

Sewer Maintenance – wage ranges 2024 – 2025

Sewer Maintenance – Pay Range							
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
	Start	6 mos.	12 mos.	24 mos.	36 mos.	48 mos.	60 mos.
	70.00%	75.00%	80.00%	85.00%	90.00%	95.00%	100.00%
2024	\$25.21	\$27.01	\$28.82	\$30.62	\$32.42	\$34.22	\$36.02
2025	\$25.97	\$27.83	\$29.68	\$31.54	\$33.39	\$35.25	\$37.10

Summary of the benefits offered by the City of Austin for this union, non-exempt position are as follows:

- Health insurance coverage, HSA/HRA compatible, effective on the first of the month following two months of employment. The amount of your contribution towards insurance is dependent upon which plan selection you choose. City contribution to HSA/HRA – \$4,000 family and \$2,000 single.
- Accumulation of sick and safe leave at the rate 8 hours for each month of service; starting from the date of hire (pro-rated for first month, depending upon start date) with no limit as to accumulation amount. As per City policy, if an employee stays until retirement, 50 percent (50%) of the dollar value of accumulated, unused sick and safe leave is paid out to the employee or health care savings plan.
- Per the UAW labor agreement: when the date of hire is between January 1 and June 30, credit for 80 hours will be given on the following January 1. When date of hire is between July 1 and September 30, credit for 40 hours will be given on the following January 1. A hire date between October 1st and December 31, credit for eighty (80) hours will be given on January 1, a year later.

Future vacation increases are as follows: after five years of service, you will receive three weeks of paid vacation; four weeks after 12 years of service; five weeks after 20 years of service and six weeks after 25 years of service. Vacation increases are given on the employee’s anniversary date.

- Twelve paid holidays (96 benefit hours) per year (pro-rated based on date of hire).
- \$40,000 life insurance policy paid by the City. Optional supplemental coverage available.
- Long term disability insurance policy for employee with Employer to pay 40% and employee to pay 60% of premium through payroll deduction.
- Required participation in a Health Care Savings Account through the Minnesota State Retirement Systems; currently employees contribute 1% of their wage through payroll deduction. This is used for post-employment health care expenses.
- Pension plan with Public Employees Retirement Association (PERA); contribution is based on a percentage of your wage. Currently, the contribution from the City of Austin is 7.5% and your contribution is 6.5%.
- Optional short-term disability, vision, dental, accident, critical illness and accident plans, the cost of each depends on enrollment selection (no city contribution). Optional deferred compensation program administered by Nationwide Retirement Solutions (no city contribution).
- Annual clothing allowance of \$225.00.
- United Auto Workers union dues are currently approximately \$45.00 per pay period.