



**AFSCME Local 2725 / Maplewood
Tentative Agreement 2026-2028**

Your negotiating team has reached a Tentative Agreement with the recommendation to accept.

1. No take backs on any of the current articles. We did have attacks on heavy operating pay and comp. Your team did not back down.
2. **COLAs**: 2026 3%; 2027 3%; 2028 3%; with a comp study done for wage adjustments in 2029. The 3% will be given at once and not biyearly.
3. **Insurance** is now going to align with the other bargaining units. We do have if there is a 12% increase, we will open to bargain the effects of that to offset costs; 100% of paid medical leave is paid by employer with 2 new benefits being offered.
4. Remove senior service center rep as we don't have this position-
5. Official titles Sustainability Coordinator, Building Inspector II, Evidence Records Specialists
6. **Step adjustments** due to under air Market Records to step 7; Heavy Equipment Mechanic to 8; Mechanic Crew Chief to 9; Maintenance 1 will now follow through the 7 steps on the scale currently and move to the next grade closest to pay but not under after reaching 7th.
7. **Probation**: clean the language up, 12 months remains
8. **Out of class work language** change “shall be paid out at a higher rate but in no case less than a \$1.00.”
9. **Expanded Language** on who is included in **Bereavement** leave to reflect ESST recognized language
10. **OT** prior to over 8 shall be approved by a supervisor
11. Added **Juneteenth** from MOU
12. Employer will **flex time** for schooling and **pay mileage** to and from the closest location. Example: if training is in Oakdale and you live in Forest Lake, mileage would start and end at Maplewood City Hall as it is the closest location to the school.
13. Mechanics received \$200 more for tools for 2026; in 2027 the employer will pay and maintain all tools.
14. Added: John Deer, Skidster, snow attachments to heavy equipment pay.

INFORMATION / QUESTION Meeting

Public Works

Thursday, August 28, 4:45pm

Tentative Agreement VOTING

Wednesday, September 3, at two locations:

City Hall - 3:00 p.m. – 5:00 p.m.

Public Works - 6:00 p.m. – 7:00 p.m.
