

Employee Group 81 Classified Confidential – Clerical

Effective Date: December 28, 2024

Issued Date: 12/22/2025

Job Code & Description	Grade	Step	Hourly Rate 12/28/2024
	07C	1: Start	16.89
	07C	2: 2080 Hours	17.51
	07C	3: 2080 Hours	18.08
	07C	4: 2080 Hours	18.81
	07C	5: 2080 Hours	19.10
	07C	6: 2080 Hours	19.83
	07C	7: 2080 Hours	20.53
	Perf Zone	Minimum 1%	20.74
		Maximum 3%	21.15
	08C	1: Start	17.21
	08C	2: 2080 Hours	17.80
	08C	3: 2080 Hours	18.50
	08C	4: 2080 Hours	19.10
	08C	5: 2080 Hours	19.53
	08C	6: 2080 Hours	20.26
	08C	7: 2080 Hours	20.92
	Perf Zone	Minimum 1%	21.13
		Maximum 3%	21.55
	09C	1: Start	17.65
	09C	2: 2080 Hours	18.20
	09C	3: 2080 Hours	18.91
	09C	4: 2080 Hours	19.53
	09C	5: 2080 Hours	19.98
	09C	6: 2080 Hours	20.72
	09C	7: 2080 Hours	21.42
	Perf Zone	Minimum 1%	21.63
		Maximum 3%	22.06
	10C	1: Start	17.95
	10C	2: 2080 Hours	18.54
	10C	3: 2080 Hours	19.16
	10C	4: 2080 Hours	19.86
	10C	5: 2080 Hours	20.43
	10C	6: 2080 Hours	21.21
	10C	7: 2080 Hours	21.89
	Perf Zone	Minimum 1%	22.11
		Maximum 3%	22.55

	11C	1: Start	18.35
	11C	2: 2080 Hours	18.94
	11C	3: 2080 Hours	19.62
	11C	4: 2080 Hours	20.42
	11C	5: 2080 Hours	20.92
	11C	6: 2080 Hours	21.68
	11C	7: 2080 Hours	22.38
	Perf Zone	Minimum 1%	22.60
		Maximum 3%	23.05
200110 OFFICE ASSISTANT I	12C	1: Start	18.81
	12C	2: 2080 Hours	19.43
	12C	3: 2080 Hours	20.12
	12C	4: 2080 Hours	20.92
	12C	5: 2080 Hours	21.37
	12C	6: 2080 Hours	22.20
	12C	7: 2080 Hours	22.94
	Perf Zone	Minimum 1%	23.17
		Maximum 3%	23.63
	13C	1: Start	19.10
	13C	2: 2080 Hours	19.80
	13C	3: 2080 Hours	20.56
	13C	4: 2080 Hours	21.44
	13C	5: 2080 Hours	21.91
	13C	6: 2080 Hours	22.88
	13C	7: 2080 Hours	23.64
	Perf Zone	Minimum 1%	23.88
		Maximum 3%	24.35
	14C	1: Start	19.53
	14C	2: 2080 Hours	20.28
	14C	3: 2080 Hours	21.04
	14C	4: 2080 Hours	21.87
	14C	5: 2080 Hours	22.54
	14C	6: 2080 Hours	23.41
	14C	7: 2080 Hours	24.12
	Perf Zone	Minimum 1%	24.36
		Maximum 3%	24.84

	16C	1: Start	20.45
	16C	2: 2080 Hours	21.20
	16C	3: 2080 Hours	22.14
	16C	4: 2080 Hours	23.04
	16C	5: 2080 Hours	23.63
	16C	6: 2080 Hours	24.66
	16C	7: 2080 Hours	25.39
	Perf Zone	Minimum 1%	25.64
		Maximum 3%	26.15
200111 OFFICE ASSISTANT II	18C	1: Start	21.44
	18C	2: 2080 Hours	22.33
	18C	3: 2080 Hours	23.25
	18C	4: 2080 Hours	24.31
	18C	5: 2080 Hours	24.93
	18C	6: 2080 Hours	25.99
	18C	7: 2080 Hours	26.71
	Perf Zone	Minimum 1%	26.98
		Maximum 3%	27.51
	19C	1: Start	21.87
	19C	2: 2080 Hours	22.86
	19C	3: 2080 Hours	23.87
	19C	4: 2080 Hours	24.92
	19C	5: 2080 Hours	25.57
	19C	6: 2080 Hours	26.62
	19C	7: 2080 Hours	27.37
	Perf Zone	Minimum 1%	27.64
		Maximum 3%	28.19
	21C	1: Start	23.04
	21C	2: 2080 Hours	24.04
	21C	3: 2080 Hours	25.15
	21C	4: 2080 Hours	26.20
	21C	5: 2080 Hours	26.95
	21C	6: 2080 Hours	28.07
	21C	7: 2080 Hours	28.85
	Perf Zone	Minimum 1%	29.14
		Maximum 3%	29.72

	22C	1: Start	23.65
	22C	2: 2080 Hours	24.82
	22C	3: 2080 Hours	25.93
	22C	4: 2080 Hours	27.01
	22C	5: 2080 Hours	27.77
	22C	6: 2080 Hours	28.95
	22C	7: 2080 Hours	29.70
	Perf Zone	Minimum 1%	30.00
		Maximum 3%	30.59
	23C	1: Start	24.32
	23C	2: 2080 Hours	25.35
	23C	3: 2080 Hours	26.53
	23C	4: 2080 Hours	27.62
	23C	5: 2080 Hours	28.37
	23C	6: 2080 Hours	29.54
	23C	7: 2080 Hours	30.33
	Perf Zone	Minimum 1%	30.63
		Maximum 3%	31.24
200112 OFFICE ASSISTANT III 220410 WORKERS COMPENSATION CLAIMS PROCESSOR	24C	1: Start	24.95
	24C	2: 2080 Hours	26.08
	24C	3: 2080 Hours	27.30
	24C	4: 2080 Hours	28.44
	24C	5: 2080 Hours	29.22
	24C	6: 2080 Hours	30.42
	24C	7: 2080 Hours	31.23
	Perf Zone	Minimum 1%	31.54
		Maximum 3%	32.17
	25C	1: Start	25.57
	25C	2: 2080 Hours	26.69
	25C	3: 2080 Hours	27.83
	25C	4: 2080 Hours	29.04
	25C	5: 2080 Hours	29.89
	25C	6: 2080 Hours	31.12
	25C	7: 2080 Hours	31.93
	Perf Zone	Minimum 1%	32.25
		Maximum 3%	32.89

	26C	1: Start	26.31
	26C	2: 2080 Hours	27.48
	26C	3: 2080 Hours	28.72
	26C	4: 2080 Hours	29.97
	26C	5: 2080 Hours	30.78
	26C	6: 2080 Hours	32.07
	26C	7: 2080 Hours	32.89
	Perf Zone	Minimum 1%	33.22
		Maximum 3%	33.88
220310 BENEFITS SYSTEMS SUPPORT SPECIALIST	27C	1: Start	26.41
	27C	2: 2080 Hours	27.62
	27C	3: 2080 Hours	28.94
	27C	4: 2080 Hours	30.22
	27C	5: 2080 Hours	31.11
	27C	6: 2080 Hours	32.43
	27C	7: 2080 Hours	33.24
	Perf Zone	Minimum 1%	33.57
		Maximum 3%	34.24
	28C	1: Start	27.02
	28C	2: 2080 Hours	28.30
	28C	3: 2080 Hours	29.54
	28C	4: 2080 Hours	30.87
	28C	5: 2080 Hours	31.75
	28C	6: 2080 Hours	33.22
	28C	7: 2080 Hours	34.04
	Perf Zone	Minimum 1%	34.38
		Maximum 3%	35.06
200113 OFFICE ASSISTANT IV	29C	1: Start	27.83
	29C	2: 2080 Hours	29.14
	29C	3: 2080 Hours	30.43
	29C	4: 2080 Hours	31.90
	29C	5: 2080 Hours	32.80
	29C	6: 2080 Hours	34.15
	29C	7: 2080 Hours	35.00
	Perf Zone	Minimum 1%	35.35
		Maximum 3%	36.05

	30C	1: Start	28.55
	30C	2: 2080 Hours	29.95
	30C	3: 2080 Hours	31.32
	30C	4: 2080 Hours	32.73
	30C	5: 2080 Hours	33.63
	30C	6: 2080 Hours	35.10
	30C	7: 2080 Hours	35.97
	Perf Zone	Minimum 1%	36.33
		Maximum 3%	37.05
200120 EXECUTIVE ASSISTANT I 220411 SENIOR WORKERS COMPENSATION CLAIMS PROCESSOR	31C	1: Start	29.34
	31C	2: 2080 Hours	30.68
	31C	3: 2080 Hours	32.13
	31C	4: 2080 Hours	33.60
	31C	5: 2080 Hours	34.57
	31C	6: 2080 Hours	35.99
	31C	7: 2080 Hours	36.85
	Perf Zone	Minimum 1%	37.22
		Maximum 3%	37.96
	32C	1: Start	30.18
	32C	2: 2080 Hours	31.59
	32C	3: 2080 Hours	33.08
	32C	4: 2080 Hours	34.60
	32C	5: 2080 Hours	35.61
	32C	6: 2080 Hours	37.15
	32C	7: 2080 Hours	37.98
	Perf Zone	Minimum 1%	38.36
		Maximum 3%	39.12
	33C	1: Start	31.08
	33C	2: 2080 Hours	32.47
	33C	3: 2080 Hours	33.98
	33C	4: 2080 Hours	35.60
	33C	5: 2080 Hours	36.58
	33C	6: 2080 Hours	38.15
	33C	7: 2080 Hours	39.03
	Perf Zone	Minimum 1%	39.42
		Maximum 3%	40.20

221010 HUMAN RESOURCES ADMINISTRATIVE COORDINATOR 220720 PAYROLL AUDITOR	34C	1: Start	31.90
	34C	2: 2080 Hours	33.34
	34C	3: 2080 Hours	34.90
	34C	4: 2080 Hours	36.58
	34C	5: 2080 Hours	37.58
	34C	6: 2080 Hours	39.23
	34C	7: 2080 Hours	40.09
	Perf Zone	Minimum 1%	40.49
		Maximum 3%	41.29
220311 BENEFITS SPECIALIST	35C	1: Start	32.63
	35C	2: 2080 Hours	34.09
	35C	3: 2080 Hours	35.68
	35C	4: 2080 Hours	37.38
	35C	5: 2080 Hours	38.41
	35C	6: 2080 Hours	40.06
	35C	7: 2080 Hours	40.98
	Perf Zone	Minimum 1%	41.39
		Maximum 3%	42.21
	36C	1: Start	33.66
	36C	2: 2080 Hours	35.29
	36C	3: 2080 Hours	37.00
	36C	4: 2080 Hours	38.65
	36C	5: 2080 Hours	39.81
	36C	6: 2080 Hours	41.55
	36C	7: 2080 Hours	42.46
	Perf Zone	Minimum 1%	42.88
		Maximum 3%	43.73
	37C	1: Start	34.58
	37C	2: 2080 Hours	36.24
	37C	3: 2080 Hours	37.99
	37C	4: 2080 Hours	40.49
	37C	5: 2080 Hours	41.35
	37C	6: 2080 Hours	43.09
	37C	7: 2080 Hours	44.03
	Perf Zone	Minimum 1%	44.47
		Maximum 3%	45.35

BENEFITS:

PROBATION PERIOD

Effective January 1, 2006: Employees in this bargaining unit shall serve a one (1) year probation period.

LIFE INSURANCE

\$30,000 for all eligible employees.

VACATION

<u>Years of Service</u>	<u>Hours of Vacation</u>
Start thru 4th year	14 days (.0539)
5th year thru 9th year	18 days (.0692)
10th year thru 15th year	21 days (.0808)
16th year thru 23rd year	25 days (.0962)
24th year and thereafter	28 days (.1077)

Vacation accrual rate shall be determined based on calendar years of service for both part-time and full-time employees.

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 1 of each calendar year.

HOLIDAY ELIGIBILITY

In order to be eligible for holiday with pay, an employee must be employed as of the date of the holiday and have paid hours, excluding overtime, on the payroll for that pay period. Paid hours include hours actually worked, vacation time used, compensatory time used, paid leave and sick leave.

Effective June 1, 2013: Temporary employees of this bargaining unit are no longer eligible for holiday pay.

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: \$843.86, 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: \$53.40/month.

Family: \$2,030.62, 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: \$312.12/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: \$808.10, 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: \$2,110.60 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: \$803.20, 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: \$2,030.62, 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: \$67.20/month.

Passport Copay Plan:

Single: \$398.88 (Employee share: \$748.04/month)

Family: \$748.22 (Employee share: \$2,260.28/month)

OVERTIME

Compensatory time on a time and one-half (1.5) basis or by being paid on a time and one-half (1.5) basis for such overtime work.

REINSTATEMENT AFTER LAYOFF

Two years

CALL-IN PAY

When an employee is called to work, they shall receive two (2) hours pay if not put to work. If they are called to work and commences work, they shall be guaranteed four (4) 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.

OUT OF TITLE

After ten (10) consecutive days

FUNERAL LEAVE

Three (3) days of such leave to attend the funeral of the employee's grandparent or grandchild.

Leave with pay for such period of time as the Head of the Department deems necessary, on account of death of the employee's mother, father, spouse, child, brother, sister, month-in-law, father-in-law, or other person who is a member of the household.

POST EMPLOYMENT HEALTH PLAN

Employees with at least one (1) year of service shall be eligible for an Employer contribution of \$260 into a Post Employment Health Plan account. To be paid by April 1 of the following year. (See Article 25 for eligibility requirements.)

SEVERANCE PAY

Effective January 1, 2013:

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>10 years of service & 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

*For employees hired or transferred to the City after 2/27/98, any time spent working for the I.S.D. #625 will not count toward their length of service for severance pay.

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. (Payment made in February of the year following year of retirement.)

Any employee who is eligible to receive Severance from the City under Article 22 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.

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

BEREAVEMENT LEAVE

An employee shall be granted up to two (2) days annually for funeral leave 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. (See Article 24.8)

UNION LEAVE

Any employee elected or appointed to a full-time paid position by the exclusive representative may be granted a leave of absence without pay for not more than one year for the purpose of conducting the duties of the exclusive representative.

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 child. (See Article 16)

SICK LEAVE FOR DEPENDENT CARE

In the case of a serious illness or disability of an employee's family member, as defined by Minnesota Statute 181.9413, 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 shall be limited to 160 hours in a 12 month period.

SICK LEAVE ACCRUAL

Effective **September 3, 2016**: Sick leave shall accumulate at the rate of .0500 of a working hour for each full hour on the payroll, excluding overtime. 13 days per year.

SICK LEAVE CONVERSION

Employees with more than 140 days (1120 hours) of accumulated sick leave may convert a maximum of ten (10) days of sick for five (5) days of vacation within an IRS payroll reporting year.

DEFERRED COMPENSATION

Effective January 1, 2023: The City will provide \$900 per year matching deferred compensation contribution for employees with one (1) year of service and membership in the bargaining unit for one year. (See Article 26 for eligibility requirements).

NIGHT DIFFERENTIAL

Any employee who works between the hours of 6:00 p.m. and 6:00 a.m., there will be a night differential of six and one-half percent (6.5%) for such hours. Temporary employees are eligible for night differential.