130201 ADMINISTRATIVE ASSISTANT - DEPARTMENT OF HUMAN RIGHTS AND EQUAL ECONOMIC OPPORTUNITY 900301 ARTS AND GARDENING PROGRAM COORDINATOR 320042 BUSINESS ANALYST III 520111 FORENSIC SCIENTIST II 140520 GIS ANALYST 540210 HEALTH EDUCATOR II~S~ 130041 HUMAN RIGHTS INVESTIGATOR II 130312 LABOR STANDARDS INVESTIGATOR III 110013 MANAGEMENT ASSISTANT IV 510020 PHYSICAL FITNESS COORDINATOR 110601 PROGRAM COORDINATOR 130113 SENIOR COMPLIANCE COORDINATOR 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 Zone	Minimum	53.05
		Maximum	57.25
110501 ADMINISTRATIVE/LEGISLATIVE ASSISTANT – PED 600020 EMERGENCY MANAGEMENT COORDINATOR 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 Zone	Minimum	54.70
		Maximum	59.03
340013 BUYER IV 400230 CONSTRUCTION COORDINATOR 510030 HEALTH and WELLNESS COORDINATOR 111901 PARKING MANAGER 320043 SENIOR BUSINESS ANALYST 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 Zone	Minimum	56.27
		Maximum	60.72

160041 INTELLIGENCE ANALYST – STRATEGIC 700301 SUSTAINABILITY COORDINATOR 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 Zone	Minimum	57.96
		Maximum	62.56
400030 ARCHITECT 410012 CIVIL ENGINEER III 410112 CIVIL ENGINEER III-SPRWS 740020 FIRE PROTECTION ENGINEER 520112 FORENSIC SCIENTIST III – QUALITY ASSURANCE SPECIALIST 540220 HEALTH INFORMATION ADMINISTRATOR~S~ 400112 LEAD LANDSCAPE ARCHITECT 720022 PRINCIPAL CITY PLANNER 160113 RESEARCH ANALYST IV 410201 STRUCTURAL ENGINEER 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 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 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 Zone	Minimum	61.48
		Maximum	66.35
140501 GIS SYSTEMS DEVELOPER 360022 PRINCIPAL PROJECT MANAGER 110901 PROJECT MANAGER IV - PUBLIC WORKS 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 Zone	Minimum	63.30
		Maximum	68.31
140114 IS INFORMATION/TECHNICAL ANALYST V 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 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 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 Zone	Minimum	67.11
		Maximum	72.43
140115-06 IS INFORMATION/TECHNI**CAL** 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 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 Zone	Minimum	69.12
		Maximum	74.60
360301 BUSINESS OUTREACH COORDINATOR 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 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 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 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 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 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 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 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 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 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 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 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 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 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 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 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 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 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	Minimum	117.65
	Zone	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 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 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:

Accrued sick leave hours:	Severance pay amount
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.