

Employee Group 12 Operating Engineers

Effective Date: December 27, 2025

Issued Date: June 5, 2026

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Job Code & Description	Grade	Step	Hourly Rate 12/27/2025	Hourly Rate 06/27/2026
	01U	1: Start	23.50	23.85
	01U	2: 2080 Hours	24.20	24.56
	01U	3: 6240 Hours	24.92	25.29
	01U	4: 6 year (12,480)	25.66	26.04
	01U	5: 20 year (41,600)	26.06	26.45
810611 CUSTODIAN II	02U	1: Start	27.84	28.26
	02U	2: 2080 Hours	29.13	29.57
	02U	3: 6240 Hours	30.00	30.45
	02U	4: 6 year (12,480)	30.90	31.36
	02U	5: 20 year (41,600)	31.36	31.83
810620 CUSTODIAN-ENGINEER I	03U	1: Start	32.28	32.76
	03U	2: 2080 Hours	33.24	33.74
	03U	3: 6240 Hours	34.24	34.75
	03U	4: 6 year (12,480)	35.26	35.79
	03U	5: 20 year (41,600)	35.79	36.33
810621 CUSTODIAN-ENGINEER II 830510 MAINTENANCE WORKER I	04U	1: Start	33.38	33.88
	04U	2: 2080 Hours	34.39	34.91
	04U	3: 6240 Hours	35.42	35.95
	04U	4: 6 year (12,480)	36.48	37.03
	04U	5: 20 year (41,600)	37.03	37.59
810622 CUSTODIAN-ENGINEER III	05U	1: Start	35.80	36.34
	05U	2: 2080 Hours	36.89	37.44
	05U	3: 6240 Hours	38.00	38.57
	05U	4: 6 year (12,480)	39.14	39.73
	05U	5: 20 year (41,600)	39.73	40.33

830520 MAINTENANCE WORKER II	06U	1: Start	35.49	36.02
	06U	2: 2080 Hours	36.55	37.10
	06U	3: 6240 Hours	37.65	38.21
	06U	4: 6 year (12,480)	38.77	39.35
	06U	5: 20 year (41,600)	39.35	39.94
	07U	1: Start	34.80	35.32
	07U	2: 2080 Hours	35.85	36.39
	07U	3: 6240 Hours	36.93	37.48
	07U	4: 6 year (12,480)	38.02	38.59
	07U	5: 20 year (41,600)	38.60	39.18
	08U	1: Start	35.34	35.87
	08U	2: 2080 Hours	36.41	36.96
	08U	3: 6240 Hours	37.51	38.07
	08U	4: 6 year (12,480)	38.63	39.21
	08U	5: 20 year (41,600)	39.21	39.80
830701 OPERATING ENGINEER 830532 WATER PUMPING OPERATOR 830530 WATER TREATMENT OPERATOR	09U	1: Start	36.84	37.39
	09U	2: 2080 Hours	37.94	38.51
	09U	3: 6240 Hours	39.08	39.67
	09U	4: 6 year (12,480)	40.25	40.85
	09U	5: 20 year (41,600)	40.84	41.45
	10U	1: Start	38.29	38.86
	10U	2: 2080 Hours	39.43	40.02
	10U	3: 6240 Hours	40.60	41.21
	10U	4: 6 year (12,480)	41.82	42.45
	10U	5: 20 year (41,600)	42.45	43.09
830531 CHEMICAL FEED SYSTEM SPECIALIST I 830521 MAINTENANCE WORKER III	11U	1: Start	38.58	39.16
	11U	2: 2080 Hours	39.74	40.34
	11U	3: 6240 Hours	40.95	41.56
	11U	4: 6 year (12,480)	42.16	42.79
	11U	5: 20 year (41,600)	42.79	43.43

830710 LEAD OPERATING ENGINEER 830550 SENIOR WATER OPERATOR 840340 SEWER PUMPING STATION OPERATOR	12U	1: Start	40.04	40.64
	12U	2: 2080 Hours	41.24	41.86
	12U	3: 6240 Hours	42.49	43.13
	12U	4: 6 year (12,480)	43.77	44.43
	12U	5: 20 year (41,600)	44.42	45.09
	13A	1: Start	22.78	23.12
	13A	2: 6 month (1040)	23.75	24.11
	13A	3: 1 year (2080)	24.55	24.92
	13A	4: 2 year (4160)	25.48	25.86
	13A	5: 3 year (6240)	26.51	26.91
	13A	6: 5 year (10,400)	27.53	27.94
	13A	7: 10 year (20,800)	28.14	28.56
	13A	8: 15 year (31,200)	28.85	29.28
	13A	9: 20 year (41,600)	29.72	30.17
810610 CUSTODIAN I	13M	1: Start	18.49	18.77
	13M	2: 6 month (1040)	19.15	19.44
	13M	3: 1 year (2080)	19.76	20.06
	13M	4: 2 year (4160)	20.39	20.70
	13M	5: 3 year (6240)	21.07	21.39
	13M	6: 5 year (10,400)	21.83	22.16
	13M	7: 10 year (20,800)	22.27	22.60
	13M	8: 15 year (31,200)	22.77	23.11
	13M	9: 20 year (41,600)	23.46	23.81
830534 CHEMICAL FEED SYSTEM SPECIALIST II	13U	1: Start	40.44	41.05
	13U	2: 2080 Hours	41.65	42.27
	13U	3: 6240 Hours	42.90	43.54
	13U	4: 6 year (12,480)	44.19	44.85
	13U	5: 20 year (41,600)	44.85	45.52
	15U	1: Start	35.16	35.69
	15U	2: 2080 Hours	36.22	36.76
	15U	3: 6240 Hours	37.31	37.87
	15U	4: 6 year (12,480)	38.43	39.01
	15U	5: 20 year (41,600)	39.01	39.60

	16U	1: Start	36.51	37.06
	16U	2: 2080 Hours	37.62	38.18
	16U	3: 6240 Hours	38.75	39.33
	16U	4: 6 year (12,480)	39.91	40.51
	16U	5: 20 year (41,600)	40.52	41.13
630110 PARK SECURITY OFFICER 630501 SPRWS SAFETY AND SECURITY OFFICER	017	1: Start	20.63	20.94
	017	2: 6 month (1040)	21.22	21.54
	017	3: 1 year (2080)	22.14	22.47
	017	4: 2 year (4160)	23.07	23.42
	017	5: 3 year (6240)	24.27	24.63
	017	6: 5 year (10,400)	25.48	25.86
	017	7: 10 year (20,800)	26.69	27.09
	017	8: 15 year (31,200)	27.91	28.33
	017	9: 20 year (41,600)	28.75	29.18
630201 SECURITY/SAFETY OFFICER-LIBRARY	17A	1: Start	23.96	24.32
	17A	2: 6 month (1040)	24.72	25.09
	17A	3: 1 year (2080)	25.54	25.92
	17A	4: 2 year (4160)	26.43	26.83
	17A	5: 3 year (6240)	27.34	27.75
	17A	6: 5 year (10,400)	28.35	28.78
	17A	7: 10 year (20,800)	29.09	29.53
	17A	8: 15 year (31,200)	29.71	30.16
	17A	9: 20 year (41,600)	30.61	31.07
810600 CUSTODIAN-ENGINEER TRAINEE	17U	1: Start	17.20	17.46
	17U	2: 2080 Hours	17.71	17.98
	17U	3: 6240 Hours	18.25	18.52
	17U	4: 6 year (12,480)	18.79	19.07
	17U	5: 20 year (41,600)	19.08	19.37

	18U	1: Start	24.79	25.16
	18U	2: 2080 Hours	25.53	25.91
	18U	3: 6240 Hours	26.29	26.68
	18U	4: 6 year (12,480)	27.07	27.48
	18U	5: 20 year (41,600)	27.49	27.90
811201 BUILDING MAINTENANCE ENGINEER	20U	1: Start	35.77	36.31
	20U	2: 2080 Hours	36.84	37.39
	20U	3: 6240 Hours	37.94	38.51
	20U	4: 6 year (12,480)	39.09	39.68
	20U	5: 20 year (41,600)	39.68	40.28
	21U	1: Start	17.59	17.85
	21U	2: 6 month (1040)	18.21	18.48
	21U	3: 1 year (2080)	19.19	19.48
	21U	4: 2 year (4160)	20.38	20.69
	21U	5: 3 year (6240)	21.61	21.93
	21U	6: 5 year (10,400)	22.81	23.15
	21U	7: 10 year (20,800)	23.66	24.01
	21U	8: 20 year (41,600)	24.37	24.74
630120 PARK SECURITY OFFICER LEAD	22U	1: Start	23.48	23.83
	22U	2: 6 month (1040)	24.09	24.45
	22U	3: 1 year (2080)	25.17	25.55
	22U	4: 2 year (4160)	26.13	26.52
	22U	5: 3 year (6240)	27.36	27.77
	22U	6: 5 year (10,400)	28.57	29.00
	22U	7: 10 year (20,800)	29.55	29.99
	22U	8: 20 year (41,600)	30.44	30.90

BENEFITS:

VACATION

Effective **January 1, 2022:**

<u>Years of Service</u>	<u>Days of Vacation</u>
1st year thru 4th year	14 - (.0539)
5th year thru 9th year	18 - (.0693)
10th year thru 15th year	21 - (.0808)
16th year thru 23rd year	25 - (.0962)
24th year and thereafter	28 - (.1077)

Vacation accrual rate shall be determined based on calendar years of service for both part-time and full-time employees. Effective **January 1, 2027**, the head of the department may permit an employee to carry over into the “vacation year” up to 160 hours of vacation.

VACATION SELL BACK

An employee may also, at the discretion of the Department Head and additionally, limited by the availability of funds in the Department’s Budget, sell up to five (5) days, or any portion thereof, of accrued and unused vacation once per year. Such election must be made in writing on or before December 1 of each 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. (See Article 17.6)

FLOATING HOLIDAY

Effective **January 1, 2027**, one floating holiday. Floating holidays may be taken at any time during the calendar year, subject to the approval of the Department Director.

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. For purposes of this section only, non-holiday hours paid include hours actually worked, vacation time, compensatory time, paid leave and sick leave.

Effective **May 1, 2026**, a temporary employee shall be eligible for holiday pay only after such employee has been employed as a temporary employee for sixty-seven (67) days.

LIBRARY EMPLOYEES:

Effective **January 1, 2022:** For all employees assigned to the Library, the Day after Thanksgiving shall be considered a normal work day and Christmas Eve shall be recognized and observed as a paid holiday.

PROBATION PERIOD

Effective **January 1, 2019:** One (1) year

2026 HEALTH INSURANCE

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

2026 HEALTH INSURANCE (Continued)

Choice Passport Plan:

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

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

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

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

Elect Plan/Vantage Plus ACO Plan:

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

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

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

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

Park Nicollet ACO Plan:

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

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

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

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

Passport Copay Plan:

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

SICK LEAVE ACCRUAL

Effective **January 1, 2019**, sick leave shall be accumulated at the rate of .0500 of a working hour for each hour on the payroll, excluding overtime (13 days per year).

OUT OF TITLE

After 15 consecutive work days

REINSTATEMENT RIGHTS AFTER LAYOFF

Two years

SICK LEAVE CONVERSION

140 days (1120 hours) of accumulated sick leave - employee may convert up to 10 days sick leave for 5 days' vacation. The maximum number of days' vacation allowed by the conversion of sick leave credits shall be no more than five days in any one "vacation year". Based on calendar year.

FUNERAL LEAVE

Employee shall be granted such leave to attend the funeral of the employee's grandparent or grandchild and as much time as the Employer 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.

Effective **January 1, 2028**, 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

The City may provide up to eight (8) weeks of Paid Parental Leave to eligible employees following the birth, placement for adoption or adoption of a child. Use of holiday pay during a Paid Parental Leave will not extend the length of the leave. (See Article 9)

SCHOOL LEAVE

An employee shall be granted up to a total of sixteen (16) hours per child during a rolling calendar year to attend school conferences or classroom activities related to the employee's child, provided the conferences or classroom activities cannot be rescheduled during non-work hours. Employee must provide reasonable prior notice of the leave and make a reasonable effort to schedule the leave so as not to disrupt unduly the operation of the Employer. An employee shall be allowed to use vacation or compensatory time for this leave; otherwise, this leave shall be without pay.

OVERTIME

Compensatory time on a time and one-half basis or by being paid on a time and one-half basis for such overtime work.

SICK LEAVE USAGE

In the case of a serious illness or disability of an employee's family member, the head of the department 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 employees accumulated sick leave credits. Use of such sick leave shall be limited to 160 hours in any 12-month period.

SEVERANCE PAY

The employee must have a minimum of 12 years of service and 600 hours of sick leave credits at the time of his/her separation of service from the City.

Minimum 12 years of service and accrued sick leave credits of:	Severance
600	\$ 4,000
700	\$ 5,000
800	\$ 6,000
900	\$ 7,000
1000	\$ 8,000
1100	\$ 9,000
1200	\$10,000
1300	\$11,000
1400	\$12,000
1500	\$13,000
1600	\$14,000
1700	\$15,000

*For the purpose of this Article, service requirements for severance eligibility will not include years of service with the Independent School District No. 625 for employees hired by the City or transferred to the City after December 31, 1998.

For any employee who is eligible to receive severance from the City under this Article, the City will contribute 105% of the full amount of their severance payment to a post-employment health plan in lieu of any cash payment to the employee.

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

CALL IN PAY

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

When an employee is called for work and can resolve the issue remotely via phone call or computer without physically returning to the worksite, the employee shall receive fifteen (15) minutes of pay at their base rate. Calls within the same fifteen (15) minute period are treated as a continuation of the original call. If a phone call is more than fifteen (15) minutes, the employee will be paid for the actual length of the call rounded to the nearest fifteen (15) minute increment.

PREMIUM PAY

\$.25 per hour for all swing stage work, such as any work performed from a boatswain’s chair or a swing scaffold, fifty (50) feet or more above the ground.

DEFERRED COMPENSATION

Effective **January 1, 2023**: Employees with at least one (1) year of certified City service will be eligible for a deferred compensation maximum match of \$1300 per year. Effective **January 1, 2027**, this amount will increase to \$1560 per year. Effective **January 1, 2028**, this amount will increase to \$(See Article 22 for eligibility requirements)

NIGHT DIFFERENTIAL

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

SAFETY SHOES

Effective **January 1, 2022** this amount shall be increased to \$200.00 per year. Effective **January 1, 2027** this amount shall be increased to \$225.00 per year. Effective **January 1, 2028** this amount shall be increased to \$250.00 per year. The contribution shall be made as a cash payment to be placed on the paycheck. The Employer contribution shall apply only to those employees who are required by the Employer to wear protective shoes or boots.

For full-time permanent Park Security Officers, Police Security Rangers and *Park Ranger the City shall reimburse fifty (50%) of the cost of boots for employees to a maximum of \$50.00 per year.

Full-time, permanent Park Security Officers shall receive a \$75 boot allowance. This contribution shall be made as a cash payment to be placed on the paycheck

UNIFORM ALLOWANCES

Water Utility Uniform Policy – Employees shall only be reimbursed for uniform items that are qualified as non-taxable and reimbursable under the Water Utility’s uniform policy. Newly hired employees shall receive a one-time reimbursement for initial uniform items purchased up to \$289.00. The Employer agrees to provide a uniform allowance of up to \$250 per calendar year as a cash payment to be placed on the paycheck toward the cost of replacing uniforms for those employees who have participated in the uniform program in the previous year.

Other Employee Uniform Policy (excludes Water):

The City shall furnish uniforms at no cost to employees required to wear a uniform who work in the Sewer Division of the Public Works Department.

The Parks & Recreation Department shall furnish uniforms at no cost to employees in the title of Park Security Officer.

The Police Department shall furnish uniforms at no cost to employees in the title of *Park Ranger and Police Security Ranger.