Employee Group 71 Tri-Council Laborers/Groundsworkers

Effective Date: 04/04/2026 Issued Date: 05/22/2026
Effective Date: May 2, 2026 (Hwy Hvy Outside Rates)

Job Code & Description	Grade	Step	Hourly Rate 04/04/2026
810010 PARKS WORKER I-NO DRIVERS LICENSE REQUIRED	001	1: 1st 500 hours	17.49
	001	2: 501 hours	17.49
	001	3: 1001 hours	17.87
	001	4: 1501 + hours	17.87
	001	5: 5200 + hours	19.27
810011 PARKS WORKER I – DRIVERS LICENSE REQUIRED	002	1: 1-499 hours	17.49
	002	2: 500-1499 hours	17.87
	002	3: 1500 + hours	17.87
	002	4: 5200 + hours	19.27
810101 UTILITY AIDE	003	1: 1st 1040 hours	17.60
	003	2: 2nd 1040 hours	19.37
	003	3: 3rd 1040 hours	20.14
	003	4: 4th 1040 hours	22.75
	003	5: 5200 + hours	23.67
810012 PARKS WORKER II	004	1: 1st 1040 hours	19.23
	004	2: 2nd 1040 hours	20.14
	004	3: 3rd 1040 hours	21.43
	004	4: 4th 1040 + hours	22.75
	004	5: 5200 + hours	23.67
820110 ASSISTANT GARDENER 820010 LANDSCAPE WORKER	005	1: Start	21.17
	005	2: after 6 months	22.06
	005	3: 2080 hours	22.73
	005	4: 6240 hours	23.41
	005	5: 12,480 hours	24.11
	005	6: 20 year	24.47
810210 PARKS WORKER-GOLF (SEASONAL)	006	1: 1st 1040 hours	22.41
	006	2: 2nd 1040 hours	23.23
	006	3: 3rd 1040 hours	24.07
	006	4: 4th 1040 + hours	24.88
	006	5: 5200 + hours	25.85
	008	1: Start	29.42
	008	2: after 6 months	31.35
	008	3: 2080 hours	32.30
	008	4: 6240 hours	33.28
	008	5: 12,480 hours	34.27
	008	6: 20 year	34.78
	008	7: TEMP	29.42

810301 *GROUNDSWORKER	009	1: Start	29.60
	009	2: after 6 months	31.50
	009	3: 2080 hours	32.44
	009	4: 6240 hours	33.42
	009	5: 6 yr (12,480 hours)	34.43
	009	6: 20 year	34.96
820111 GARDENER	010	1: Start	30.73
	010	2: after 6 months	32.45
	010	3: 2080 hours	33.44
	010	4: 6240 hours	34.45
	010	5: 6 yr (12,480 hours)	35.49
	010	6: 20 year	36.03
	010	7: TEMP	31.04
810211 GOLF WORKERI III 810212 GOLF WORKER III – Non Union Hall Temp	011	1: Start	32.50
	011	2: 2080 hours	33.47
	011	3: 6240 hours	34.48
	011	4: 6 yr (12,480 hours)	35.52
	011	5: 20 year	36.06
	011	6: TEMP – Non Union Hall	32.81
810013 PARKS WORKER III 810014 PARKS WORKER III – Non Union Hall Temp 840212 SOLID WASTE SERVICES WORKER 840110 STREET SERVICES WORKER 840111 STREET SERVICES WORKER – Non Union Hall Temp 840020 WATER UTILITY WORKER I 840022 WATER UTILITY WORKER I – Non Union Hall Temp	012	1: Start	32.73
	012	2: 2080 hours	33.72
	012	3: 6240 hours	34.74
	012	4: 6 yr (12,480 hours)	35.79
	012	5: 20 year	36.34
	012	6: TEMP Outside Hwy Heavy Rate w/o PERA (Effective 05-02-2026)	48.34
	012	7: TEMP Outside Hwy Heavy Rate w/PERA (Effective 05-02-2026)	44.97
	012	8: TEMP – Non Union Hall	33.04
	012	9: Trainee/No CDL (Street Services Wkr Only)	26.94

840310 SEWER SERVICES WORKER 840311 SEWER SERVICES WORKER–Non Union Hall Temp 840010 WATER SYSTEM WORKER I	013	1: Start	33.15
	013	2: 2080 hours	34.15
	013	3: 6240 hours	35.18
	013	4: 6 yr (12,480 hours)	36.24
	013	5: 20 year	36.79
	013	6: TEMP Outside Hwy Heavy Rate w/o PERA (Effective 05-02-2026)	48.34
	013	7: TEMP Outside Hwy Heavy Rate w/PERA (Effective 05-02-2026)	44.97
	013	8: TEMP – Non Union Hall	33.46
840410 BRIDGE MAINTENANCE WORKER	014	1: Start	33.44
	014	2: 2080 hours	34.45
	014	3: 6240 hours	35.50
	014	4: 6 yr (12,480 hours)	36.57
	014	5: 20 year	37.13
	014	6: TEMP Outside Hwy Heavy Rate w/o PERA (Effective 05-02-2026)	48.34
	014	7: TEMP Outside Hwy Heavy Rate w/PERA (Effective 05-02-2026)	44.97
840021 WATER UTILITY WORKER II	015	1: Start	33.56
	015	2: 2080 hours	34.58
	015	3: 6240 hours	35.63
	015	4: 6 yr (12,480 hours)	36.70
	015	5: 20 year	37.25
	016	1: Start	33.91
	016	2: 2080 hours	34.94
	016	3: 6240 hours	36.00
	016	4: 6 yr (12,480 hours)	37.10
	016	5: 20 year	37.65
	017	1: Start	34.28
	017	2: 2080 hours	35.32
	017	3: 6240 hours	36.39
	017	4: 6 yr (12,480 hours)	37.48
	017	5: 20 year	38.05

840011 WATER SYSTEM WORKER II	018	1: Start	35.09
	018	2: 2080 hours	36.15
	018	3: 6240 hours	37.24
	018	4: 6 yr (12,480 hours)	38.38
	018	5: 20 year	38.94
	019	1: Start	35.17
	019	2: 2080 hours	36.23
	019	3: 6240 hours	37.33
	019	4: 6 yr (12,480 hours)	38.46
	019	5: 20 year	39.04
820120 LEAD GARDENER 820020 LEAD LANDSCAPER	020	1: Start	35.24
	020	2: 2080 hours	36.30
	020	3: 6240 hours	37.39
	020	4: 6 yr (12,480 hours)	38.52
	020	5: 20 year	39.11
810220 ASSISTANT GOLF COURSE SUPERINTENDENT 810020 GROUNDS CREW LEADER 840213 SOLID WASTE SERVICES CREW LEADER 840120 STREET MAINTENANCE CREW LEADER 840030 WATER SERVICE WORKER - CONTROL DESK	021	1: Start	35.62
	021	2: 2080 hours	36.69
	021	3: 6240 hours	37.80
	021	4: 6 yr (12,480 hours)	38.93
	021	5: 20 year	39.53
840320 SEWER CREW LEADER	022	1: Start	36.30
	022	2: 2080 hours	37.40
	022	3: 6240 hours	38.53
	022	4: 6 yr (12,480 hours)	39.68
	022	5: 20 year	40.29
840420 BRIDGE CREW LEADER	023	1: Start	36.45
	023	2: 2080 hours	37.55
	023	3: 6240 hours	38.68
	023	4: 6 yr (12,480 hours)	39.85
	023	5: 20 year	40.45

750201 TRADES LABORER	026	1: Start	38.57
	026	2: 2080 hours	39.74
	026	3: 6240 hours	40.92
	026	4: 6 yr (12,480 hours)	42.17
	026	5: 20 year	42.81
	026	6: TEMP Outside Metro Builders w/PERA (Effective 05-02-2026)	45.91
	026	7: TEMP Outside Metro Builders w/o PERA (Effective 05-02-2026)	49.35
810100 OPERATIONS AND LABORER TRAINEE	027	1: 1st 1040 hours	27.83
	027	2: 2nd 1040+ - 2080 hours	31.33
810200 UTILITY TRAINEE	028	1: W/O Class D Driver's License & may utilize transportation	24.22
	028	2: With Class D Driver's License & utilizing transportation	25.34
	028	3: With Class D Driver's License & **NO** transportation assistance	26.39

BENEFITS:
VACATION

Effective **January 1, 2022**:

Start thru 4th year	- 13 days	(.0500)
5th year thru 9th year	- 17 days	(.0654)
10th year thru 15th year	- 20 days	(.0769)
16th year thru 23rd year	- 24 days	(.0923)
24th year and thereafter	- 27 days	(.1038)

Employees who work less than full-time shall be granted vacation on a pro rata basis.

Effective January 1, 2006 (contract implementation date), vacation accrual rate shall be determined based on calendar years of service for both part-time and full-time employees.

Employees with 10 years of 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.

FLOATING HOLIDAYS
One

PROBATION PERIOD
Effective January 1, 2011 employees will serve a one (1) year probation period.

OVERTIME
Paid as compensatory time or money at one and one-half (1.5) times for such overtime work.

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.

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.

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: $64.82/month.

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

CALL-IN PAY
When an employee is called to work he/she shall receive two hours pay if not put to work. If he/she is called to work and commences work, he/she shall be guaranteed four straight time hours pay.

REINSTATEMENT RIGHTS AFTER LAYOFF
Two years

SICK LEAVE ACCRUAL
Effective December 31, 2009: Sick leave accrual shall accumulate at the rate of 0.0462 for each full hour on the payroll, excluding overtime. Twelve (12) days per year.

SICK LEAVE CONVERSION
The maximum number of days' vacation allowed by the conversion of sick leave credits shall be no more than five days on any one year so that with the maximum vacation time which may be taken in any one year (including carry over allowed from previous vacation year) shall be forty-six (46) days including the regular vacation period.

If an employee has an accumulation of sick leave credits in excess of 140 days (1120 sick leave hours), he/she may convert at the rate of two (2) sick days for one (1) vacation day up to a maximum of five (5) vacation days.

DEFERRED COMPENSATION
Effective January 1, 2018:
Completion of 5 – 9 years of service: $225 Employer match.
Completion of 10 – 19 years of service: $825 Employer match.
Completion of 20+ years of service: $1,025 Employer match.
(See Article 23 for eligibility requirements)

NIGHT SHIFT DIFFERENTIAL
Effective **January 1, 2019**, any employee who works between the hours of 6:00 p.m. and 6:00 a.m. shall be paid a differential of 6.5% of the employee's base rate for such hours.

UNIFORMS
The Employer shall furnish uniforms at no cost to the employees who work in the Sewer division of Public Works.

The Water Utility will provide employees who are required to wear uniforms with an initial issue. The Water Utility will reimburse these employees up to $250.00 annually per calendar year beginning the year after the employee's initial issue. Employees must present receipts to be reimbursed.

SAFETY SHOES
Effective **January 1, 2021**, the Employer will contribute $225 per payroll year to each employee of the bargaining unit who is required by the Employer to wear protective shoes or boots. This contribution will be made for employees on the payroll as of January 1. Employees hired after January 1 will receive one-half the normal allowance for that payroll year. Employees returning from layoff status will receive the full allowance for the payroll year.

PAID PARENTAL LEAVE
The City may provide up to eight (8) weeks (320 hours) of Paid Parental Leave to eligible employees following the birth, placement for adoption or adoption of a child. (See Article 20)

SCHOOL CONFERENCE LEAVE
An employee shall be granted up to a total of sixteen (16) hours during a school year to attend school conferences or classroom activities related to the employee's child, provided the conferences or classroom activities cannot be scheduled during non-work hours. An employee shall be allowed to use vacation or compensatory time for this leave; otherwise, this leave shall be without pay.

SICK LEAVE USAGE FOR DEPENDENT CARE
In the case of a serious illness or disability of an employee's child, parent or household 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 employee's accumulated sick leave credits. Use of such sick leave will be compliant with the Women's Economic Security Act.

SEVERANCE PAY
Effective January 1, 2009: The previous Severance Pay plans will be eliminated and replaced with the following: (See Article 15 for eligibility requirements.)

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

With the exception of deceased employees (Article 15.4), any employee who is eligible to receive severance from the City, the Employer shall contribute 105% of the full amount of their severance payment to a Post Employment Health Plan (PEHP) established by the Employer.

Time with ISD #625 shall not be used to qualify for the benefits in this article for employees hired after January 1, 1997.

BEREAVEMENT LEAVE
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 household member.

A total of three (3) days per payroll year may be used a Bereavement Leave. Such leave shall not care over from year to year.

Additional time off in the event of death of an 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 shall be charged to the employee's accrued vacation or compensatory time. Any additional time off must be approved by the Department Head.

Bereavement Leave may only be used for those days when an employee has been previously scheduled to work during the requested leave time.
(See Article 19.3)

NATIONAL (Industrial) PENSION FUND PREFERRED PLAN
Effective **January 15, 2021**, $1.32 per hour will be contributed to the National (Industrial) Pension Fund Preferred Plan for all straight time hours paid (regular, vacation, sick, compensatory time used and other paid leave), up to $52.80 per week. This amount will be contributed in lieu of wages.

Effective **January 1, 2022**, $1.00 per hour will be contributed to the National (Industrial) Pension Fund Preferred Plan for all straight time hours paid (regular, vacation, sick, compensatory time used and other paid leave), up to $40.00 per week. This amount will be contributed in lieu of wages.

Effective **July 1, 2023**, $0.80 per hour will be contributed to the National (Industrial) Pension Fund Preferred Plan for all straight time hours paid (regular, vacation, sick, compensatory time used and other paid leave), up to $32.00 per week. This amount will be contributed in lieu of wages.

Effective **July 1, 2024**, $0.40 per hour will be contributed to the National (Industrial) Pension Fund Preferred Plan for all straight time hours paid (regular, vacation, sick, compensatory time used and other paid leave), up to $16.00 per week. This amount will be contributed in lieu of wages.

Effective **January 11, 2025**, $0.31 per hour will be contributed to the National (Industrial) Pension Fund Preferred Plan for all straight time hours paid (regular, vacation, sick, compensatory time used and other paid leave), up to $12.40 per week. This amount will be contributed in lieu of wages.

ADDITIONAL INSURANCE
Any employee having ten or more years of service with the Employer who becomes ill or injured so as to be unable to continue working and have exhausted all of his/her sick leave and vacation shall be eligible for the City paid health and welfare benefits for the maximum of three (3) years.

PREMIUMS

WORKING 8' OR LOWER:
Employees required to work eight (8) feet or lower beneath ground shall receive three and one-half percent (3.5%) per hour above the regular base hourly rate for each hour or any part thereof worked in such an assignment.

PREMIUMS (Continued):

This provision shall not apply to employees working under the titles of Water System Worker I or Water System Worker II.

SWING STAGE WORK:
Effective January 1, 2006: A premium of 2.5% per hour shall be paid for all swing stage work, such as work performed from a boatswain's chair or a swing scaffold or hazardous work that requires the use of a safety belt.

REACHALL:
Effective June 29, 2013: A premium of 6% per hour shall be paid to all employees assigned to the Reachall. This equipment is used by the Bridges Division of the Department of Public Works. MOA adopted June 26, 2013 (Res. 13-859).

OILER OPERATOR:
Employees assigned to the duties of Oiler Operator or Load & Pack shall receive six percent (6%) per hour above the regular base hourly rate for each hour or any part thereof worked in such an assignment.

***TACMAN/TAMPER:**
Street Services Workers and Water Utility Worker I's, Parks Workers or Bridge Workers assigned to perform duties of a *Tacman/Tamper shall receive six percent (6%) per hour above the regular base hourly rate for each hour or any part thereof worked in such assignment. This is in lieu of any clothing allowance and shall be paid only for hours worked performing such duties.

TANDEM TRUCKS:
Street Services Workers, Sewer Services Workers, Sewer Crew Leader, Water Utility Worker I's and Parks Workers assigned to drive tandem trucks, or required to drive a lowboy, truck trailer, wing plow or show mobile, or Water Utility Worker I's at Vadnais assigned to operate the farm tractors, shall receive $.25 per hour above the base hourly rate for each hour or any part thereof worked in such an assignment. *Driver-Operators and Street Services Workers paid as "Bid Drivers" as defined under the provision of Appendix D, A.3 are **not** eligible for this premium.

OPERATING 580-D EQUIPMENT:
Any Parks Worker/*Grounds Worker assigned to operate a 580-D or a rotary grass cutting machine having a cutting width of over 15 feet shall receive 2.50% per hour above the regular base rate. The regular operators of the 580-D equipment from previous seasons will be considered first for these assignments. For new openings, the Division will post the opening and take the senior qualified candidate. However, the Division does not waive its rights to assign premium pay positions to less senior employees if it deems it necessary. This premium does not include reel mowers or 7-gang mowers.

ABATEMENT/SUMMARY ABATEMENT CREW:
Parks Workers/*Grounds Workers/Grounds Crew Leaders 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 shall receive $1.90 per hour above the regular base rate for each hour or any part thereof worked in this assignment.

FORESTY ARBORIST - N.S.P.:
Forestry Arborists assigned to the crew performing tree trimming duties in assisting Northern States Power Company shall receive four percent (4%) per hour above the regular base hourly rate or any part thereof worked in such assignment.

PREMIUMS (Continued):

DIRECTIONAL BORING DRILLING
For Directional Boring Drilling Unit work, whichever Tri-Council employee is operating the drill unit controls shall receive the HEO-Water Utility rate.

PUBLIC WORKS SEWER MAINTENANCE EMPLOYEES:
Effective **March 1, 2023:** MPCA Wastewater Operator Class S-D or higher certification holders in Sewers for job classifications that require such certification and the Jet Sewer Cleaner Operator* shall have a $0.75 per hour premium added onto base wages and shall be paid on all hours.

SPRWS EMPLOYEES:
Effective **March 1, 2023:**

Water Operator Class D Certification for all Tri-Council employees holding a valid certificate shall have $0.75 per hour premium added onto the base wages and shall be paid on all hours.

Pipelayer Certification for all Tri-Council employees holding a valid certificate from a program approved by the Minnesota Department of Labor and Industry shall have $0.75 per hour premium added onto base wages and shall be paid on all hours.

Pipe Fusion Certification for certified WSWII Tri-Council employees holding a valid HDPE mid-range or saddle fusion certificate shall have a $1.00 per hour premium added onto base wages and shall be paid on all hours.

Vacation, sick leave, insurance and holidays do not apply to employees working in the titles of Golf Ranger, Parks Worker I and Parks Worker I – Operations/Como Campus.