

Employee Group 02 AFSCME-Technical
 Effective April 4, 2026 Issued Date: 04/02/2026

Job Code & Description	Grade	Step	Hourly Rate 04/04/2026
	001	1: Start	18.78
	001	2: 1 year (2080)	18.78
	001	3: 2 year (4160)	18.78
	001	4: 3 year (6240)	18.78
	001	5: 5 year (10,400)	18.78
	001	6: 10 year (20,800)	18.78
	001	7: 15 year (31,200)	18.78
	001	8: 20 year (41,600)	19.94
	002	1: Start	18.78
	002	2: 1 year (2080)	18.78
	002	3: 2 year (4160)	18.78
	002	4: 3 year (6240)	18.78
	002	5: 5 year (10,400)	18.78
	002	6: 10 year (20,800)	18.78
	002	7: 15 year (31,200)	18.95
	002	8: 20 year (41,600)	20.36
	003	1: Start	18.78
	003	2: 1 year (2080)	18.78
	003	3: 2 year (4160)	18.78
	003	4: 3 year (6240)	18.78
	003	5: 5 year (10,400)	18.78
	003	6: 10 year (20,800)	18.78
	003	7: 15 year (31,200)	19.26
	003	8: 20 year (41,600)	20.69
	004	1: Start	18.78
	004	2: 1 year (2080)	18.78
	004	3: 2 year (4160)	18.78
	004	4: 3 year (6240)	18.78
	004	5: 5 year (10,400)	18.78
	004	6: 10 year (20,800)	19.01
	004	7: 15 year (31,200)	19.65
	004	8: 20 year (41,600)	21.12

	005	1: Start	18.78
	005	2: 1 year (2080)	18.78
	005	3: 2 year (4160)	18.78
	005	4: 3 year (6240)	18.78
	005	5: 5 year (10,400)	18.97
	005	6: 10 year (20,800)	19.38
	005	7: 15 year (31,200)	20.04
	005	8: 20 year (41,600)	21.47
	006	1: Start	18.78
	006	2: 1 year (2080)	18.78
	006	3: 2 year (4160)	18.78
	006	4: 3 year (6240)	18.78
	006	5: 5 year (10,400)	19.38
	006	6: 10 year (20,800)	19.77
	006	7: 15 year (31,200)	20.50
	006	8: 20 year (41,600)	21.97
	007	1: Start	18.78
	007	2: 1 year (2080)	18.78
	007	3: 2 year (4160)	18.78
	007	4: 3 year (6240)	19.11
	007	5: 5 year (10,400)	19.81
	007	6: 10 year (20,800)	20.26
	007	7: 15 year (31,200)	21.00
	007	8: 20 year (41,600)	22.45
	008	1: Start	18.78
	008	2: 1 year (2080)	18.78
	008	3: 2 year (4160)	18.87
	008	4: 3 year (6240)	19.52
	008	5: 5 year (10,400)	20.26
	008	6: 10 year (20,800)	20.70
	008	7: 15 year (31,200)	21.41
	008	8: 20 year (41,600)	22.91

	009	1: Start	18.78
	009	2: 1 year (2080)	18.78
	009	3: 2 year (4160)	19.23
	009	4: 3 year (6240)	19.95
	009	5: 5 year (10,400)	20.70
	009	6: 10 year (20,800)	21.13
	009	7: 15 year (31,200)	21.90
	009	8: 20 year (41,600)	23.40
	010	1: Start	18.78
	010	2: 1 year (2080)	18.97
	010	3: 2 year (4160)	19.60
	010	4: 3 year (6240)	20.30
	010	5: 5 year (10,400)	21.08
	010	6: 10 year (20,800)	21.57
	010	7: 15 year (31,200)	22.34
	010	8: 20 year (41,600)	23.85
920110 COMMUNITY RECREATION LEADER	10R	1: Start	18.78
	10R	2: 3 mo (520)	18.78
	10R	3: 1 year (2080)	19.49
	10R	4: 2 year (4160)	20.13
	10R	5: 3 year (6240)	20.84
	10R	6: 4 year (8320)	21.59
	10R	7: 10 year (20,800)	22.09
	10R	8: 15 year (31,200)	22.84
	10R	9: 20 year (41,600)	24.41
	011	1: Start	18.78
	011	2: 1 year (2080)	19.38
	011	3: 2 year (4160)	19.98
	011	4: 3 year (6240)	20.76
	011	5: 5 year (10,400)	21.57
	011	6: 10 year (20,800)	22.04
	011	7: 15 year (31,200)	22.81
	011	8: 20 year (41,600)	24.33

	012	1: Start	18.78
	012	2: 1 year (2080)	19.81
	012	3: 2 year (4160)	20.50
	012	4: 3 year (6240)	21.23
	012	5: 5 year (10,400)	22.04
	012	6: 10 year (20,800)	22.51
	012	7: 15 year (31,200)	23.33
	012	8: 20 year (41,600)	24.87
	013	1: Start	18.89
	013	2: 1 year (2080)	20.26
	013	3: 2 year (4160)	20.93
	013	4: 3 year (6240)	21.74
	013	5: 5 year (10,400)	22.55
	013	6: 10 year (20,800)	23.09
	013	7: 15 year (31,200)	23.91
	013	8: 20 year (41,600)	25.49
	014	1: Start	19.25
	014	2: 1 year (2080)	20.70
	014	3: 2 year (4160)	21.40
	014	4: 3 year (6240)	22.17
	014	5: 5 year (10,400)	23.00
	014	6: 10 year (20,800)	23.56
	014	7: 15 year (31,200)	24.42
	014	8: 20 year (41,600)	25.96
850110 VIDEO PRODUCTION ASSISTANT	015	1: Start	19.64
	015	2: 1 year (2080)	21.08
	015	3: 2 year (4160)	21.80
	015	4: 3 year (6240)	22.65
	015	5: 5 year (10,400)	23.56
	015	6: 10 year (20,800)	24.04
	015	7: 15 year (31,200)	24.94
	015	8: 20 year (41,600)	26.54

	016	1: Start	20.12
	016	2: 1 year (2080)	21.59
	016	3: 2 year (4160)	22.40
	016	4: 3 year (6240)	23.19
	016	5: 5 year (10,400)	24.04
	016	6: 10 year (20,800)	24.61
	016	7: 15 year (31,200)	25.54
	016	8: 20 year (41,600)	27.15
	16U	1: Start	20.13
	16U	2: 1 year (2080)	24.38
	16U	3: 2 year (4160)	28.57
	16U	4: 3 year (6240)	32.71
	017	1: Start	20.52
	017	2: 1 year (2080)	22.04
	017	3: 2 year (4160)	22.82
	017	4: 3 year (6240)	23.71
	017	5: 5 year (10,400)	24.63
	017	6: 10 year (20,800)	25.25
	017	7: 15 year (31,200)	26.18
	017	8: 20 year (41,600)	27.83
	018	1: Start	20.95
	018	2: 1 year (2080)	22.55
	018	3: 2 year (4160)	23.36
	018	4: 3 year (6240)	24.26
	018	5: 5 year (10,400)	25.20
	018	6: 10 year (20, 00)	25.77
	018	7: 15 year (31, 00)	26.76
	018	8: 20 year (41,600)	28.44
820210 HORTICULTURIST I	019	1: Start	21.40
	019	2: 1 year (2080)	23.00
	019	3: 2 year (4160)	23.88
	019	4: 3 year (6240)	24.81
	019	5: 5 year (10,400)	25.77
	019	6: 10 year (20,800)	26.40
	019	7: 15 year (31,200)	27.36
	019	8: 20 year (41,600)	29.04

	020	1: Start	21.89
	020	2: 1 year (2080)	23.58
	020	3: 2 year (4160)	24.56
	020	4: 3 year (6240)	25.46
	020	5: 5 year (10,400)	26.41
	020	6: 10 year (20,800)	27.10
	020	7: 15 year (31,200)	28.07
	020	8: 20 year (41,600)	29.80
	021	1: Start	22.40
	021	2: 1 year (2080)	24.04
	021	3: 2 year (4160)	24.93
	021	4: 3 year (6240)	25.94
	021	5: 5 year (10,400)	27.00
	021	6: 10 year (20,800)	27.67
	021	7: 15 year (31,200)	28.71
	021	8: 20 year (41,600)	30.44
920120 ADAPTIVE RECREATION ASSISTANT 920201 COMMUNITY YOUTH WORKER 420010 ENGINEERING AIDE I 530010 WATER LABORATORY AIDE	022	1: Start	22.82
	022	2: 1 year (2080)	24.63
	022	3: 2 year (4160)	25.64
	022	4: 3 year (6240)	26.64
	022	5: 5 year (10,400)	27.72
	022	6: 10 year (20,800)	28.39
	022	7: 15 year (31,200)	29.47
	022	8: 20 year (41,600)	31.19
	22E	1: Start	22.82
	22E	2: 1 year (2080)	23.71
	22E	3: 2 year (4160)	25.64
	22E	4: 3 year (6240)	27.10
	22E	5: 4 year (8320)	28.10
	22E	6: 5 year (10,400)	29.26
	22E	7: 6 year (12,480)	30.32
	22E	8: 10 year (20,800)	31.12
	22E	9: 15 year (31,200)	32.34
	22E	10: 20 year (41,600)	34.14

630002 COMMUNITY LIAISON OFFICER	023	1: Start	23.38
	023	2: 1 year (2080)	25.20
	023	3: 2 year (4160)	26.11
	023	4: 3 year (6240)	27.20
	023	5: 5 year (10,400)	28.27
	023	6: 10 year (20,800)	28.96
	023	7: 15 year (31,200)	29.97
	023	8: 20 year (41,600)	32.35
	024	1: Start	23.94
	024	2: 1 year (2080)	25.80
	024	3: 2 year (4160)	26.82
	024	4: 3 year (6240)	27.94
	024	5: 5 year (10,400)	29.02
	024	6: 10 year (20,800)	29.70
	024	7: 15 year (31,200)	30.90
	024	8: 20 year (41,600)	32.70
221201 DATA RELEASE TECHNICIAN 530020 WATER LABORATORY TECHNICIAN I	025	1: Start	24.47
	025	2: 1 year (2080)	26.40
	025	3: 2 year (4160)	27.33
	025	4: 3 year (6240)	28.45
	025	5: 5 year (10,400)	29.52
	025	6: 10 year (20,800)	30.28
	025	7: 15 year (31,200)	31.42
	025	8: 20 year (41,600)	33.23
400000 ARCHITECTURAL DRAFTER TRAINEE 420011 ENGINEERING AIDE II 330010 LOAN SPECIALIST ASSISTANT 800010 NATURAL RESOURCES TECHNICIAN 800211 URBAN FORESTRY TECHNICIAN	026	1: Start	25.00
	026	2: 1 year (2080)	27.10
	026	3: 2 year (4160)	28.10
	026	4: 3 year (6240)	29.26
	026	5: 5 year (10,400)	30.32
	026	6: 10 year (20,800)	31.12
	026	7: 15 year (31,200)	32.34
	026	8: 20 year (41,600)	34.14

	027	1: Start	25.00
	027	2: 1 year (2080)	27.16
	027	3: 2 year (4160)	28.20
	027	4: 3 year (6240)	29.41
	027	5: 5 year (10,400)	30.64
	027	6: 10 year (20,800)	31.44
	027	7: 15 year (31,200)	32.61
	027	8: 20 year (41,600)	34.46
950501 CULTURAL LIAISON 820211 HORTICULTURIST II 950020 LIBRARY ASSOCIATE 630220 LIBRARY SAFETY SPECIALIST	028	1: Start	25.64
	028	2: 1 year (2080)	27.72
	028	3: 2 year (4160)	28.82
	028	4: 3 year (6240)	29.62
	028	5: 5 year (10,400)	31.30
	028	6: 10 year (20,800)	32.07
	028	7: 15 year (31,200)	33.38
	028	8: 20 year (41,600)	35.23
	28L	1: Start	25.64
	28L	2: 1 year (2080)	27.72
	28L	3: 1.5 year (3120)	28.23
	28L	4: 2 year (4160)	28.82
	28L	5: 2.5 year (5200)	29.21
	28L	6: 3 year (6240)	29.62
	28L	7: 3.5 year (7280)	30.46
	28L	8: 4 year (8320)	31.30
	28L	9: 7 year (14,560)	31.71
	28L	10: 10 year (20,800)	32.07
	28L	11: 15 year (31,200)	33.38
	28L	12: 20 year (41,600)	35.23
850001 COMMUNICATION TECHNICIAN TRAINEE 210020 DUPLICATING EQUIPMENT OPERATOR (TWO-COLOR) 730000 HOUSING REHABILITATION ADVISOR TRAINEE	029	1: Start	26.23
	029	2: 1 year (2080)	28.45
	029	3: 2 year (4160)	29.54
	029	4: 3 year (6240)	30.84
	029	5: 5 year (10,400)	32.12
	029	6: 10 year (20,800)	32.98
	029	7: 15 year (31,200)	34.27
	029	8: 20 year (41,600)	36.15

300010 ACCOUNTING TECHNICIAN I 400010 ARCHITECTURAL DRAFTER 920111 COMMUNITY RECREATION SPECIALST 230120 DIGITAL EVIDENCE TECHNICIAN 360010 PROJECT MANAGEMENT TECHNICIAN 360011 PROJECT MANAGEMENT TECHNICIAN – BILINGUAL 420020 PUBLIC WORKS TECHNICIAN I 350010 REAL ESTATE AND ASSESSMENT TECHNICIAN I 830410 WATER METER TECHNICIAN 420110 WATER UTILITY TECHNICIAN I	030	1: Start	26.85
	030	2: 1 year (2080)	29.05
	030	3: 2 year (4160)	30.30
	030	4: 3 year (6240)	31.57
	030	5: 5 year (10,400)	32.90
	030	6: 10 year (20,800)	33.73
	030	7: 15 year (31,200)	35.13
	030	8: 20 year (41,600)	37.02
		30T	1: Start
30T		2: 1 year (2080)	29.05
30T		3: 1.5 year (3120)	29.68
30T		4: 2 year (4160)	30.30
30T		5: 2.5 year (5200)	30.96
30T		6: 3 year (6240)	31.57
30T		7: 3.5 year (7280)	32.26
30T		8: 4 year (8320)	32.90
30T		9: 10 year (20,800)	33.73
30T		10: 15 year (31,200)	35.13
30T		11: 20 year (41,600)	37.02
530021 WATER LABORATORY TECHNICIAN II 540110 WIC NUTRITION EDUCATOR~S~ 540111 WIC NUTRITION EDUCATOR-BILINGUAL HMONG/ENGLISH~S~	031	1: Start	27.47
	031	2: 1 year (2080)	29.78
	031	3: 2 year (4160)	31.01
	031	4: 3 year (6240)	32.32
	031	5: 5 year (10,400)	33.70
	031	6: 10 year (20,800)	34.59
	031	7: 15 year (31,200)	35.91
	031	8: 20 year (41,600)	37.81
140510 GIS SPECIALIST I 330011 LOAN SPECIALIST I 710010 PLAN REVIEW EXAMINER I 540020 PRACTICAL NURSE~S~ 850111 VIDEO PRODUCTION TECHNICIAN	032	1: Start	28.14
	032	2: 1 year (2080)	30.59
	032	3: 2 year (4160)	31.78
	032	4: 3 year (6240)	33.13
	032	5: 5 year (10,400)	34.60
	032	6: 10 year (20,800)	35.37
	032	7: 15 year (31,200)	36.93
	032	8: 20 year (41,600)	38.89

740010 DSI FIRE SAFETY INSPECTOR I 700110 DSI INSPECTOR I	32L	1: Start	28.14
	32L	2: 1 year (2080)	30.50
	32L	3: 1.5 year (3120)	31.07
	32L	4: 2 year (4160)	31.72
	32L	5: 2.5 year (5200)	32.15
	32L	6: 3 year (6240)	32.60
	32L	7: 3.5 year (7280)	33.53
	32L	8: 4 year (8320)	34.46
	32L	9: 7 year (14,560)	34.91
	32L	10: 10 year (20,800)	35.31
	32L	11: 15 year (31,200)	36.75
	32L	12: 20 year (41,600)	38.89
140110 IS INFORMATION/TECHNICAL ANALYST I	32T	1: Start	28.14
	32T	2: 1 year (2080)	30.59
	32T	3: 1.5 year (3120)	31.19
	32T	4: 2 year (4160)	31.78
	32T	5: 2.5 year (5200)	32.45
	32T	6: 3 year (6240)	33.13
	32T	7: 3.5 year (7280)	33.88
	32T	8: 4 year (8320)	34.60
	32T	9: 10 year (20,800)	35.37
	32T	10: 15 year (31,200)	36.93
	32T	11: 20 year (41,600)	38.89
	033	1: Start	28.84
	033	2: 1 year (2080)	31.34
	033	3: 2 year (4160)	32.67
	033	4: 3 year (6240)	33.98
	033	5: 5 year (10,400)	35.37
	033	6: 10 year (20,800)	36.40
	033	7: 15 year (31,200)	37.91
	033	8: 20 year (41,600)	39.85
300011 ACCOUNTING TECHNICIAN II 730010 HOUSING REHABILITATION ADVISOR I 940101 LIFE SUPPORT OPERATOR 830420 METER TECHNICIAN LEAD WORKER 220730 PAYROLL SYSTEM TECHNICIAN I 210030 PRINT PRODUCTION LEAD WORKER 420021 PUBLIC WORKS TECHNICIAN II 940030 VETERINARY TECHNICIAN 140200 WATER CONTROL SYSTEMS INFORMATION TRAINEE 420111 WATER UTILITY TECHNICIAN II	034	1: Start	29.54
	034	2: 1 year (2080)	32.12
	034	3: 2 year (4160)	33.50
	034	4: 3 year (6240)	34.93
	034	5: 5 year (10,400)	36.40
	034	6: 10 year (20,800)	37.38
	034	7: 15 year (31,200)	38.81
	034	8: 20 year (41,600)	40.85

330101 OUTREACH SPECIALIST 350011 REAL ESTATE AND ASSESSMENT TECHNICIAN II	035	1: Start	30.30
	035	2: 1 year (2080)	32.90
	035	3: 2 year (4160)	34.30
	035	4: 3 year (6240)	35.80
	035	5: 5 year (10,400)	37.38
	035	6: 10 year (20,800)	38.30
	035	7: 15 year (31,200)	39.86
	035	8: 20 year (41,600)	41.91
920121 ADAPTIVE RECREATION DIRECTOR 920112 COMMUNITY RECREATION DIRECTOR 850010 COMMUNICATION TECHNICIAN 140511 GIS SPECIALIST II 360101 REAL ESTATE SPECIALIST 430010 SURVEY CREW LEADER	036	1: Start	31.12
	036	2: 1 year (2080)	33.77
	036	3: 2 year (4160)	35.21
	036	4: 3 year (6240)	36.74
	036	5: 5 year (10,400)	38.37
	036	6: 10 year (20,800)	39.35
	036	7: 15 year (31,200)	40.99
	036	8: 20 year (41,600)	43.05
	36L	1: Start	31.12
	36L	2: 1 year (2080)	33.77
	36L	3: 1.5 year (3120)	34.51
	36L	4: 2 year (4160)	35.21
	36L	5: 2.5 year (5200)	35.98
	36L	6: 3 year (6240)	36.74
	36L	7: 3.5 year (7280)	37.55
	36L	8: 4 year (8320)	38.37
	36L	9: 7 year (14,560)	38.83
	36L	10: 10 year (20,800)	39.35
	36L	11: 15 year (31,200)	40.99
	36L	12: 20 year (41,600)	43.05
	36T	1: Start	31.12
	36T	2: 1 year (2080)	33.77
	36T	3: 1.5 year (3120)	34.51
	36T	4: 2 year (4160)	35.21
	36T	5: 2.5 year (5200)	35.98
	36T	6: 3 year (6240)	36.74
	36T	7: 3.5 year (7280)	37.55
	36T	8: 4 year (8320)	38.37
	36T	9: 10 year (20,800)	39.35
	36T	10: 15 year (31,200)	40.99
	36T	11: 20 year (41,600)	43.05

850011 COMMUNICATION EQUIPMENT TECHNICIAN 221211 DATA RELEASE SPECIALIST	037	1: Start	31.89
	037	2: 1 year (2080)	34.64
	037	3: 2 year (4160)	36.08
	037	4: 3 year (6240)	37.63
	037	5: 5 year (10,400)	39.30
	037	6: 10 year (20,800)	40.29
	037	7: 15 year (31,200)	42.03
	037	8: 20 year (41,600)	44.13
920130 COMMUNITY RECREATION COORDINATOR 730011 HOUSING REHABILITATION ADVISOR II 850020 LEAD COMMUNICATION TECHNICIAN 420022 PUBLIC WORKS TECHNICIAN III 350012 REAL ESTATE AND ASSESSMENT TECHNICIAN III 420112 WATER UTILITY TECHNICIAN III	038	1: Start	32.74
	038	2: 1 year (2080)	35.56
	038	3: 2 year (4160)	37.01
	038	4: 3 year (6240)	38.66
	038	5: 5 year (10,400)	40.29
	038	6: 10 year (20,800)	41.41
	038	7: 15 year (31,200)	43.11
	038	8: 20 year (41,600)	45.24
	38L	1: Start	32.74
	38L	2: 1 year (2080)	35.56
	38L	3: 1.5 year (3120)	36.26
	38L	4: 2 year (4160)	37.01
	38L	5: 2.5 year (5200)	37.86
	38L	6: 3 year (6240)	38.66
	38L	7: 3.5 year (7280)	39.50
	38L	8: 4 year (8320)	40.29
	38L	9: 7 year (14,560)	40.84
	38L	10: 10 year (20,800)	41.41
	38L	11: 15 year (31,200)	43.11
	38L	12: 20 year (41,600)	45.24
140111 IS INFORMATION/TECHNICAL ANALYST II 140012 IS SYSTEMS SUPPORT SPECIALIST III	38T	1: Start	32.74
	38T	2: 1 year (2080)	35.56
	38T	3: 1.5 year (3120)	36.26
	38T	4: 2 year (4160)	37.01
	38T	5: 2.5 year (5200)	37.86
	38T	6: 3 year (6240)	38.66
	38T	7: 3.5 year (7280)	39.50
	38T	8: 4 year (8320)	40.29
	38T	9: 10 year (20,800)	41.41
	38T	10: 15 year (31,200)	43.11
	38T	11: 20 year (41,600)	45.24

221040 DATA PRACTICES SPECIALIST 220731 PAYROLL SYSTEM TECHNICIAN II	039	1: Start	33.53
	039	2: 1 year (2080)	36.44
	039	3: 2 year (4160)	37.94
	039	4: 3 year (6240)	39.62
	039	5: 5 year (10,400)	41.78
	039	6: 10 year (20,800)	42.46
	039	7: 15 year (31,200)	44.63
	039	8: 20 year (41,600)	46.80
300012 ACCOUNTING TECHNICIAN III 330012 LOAN SPECIALIST II 140210 WATER CONTROL SYSTEMS INFORMATION TECHNICIAN	040	1: Start	34.37
	040	2: 1 year (2080)	37.43
	040	3: 2 year (4160)	38.96
	040	4: 3 year (6240)	40.68
	040	5: 5 year (10,400)	42.51
	040	6: 10 year (20,800)	43.58
	040	7: 15 year (31,200)	45.44
	040	8: 20 year (41,600)	47.68
740011 DSI FIRE SAFETY INSPECTOR II 700111 DSI INSPECTOR II	40L	1: Start	34.37
	40L	2: 1 year (2080)	37.34
	40L	3: 1.5 year (3120)	38.16
	40L	4: 2 year (4160)	38.94
	40L	5: 2.5 year (5200)	39.79
	40L	6: 3 year (6240)	40.64
	40L	7: 3.5 year (7280)	41.53
	40L	8: 4 year (8320)	42.44
	40L	9: 7 year (14,560)	42.95
	40L	10: 10 year (20,800)	43.53
	40L	11: 15 year (31,200)	45.35
	40L	12: 20 year (41,600)	47.68

	40T	1: Start	34.37
	40T	2: 1 year (2080)	37.43
	40T	3: 1.5 year (3120)	38.20
	40T	4: 2 year (4160)	38.96
	40T	5: 2.5 year (5200)	39.82
	40T	6: 3 year (6240)	40.68
	40T	7: 3.5 year (7280)	41.60
	40T	8: 4 year (8320)	42.51
	40T	9: 10 year (20,800)	43.58
	40T	10: 15 year (31,200)	45.44
	40T	11: 20 year (41,600)	47.68
	041	1: Start	35.24
	041	2: 1 year (2080)	38.39
	041	3: 2 year (4160)	40.03
	041	4: 3 year (6240)	41.80
	041	5: 5 year (10,400)	43.60
	041	6: 10 year (20,800)	44.80
	041	7: 15 year (31,200)	46.71
	041	8: 20 year (41,600)	48.93
	042	1: Start	36.17
	042	2: 1 year (2080)	39.41
	042	3: 2 year (4160)	41.09
	042	4: 3 year (6240)	42.87
	042	5: 5 year (10,400)	44.80
	042	6: 10 year (20,800)	46.02
	042	7: 15 year (31,200)	47.87
	042	8: 20 year (41,600)	50.20

	42L	1: Start	36.17
	42L	2: 1 year (2080)	39.41
	42L	3: 1.5 year (3120)	40.27
	42L	4: 2 year (4160)	41.09
	42L	5: 2.5 year (5200)	42.00
	42L	6: 3 year (6240)	42.87
	42L	7: 3.5 year (7280)	43.81
	42L	8: 4 year (8320)	44.80
	42L	9: 7 year (14,560)	45.41
	42L	10: 10 year (20,800)	46.02
	42L	11: 15 year (31,200)	47.87
	42L	12: 20 year (41,600)	50.20
140112 IS INFORMATION/TECHNICAL ANALYST III 140013 IS SYSTEMS SUPPORT SPECIALIST IV	42T	1: Start	36.17
	42T	2: 1 year (2080)	39.41
	42T	3: 1.5 year (3120)	40.27
	42T	4: 2 year (4160)	41.09
	42T	5: 2.5 year (5200)	42.00
	42T	6: 3 year (6240)	42.87
	42T	7: 3.5 year (7280)	43.81
	42T	8: 4 year (8320)	44.80
	42T	9: 10 year (20,800)	46.02
	42T	10: 15 year (31,200)	47.87
	42T	11: 20 year (41,600)	50.20
	043	1: Start	37.12
	043	2: 1 year (2080)	40.40
	043	3: 2 year (4160)	42.08
	043	4: 3 year (6240)	44.09
	043	5: 5 year (10,400)	45.91
	043	6: 10 year (20,800)	47.16
	043	7: 15 year (31,200)	49.18
	043	8: 20 year (41,600)	51.53

300013 ACCOUNTING TECHNICIAN IV 710011 PLAN REVIEW EXAMINER II	044	1: Start	38.05
	044	2: 1 year (2080)	41.51
	044	3: 2 year (4160)	43.35
	044	4: 3 year (6240)	45.22
	044	5: 5 year (10,400)	47.18
	044	6: 10 year (20,800)	48.47
	044	7: 15 year (31,200)	50.56
	044	8: 20 year (41,600)	52.96
	44L	1: Start	38.05
	44L	2: 1 year (2080)	41.51
	44L	3: 1.5 year (3120)	42.42
	44L	4: 2 year (4160)	43.35
	44L	5: 2.5 year (5200)	44.27
	44L	6: 3 year (6240)	45.22
	44L	7: 3.5 year (7280)	46.23
	44L	8: 4 year (8320)	47.18
	44L	9: 7 year (14,560)	47.83
	44L	10: 10 year (20,800)	48.47
	44L	11: 15 year (31,200)	50.56
	44L	12: 20 year (41,600)	52.96
	44T	1: Start	38.05
	44T	2: 1 year (2080)	41.51
	44T	3: 1.5 year (3120)	42.42
	44T	4: 2 year (4160)	43.35
	44T	5: 2.5 year (5200)	44.27
	44T	6: 3 year (6240)	45.22
	44T	7: 3.5 year (7280)	46.23
	44T	8: 4 year (8320)	47.18
	44T	9: 10 year (20,800)	48.47
	44T	10: 15 year (31,200)	50.56
	44T	11: 20 year (41,600)	52.96

	045	1: Start	39.09
	045	2: 1 year (2080)	42.57
	045	3: 2 year (4160)	44.32
	045	4: 3 year (6240)	46.42
	045	5: 5 year (10,400)	48.52
	045	6: 10 year (20,800)	49.83
	045	7: 15 year (31,200)	51.98
	045	8: 20 year (41,600)	54.42
140211 WATER CONTROL SYSTEMS INFORMATION ANALYST	046	1: Start	40.08
	046	2: 1 year (2080)	43.68
	046	3: 2 year (4160)	45.60
	046	4: 3 year (6240)	47.68
	046	5: 5 year (10,400)	49.81
	046	6: 10 year (20,800)	51.17
	046	7: 15 year (31,200)	53.28
	046	8: 20 year (41,600)	55.74
740012 DSI FIRE SAFETY INSPECTOR III 700112 DSI INSPECTOR III	46L	1: Start	40.08
	46L	2: 1 year (2080)	43.71
	46L	3: 1.5 year (3120)	44.66
	46L	4: 2 year (4160)	45.58
	46L	5: 2.5 year (5200)	46.59
	46L	6: 3 year (6240)	47.55
	46L	7: 3.5 year (7280)	48.60
	46L	8: 4 year (8320)	49.70
	46L	9: 7 year (14,560)	50.38
	46L	10: 10 year (20,800)	51.06
	46L	11: 15 year (31,200)	53.11
	46L	12: 20 year (41,600)	55.74
140113 IS INFORMATION/TECHNICAL ANALYST IV	46T	1: Start	40.08
	46T	2: 1 year (2080)	43.68
	46T	3: 1.5 year (3120)	44.66
	46T	4: 2 year (4160)	45.60
	46T	5: 2.5 year (5200)	46.63
	46T	6: 3 year (6240)	47.68
	46T	7: 3.5 year (7280)	48.79
	46T	8: 4 year (8320)	49.81
	46T	9: 10 year (20,800)	51.17
	46T	10: 15 year (31,200)	53.28
	46T	11: 20 year (41,600)	55.74

710012 PLAN REVIEW EXAMINER III	047	1: Start	41.18
	047	2: 1 year (2080)	44.85
	047	3: 2 year (4160)	46.89
	047	4: 3 year (6240)	48.89
	047	5: 5 year (10,400)	51.09
	047	6: 10 year (20,800)	52.49
	047	7: 15 year (31,200)	54.70
	047	8: 20 year (41,600)	57.21
	048	1: Start	42.21
	048	2: 1 year (2080)	46.02
	048	3: 2 year (4160)	47.94
	048	4: 3 year (6240)	50.16
	048	5: 5 year (10,400)	52.39
	048	6: 10 year (20,800)	53.77
	048	7: 15 year (31,200)	56.16
	048	8: 20 year (41,600)	58.66
	049	1: Start	43.35
	049	2: 1 year (2080)	47.18
	049	3: 2 year (4160)	49.20
	049	4: 3 year (6240)	51.56
	049	5: 5 year (10,400)	53.92
	049	6: 10 year (20,800)	55.35
	049	7: 15 year (31,200)	57.71
	049	8: 20 year (41,600)	60.31
	050	1: Start	44.45
	050	2: 1 year (2080)	48.58
	050	3: 2 year (4160)	50.68
	050	4: 3 year (6240)	53.04
	050	5: 5 year (10,400)	55.43
	050	6: 10 year (20,800)	56.90
	050	7: 15 year (31, 200)	59.35
	050	8: 20 year (41,600)	61.98
930011 LIFEGUARD	051	1: Start	17.66
	051	2: 0.25 year (520)	18.37
	051	3: 0.5 year (1040)	19.09
	051	4: 0.75 year (1560)	19.82
	051	5: 1 year (2080)	20.53

930031 ASSISTANT AQUATICS FACILITY SUPERVISOR	052	1: Start	22.41
	052	2: 0.5 year (1040)	23.10
	052	3: 1 year (2080)	23.53
	052	4: 1.5 year (3120)	23.90
	052	5: 2 year (4160)	24.44
	052	6: 2.5 year (5200)	24.89
	052	7: 3 year (6240)	25.39
	052	8: 3.5 year (7280)	25.89
	052	9: 4 year (8320)	26.35
	052	10: 10 year (20,800)	26.87
	052	11: 15 year (31,200)	27.33
930041 AQUATICS FACILITY SUPERVISOR	053	1: Start	26.61
	053	2: 0.5 year (1040)	27.18
	053	3: 1 year (2080)	27.76
	053	4: 1.5 year (3120)	28.34
	053	5: 2 year (4160)	28.92
	053	6: 2.5 year (5200)	29.49
	053	7: 3 year (6240)	30.09
	053	8: 3.5 year (7280)	30.66
	053	9: 4 year (8320)	31.26
	053	10: 10 year (20,800)	31.83
	053	11: 15 year (31,200)	32.40
930071 WATER AEROBICS INSTRUCTOR 930021 WATER SAFETY INSTRUCTOR	054	1: Start	18.24
	054	2: 0.25 year (520)	18.96
	054	3: 0.5 year (1040)	19.69
	054	4: 0.75 year (1560)	20.39
	054	5: 1 year (2080)	21.11
930061 LEAD LIFEGUARD	055	1: Start	20.77
	055	2: 0.5 year (1040)	21.65
	055	3: 1 year (2080)	22.52
	055	4: 1.5 year (3120)	23.40
	055	5: 2 year (4160)	24.27

BENEFITS:

PROBATIONARY PERIOD

Effective January 1, 2007: Employees covered by this bargaining unit shall have a one year probationary period.

VACATION

Start thru 4 th year	- 14 days (.0539)
5 th year thru 9 th year	- 18 days (.0693)
10 th year thru 15 th year	- 21 days (.0808)
16 th year thru 23 rd year	- 25 days (.0962)
24 th year and thereafter	- 28 days (.1077)

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**, an employee may carry over up to one hundred sixty (160) hours of vacation into the following “vacation year” with Department Head approval.

FLOATING HOLIDAY

Effective **January 1, 2027**, add one (1) Floating Holiday. May be taken at any time during the calendar year, subject to the approval of the Department Director.

HOLIDAYS

Effective January 17, 2008, all holidays will be considered “major” holidays (paid at time and one half - 1.5x) if worked. (See Article 5.)

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.

HOLIDAYS - LIBRARY EMPLOYEES

For all employees assigned to the Library, Christmas Eve shall be recognized and observed as a paid major holiday and the Day after Thanksgiving shall be considered a normal workday.

HOLIDAYS - PUBLIC HEALTH EMPLOYEES

Employees of the Public Health department who are assigned to work a minor holiday, shall receive a different day off, or will receive their normal hourly payment and straight time holiday pay.

SICK LEAVE CONVERSION

Employees with at least 180 days (1440 hours) of accumulated unused sick leave shall be allowed to convert two (2) days of unused sick leave to one (1) day of vacation up to a maximum of five (5) days of vacation. This conversion provision may be applied only to the extent that the balance of unused sick leave is not reduced lower than 180 days (1440 hours).

RECALL RIGHTS AFTER LAYOFF

Two years

SICK LEAVE ACCRUAL

Effective January 1, 2006: Sick leave accrual shall accumulate at the rate of .0539 of a working hour for each full hour on the payroll, excluding overtime. Fourteen (14) days per year.

SICK LEAVE USAGE FOR DEPENDENT CARE

See Civil Service Rule 20 for policy.

BEREAVEMENT LEAVE

Effective **January 1, 2027**, Paid bereavement leave may be used by an employee in the case of death for the relationships referenced in Minn. Stat. §181.9447 (Earned Sick and Safe Time). A total of one (1) day per calendar year may be used as Bereavement Leave. Such leave shall not carry over from year-to-year.

OVERTIME

All overtime will be paid as time and one-half (1.5) in compensatory time or money.

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)

RETIREE INSURANCE ELIGIBILITY

Employees that have completed at least 20 years with the City of Saint Paul or 15 years if receiving disability pension excluding years of service with ISD #625 for employees hired or transferred to the City of Saint Paul after March 31, 2001.

DEFERRED COMPENSATION

Effective **January 1, 2027**, Employees with at least one (1) year of service will be eligible for an annual Deferred Compensation match by the Employer of \$400.00 per year. Effective **January 1, 2028**, this amount will be increased to \$500.00. See Article 22 for requirements.

POST EMPLOYMENT HEALTH PLAN

Effective January 1, 2008: (See Article 13 for eligibility requirements) Employees employed by the City for a minimum of one (1) calendar year and in the bargaining unit for a minimum of one (1) calendar year are eligible for a \$200 contribution to the Post Employment Health Plan (PEHP). Contributions will be made by April 1 of the following year. Employees who have completed twenty (20) years of service are eligible for a \$276 Employer contribution.

Effective **January 1, 2027**, employees may be eligible for a Post Employment Health Plan (PEHP) contribution by the Employer of \$225.00. Employees who have completed twenty (20) years of service shall have a \$300.00 PEHP contribution paid by the Employer as indicated in the eligibility requirements.

Effective **January 1, 2028**, employees may be eligible for a Post Employment Health Plan (PEHP) contribution by the Employer of \$250.00. Employees who have completed twenty (20) years of service shall have a \$325.00 PEHP contribution paid by the Employer as indicated in the eligibility requirements. See Article 13.

NIGHT DIFFERENTIAL

Effective **January 1, 2019**, Night Differential, to 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.

Morning Differential: Employees represented by this unit in the titles of Lifeguard, Lead Lifeguard, Water Safety Instructor, Aquatics Facility Supervisor, Water Aerobics Instructor and Assistant Aquatics Facility Supervisor shall receive a morning differential of five percent (5%) for each hour worked between 2:00 a.m. and 2:00 p.m. This morning differential shall only be paid for hours worked between 2:00 a.m. and 2:00 p.m. during the school year (after Labor Day and before Memorial Day).

LIBRARY EMPLOYEE SHIFT DIFFERENTIAL (NIGHT/SUNDAY)

Library Employee Night Differential: to any employee who works between the hours of 6:00 p.m. and 6:00 a.m., there shall be a night differential of five percent (5%) for such hours.

NIGHT DIFFERENTIAL (Continued)

Library Employee Sunday: to any **Library employee** who works hours on **Sunday** there shall be a differential of five percent (5%) for all hours worked.

LIFE INSURANCE

Effective **January 1, 2016** - \$30,000 for eligible employees.

SAFETY SHOES

\$200.00 per calendar year toward the purchase or repair of safety shoes or boots for eligible employees. Employees may carry over the amount up to a total of \$200.00 for the purchase or repair of shoes. Repairs will be approved by the Department only for work-related safety shoes. Effective **January 1, 2027**, the amount will be increased to \$225.00. Effective **January 1, 2028**, the amount will be increased to \$250.00.

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 child. (See Article 17)

UNIFORM ALLOWANCE

- Fire Inspectors will be reimbursed up to \$716.05 for the 2026 calendar year.
- DSI Inspector I, II and III will be reimbursed up to \$351.28 for 2026 calendar year.
- Water Meter Technicians will be reimbursed up to \$436.06 for the 2026 calendar year.
- Water Utility Technician I, II, and III will be reimbursed up to \$436.06 for the 2026 calendar year.
- Laboratory Technician II will be reimbursed up to \$436.06 for the 2026 calendar year.
- Health Lab Technicians - Employer will pay for the cost of laundering lab costs.
- Community Liaison Officers shall receive a one-time reimbursement up to \$505.15 for 2026.
- Horticulturist I and II will be reimbursed up to \$292.75 for the 2026 calendar year.
- Veterinary Technicians will be reimbursed up to \$292.75 for the 2026 calendar year.
- Life Support Operators will be reimbursed up to \$292.75 for the 2026 calendar year.
- Communications Technicians and Lead Communications Technicians will be reimbursed up to \$410.10 for the 2026 calendar year.
- Engineering Aides I and II who are required to wear a specified uniform shall receive an initial issue, and thereafter, a uniform reimbursement of uniform items purchased up to \$100 per calendar year.
- Employees who regularly work in the field who are not required to wear OSHA equipment who request a City vest for identification will be issued one.
- Fire Medic Cadets will a one-time uniform allowance reimbursement for uniform items purchased up to \$500.00 in their first year of employment and \$200 in subsequent years.

SEVERANCE PAY

See Article 24 of the Agreement for qualification requirements:

Years of service with ISD #625 will be excluded for employees hired or transferred to the City of Saint Paul after March 31, 2001.

Effective January 17, 2008: Employees who are retiring and are eligible for severance pay will have his/her accrued but unused vacation contributed to a Post Employment Health Plan. This payment will be made at the time of separation.

SEVERANCE PAY (Continued)

Minimum of 14 years of Service and
Accrued sick leave credits of:

	Severance
500	\$4,000
600	\$4,500
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
1800	\$16,000

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.

PREMIUM PAY

- Effective January 1, 2004, **Lead Communication Technicians** assigned to the Police CIRT team will receive a premium of \$120.00 bi-weekly (\$1.50 per hour)
- ***WIC NUTRITION EDUCATOR** employees assigned as clinic coordinators to a small clinic shall receive a \$0.50 per hour premium over and above their normal base rate.
- ***WIC NUTRITION EDUCATOR** employees assigned as clinic coordinators to a medium clinic shall receive a \$0.65 per hour premium over and above their normal base rate.
- ***WIC NUTRITION EDUCATOR** employees assigned as clinic coordinators to a large clinic shall receive a \$0.80 per hour premium over and above their normal base rate.