

Employee Group 10 Manual & Maintenance Supervisors

Effective Date: May 30, 2026

Issued Date: September 11, 2026

Job Code & Description	Grade	Step	Hourly Rate 05/30/2026
	01U	1: Start	38.64
	01U	2: 2080 Hours	39.71
	01U	3: 5 year (10,400)	40.80
	01U	4: 10 year (20,800)	41.92
	01U	5: 15 year (31,200)	43.06
	01U	6: 20 year	44.25
	02U	1: Start	38.85
	02U	2: 2080 Hours	39.91
	02U	3: 5 year (10,400)	41.01
	02U	4: 10 year (20,800)	42.15
	02U	5: 15 year (31,200)	43.30
	02U	6: 20 year	44.50
	04U	1: Start	40.43
	04U	2: 2080 Hours	41.54
	04U	3: 5 year (10,400)	42.68
	04U	4: 10 year (20,800)	43.86
	04U	5: 15 year (31,200)	45.06
	04U	6: 20 year	46.30
	06U	1: Start	35.91
	06U	2: 2080 Hours	36.88
	06U	3: 5 year (10,400)	37.90
	06U	4: 10 year (20,800)	38.94
	06U	5: 15 year (31,200)	40.02
	06U	6: 20 year	41.12
	08U	1: Start	30.18
	08U	2: 2080 Hours	31.01
	08U	3: 5 year (10,400)	31.87
	08U	4: 10 year (20,800)	32.74
	08U	5: 15 year (31,200)	33.64
	08U	6: 20 year	34.57

	030	1: Start	35.10
	030	2: 2080 Hours	36.07
	030	3: 5 year (10,400)	37.06
	030	4: 10 year (20,800)	38.08
	030	5: 15 year (31,200)	39.13
	030	6: 20 year	40.21
	033	1: Start	38.40
	033	2: 2080 Hours	39.46
	033	3: 5 year (10,400)	40.54
	033	4: 10 year (20,800)	41.65
	033	5: 15 year (31,200)	42.80
	033	6: 20 year	43.98
	034	1: Start	39.30
	034	2: 2080 Hours	40.39
	034	3: 5 year (10,400)	41.50
	034	4: 10 year (20,800)	42.64
	034	5: 15 year (31,200)	43.82
	034	6: 20 year	45.02
	035	1: Start	39.88
	035	2: 2080 Hours	40.98
	035	3: 5 year (10,400)	42.11
	035	4: 10 year (20,800)	43.27
	035	5: 15 year (31,200)	44.45
	035	6: 20 year	45.68
800130 FORESTRY SUPERVISOR I 810030 PARK MAINTENANCE SUPERVISOR I 840130 PUBLIC WORKS SUPERVISOR I 840133 PUBLIC WORKS SUPERVISOR I, SOLID WASTE 840350 SEWER SUPERVISOR I 840810 SUPPLY SYSTEMS SUPERVISOR I 810420 TRAFFIC MAINTENANCE SUPERVISOR I 840040 WATER DISTRIBUTION SUPERVISOR I 830522 WATER MAINTENANCE SUPERVISOR I 830540 WATER PRODUCTION SUPERVISOR I	036	1: Start	41.61
	036	2: 2080 Hours	42.76
	036	3: 5 year (10,400)	43.93
	036	4: 10 year (20,800)	45.13
	036	5: 15 year (31,200)	46.38
	036	6: 20 year	47.66

940011 SENIOR ZOO KEEPER	037	1: Start	41.78
	037	2: 2080 Hours	42.92
	037	3: 5 year (10,400)	44.10
	037	4: 10 year (20,800)	45.32
	037	5: 15 year (31,200)	46.57
	037	6: 20 year	47.84
840430 BRIDGE MAINTENANCE SUPERVISOR I 810230 GOLF COURSE SUPERINTENDENT 840131 PUBLIC WORKS SUPERVISOR II 840134 PUBLIC WORKS SUPERVISOR II, SOLID WASTE 840351 SEWER SUPERVISOR II 510310 SPRWS TRAINING COORDINATOR 840811 SUPPLY SYSTEMS SUPERVISOR II 830030 VEHICLE MECHANIC SUPERVISOR I 840041 WATER DISTRIBUTION SUPERVISOR II	038	1: Start	43.97
	038	2: 2080 Hours	45.18
	038	3: 5 year (10,400)	46.42
	038	4: 10 year (20,800)	47.70
	038	5: 15 year (31,200)	49.01
	038	6: 20 year	50.36
	039	1: Start	45.09
	039	2: 2080 Hours	46.33
	039	3: 5 year (10,400)	47.61
	039	4: 10 year (20,800)	48.91
	039	5: 15 year (31,200)	50.25
	039	6: 20 year	51.64
800131 FORESTRY SUPERVISOR II 830430 METER OPERATIONS SUPERVISOR 810031 PARK MAINTENANCE SUPERVISOR II 810421 TRAFFIC MAINTENANCE SUPERVISOR II 830031 VEHICLE MECHANIC SUPERVISOR II 840042 WATER DISTRIBUTION SUPERVISOR III 830541 WATER PRODUCTION SUPERVISOR II	040	1: Start	46.66
	040	2: 2080 Hours	47.95
	040	3: 5 year (10,400)	49.26
	040	4: 10 year (20,800)	50.61
	040	5: 15 year (31,200)	52.00
	040	6: 20 year	53.44

840431 BRIDGE MAINTENANCE SUPERVISOR II 810720 BUILDING MAINTENANCE SUPERVISOR – LIBRARIES 810440 PARKING SYSTEMS SUPERVISOR 840132 PUBLIC WORKS SUPERVISOR III 840352 SEWER SUPERVISOR III	041	1: Start	47.99
	041	2: 2080 Hours	49.31
	041	3: 5 year (10,400)	50.67
	041	4: 10 year (20,800)	52.06
	041	5: 15 year (31,200)	53.49
	041	6: 20 year	54.96
811301 BUILDING MAINTENANCE SUPERVISOR - FIRE DEPARTMENT 810820 BUILDING MAINTENANCE SUPERVISOR - POLICE DEPARTMENT	043	1: Start	50.75
	043	2: 2080 Hours	52.14
	043	3: 5 year (10,400)	53.58
	043	4: 10 year (20,800)	55.05
	043	5: 15 year (31,200)	56.57
	043	6: 20 year	58.12
810032 PARK MAINTENANCE SUPERVISOR III 840050 WATER DISTRIBUTION FIELD SUPERVISOR 840812 WATER SUPPLY FIELD SUPERVISOR	044	1: Start	52.32
	044	2: 2080 Hours	53.77
	044	3: 5 year (10,400)	55.24
	044	4: 10 year (20,800)	56.76
	044	5: 15 year (31,200)	58.32
	044	6: 20 year	59.93
840140 PUBLIC WORKS FIELD SUPERINTENDENT	045	1: Start	53.90
	045	2: 2080 Hours	55.38
	045	3: 5 year (10,400)	56.91
	045	4: 10 year (20,800)	58.47
	045	5: 15 year (31,200)	60.08
	045	6: 20 year	61.74
500020 ANIMAL SERVICES MANAGER 810501 BUILDING MAINTENANCE SUPERVISOR - PARKS AND RECREATION	046	1: Start	55.52
	046	2: 6 month (1040)	57.04
	046	3: 5 year (10,400)	58.61
	046	4: 10 year (20,800)	60.22
	046	5: 15 year (31,200)	61.87
	046	6: 20 year	63.58

BENEFITS:

VACATION

Effective **January 1, 2022** each full-time employee shall be granted vacation according to the following schedule:

0 thru 7 th year	17 days
8 th year thru 15 th year	22 days
16 th year thru 23 rd year	26 days
24 th year and thereafter	28 days

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

Effective **January 1, 2027**, the head of the department may permit an employee to carry over into the following fiscal year up to one hundred sixty (160) hours of vacation. The vacation cap of 160 hours shall be applied on the last work day of the calendar year.

VACATION SELL BACK

Employees with at least ten (10) years' service and a vacation balance over 120 hours may request compensation in cash for such hours up to two (2) weeks 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 1 of each calendar year. If the employee elects to sell vacation, the payment for such sold vacation shall be made in a lump sum in the nearest full payroll period following the election date. The payment shall be in an amount equal to the number of hours sold times the employee's regular rate of pay in effect as of the date of such election.

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. All holidays will be considered major.

FLOATING HOLIDAY

Effective **January 1, 2027**, each employee shall be granted one (1) floating holiday annually to be used within that calendar year. The floating holiday shall be considered one (1) full day for an employee and shall be used at one time. The day shall be pro-rated for part-time employees. Employees must request use of the floating holiday in the same manner as vacation time.

LIFE INSURANCE

\$50,000 for eligible employees.

SEVERANCE PAY

Effective January 1, 2008: If an employee requests severance pay and if the employee meets the eligibility requirements, he/she will be granted severance pay as shown below. Service requirements for severance eligibility will not include years of service with ISD #625 for employees hired by the City or transferred to the City after December 31, 1998. See Article 17.7 (2005- 2007 Agreement).

SEVERANCE PAY (Continued)

Effective **January 1, 2024**: Minimum of 18 years of service and six hundred (600) hours of sick leave credits at the time of his/her separation of services from the City.

Effective **August 1, 2026**, the employee must have a minimum of seventeen (17) years of service and six hundred (600) hours of sick leave credits at the time of their separation of service from the City.

600	\$7,500
800	\$10,000
1000	\$11,500
1300	\$12,500
1800	\$18,000
2000	\$20,000

Effective **December 3, 2013**: For any employee who is eligible to receive severance from the City, the City will contribute 105% of the full amount of their severance payment to a Post Employment Health Plan (PEHP) in lieu of any cash payment to the employee.

Effective January 1, 2008 accrued but unused Compensatory Time shall **NO** longer be contributed to a Post Employment Health Plan (PEHP).

Any employee who is eligible to receive Severance from the City under Article 17 shall have their accrued but unused vacation contributed to a Post Employment Health Plan (PEHP) in lieu of cash payment to the employee. Such amounts shall be made at the time of retirement.

2026 HEALTH INSURANCE

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

Choice Passport Plan:

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

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

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

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

2026 HEALTH INSURANCE (Continued)

Elect Plan/Vantage Plus ACO Plan:

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

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

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

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

Park Nicollet ACO Plan:

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

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

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

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

Passport Copay Plan:

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

SICK LEAVE ACCRUAL

Effective January 1, 2010: The accrual rate shall be 12 days per year.

SICK LEAVE CONVERSION

If an Employee has an accumulation of sick leave credits in excess of 180 days, they may convert up to ten (10) days of sick leave for five (5) days of vacation in each calendar year under this provision.

BEREAVEMENT LEAVE

Beginning **January 1, 2027**, Paid Bereavement Leave may be used by an employee in the case of death of the employee's mother, father, spouse, child, brother, sister, mother-in-law, father-in-law, grandparent, grandchild, or other person who is a member of the household. A total of one (1) day per payroll year may be used as Bereavement Leave. Such leave shall not carry over from year to year.

PAID PARENTAL LEAVE

Effective **January 1, 2027**, 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. The Paid Parental Leave must be used in a continuous eight-week block of time and will run concurrently with any other leaves available under existing federal and state laws. The Parental Leave must be requested, approved and used within 6 months of the qualifying event or the opportunity to request and/or use the leave will be forfeited.

To be eligible for this leave, the employee must:

1. be the biological parent or the adoptive parent or the spouse of the biological or adoptive parent of the child; and,
2. must have worked for the City for at least one year preceding the first date of the leave; and,
3. have 1,250 hours of worked time in the twelve months immediately before the leave. The eligible employee using Paid Parental Leave will be paid at their assigned rate of pay for the average number of hours worked per week in the previous twelve (12) months.

Vacation will accrue during the Leave as if the employee were working. If a regularly scheduled holiday falls during the employee's use of Paid Parental Leave it will be not considered Paid Parental Leave but will be Holiday leave. Use of holiday pay during a Paid Parental Leave will not extend the length of the leave. The City will continue to pay its share of the cost of an eligible employee's group health insurance during a Paid Parental Leave. The eligible employee's share of the premium will be deducted from the eligible employee's pay in accordance with normal practices.

DEFERRED COMPENSATION

Effective **January 1, 2022**:

\$ 375.00 dollar for dollar match – employees who have completed 5 years of service.
\$ 925.00 dollar for dollar match – employees who have completed 10 years of service.
\$1075.00 dollar for dollar match – employees who have completed 20 years of service.
\$1275.00 dollar for dollar match – employees who have completed 30 years of service.

Effective **January 1, 2027**, employees who have completed one (1) year of certified City service shall be eligible for Deferred Compensation paid by the Employer on a dollar-for-dollar match.

Effective **January 1, 2027**:

\$ 375.00 dollar for dollar match – employees who have completed 1 year of service.
\$ 700.00 dollar for dollar match – employees who have completed 5 years of service.
\$1075.00 dollar for dollar match – employees who have completed 10 years of service.
\$1275.00 dollar for dollar match – employees who have completed 20 years of service.
\$1500.00 dollar for dollar match – employees who have completed 30 years of service.
(See Article 22 of the agreement.)

OVERTIME

Time and one half for those employees in Grade 42 or above for work performed in excess of the regular work day and/or forty (40) hour work week.

If an employee works a Major Holiday he/she shall receive time and one-half (1.5) of his/her regular rate of pay for all work performed on the holiday. If the employee works a Minor Holiday he/she shall receive straight time for such holiday work in addition to regular holiday pay.

OVERTIME (Continued)

Rest Period: Anyone working sixteen (16) consecutive hours or more will not be assigned to work a new overtime job or shift until an eight (8) hour period is completed. (See Article 11 for requirements)

CALL-IN PAY

Any employee who is called back to work shall be guaranteed four (4) hours pay at his/her regular straight time rate.

NIGHT DIFFERENTIAL

A night differential of six and one half percent (6.5%) on the regular rate of pay shall be paid for any work performed between the hours of 6:00 p.m. and 6:00 a.m.

Effective **January 1, 2024**, the night shift differential will apply to accrued paid leave used by employees who are regularly assigned to night shift.

OUT-OF-TITLE

After 10 working days. (Days may be non-consecutive.) (See Article 18.1)

RECALL FROM LAYOFF

Two years

MILEAGE

When an employee is required to use their personal automobile, they will be reimbursed at the current Federal IRS rate.

SAFETY SHOE ALLOWANCE

Effective **January 1, 2026**: The Employer agrees to contribute \$273.13 per payroll year to each employee of the bargaining unit who is required by the Employer to wear protective shoes or boots. Effective **January 1, 2027**: this amount shall increase by the same percentage amount as the general increase annually.

This contribution will be made for employees on the payroll as of January 1st. Employees hired after January 1st will receive one-half the normal allowance for that payroll year.

UNIFORMS

Golf Course Superintendents who are required to wear a specified uniform will be provided that uniform from the Employer. Four (4) uniforms for full-time employees and two (2) uniforms for part-time employees.

Effective **January 1, 2026**, Senior Zookeepers and Park Maintenance Supervisor I's assigned to the Como Zoo campus who are required to wear a specified uniform shall be reimbursed for uniform items purchased up to \$327.82 per year. The Employer shall determine the process for reimbursement of uniform items purchased. Effective **January 1, 2027** – this amount shall increase to \$427.82. Effective **January 1, 2028** – this amount shall increase by the same percentage amount as the general increase.

UNIFORMS (Continued)

Beginning **January 1, 2027**, SPRWS employees who are required to wear a specified uniform shall be given an allowance for uniform items purchased up to \$400.00 per year. Effective **January 1, 2028**, this premium shall increase by the same percentage amount as the general increase annually.

PREMIUM:

Effective **January 1, 2022**, **\$1.90** per hour above the regular base rate for each hour or any part thereof worked by an employee assigned to an abatement crew on a summary abatement deemed to be hazardous by the Health Department Inspector and PED Summary Abatement Supervisor and requiring the use of special protective clothing.