

Wastewater Treatment Plant Maintenance Technician – Electrician Level

Maintenance Technician 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.
75.00%	79.17%	83.33%	87.50%	91.67%	95.83%	100.00%
\$36.57	\$38.60	\$40.63	\$42.67	\$44.70	\$46.73	\$48.76

The City of Austin offers a comprehensive benefits package for this non-exempt position, union-represented position as follows:

- Health insurance coverage (HSA compatible) begins on the first of the month following two months of employment. Employee contribution amounts vary based on the selected plan. The city contributes **\$4,000** toward family HSA plans and **\$2,000** toward single plans.
- Employees accrue sick and safe leave at a rate of 8 hours per month beginning on the date of hire (prorated in the first month based on 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.
- Vacation increases occur on the employee's anniversary date of hire and follow this schedule:
 - After 4 years of service – 3 weeks of paid vacation
 - After 8 years – 4 weeks
 - After 12 years – 5 weeks
- Twelve paid holidays (96 benefit hours) per year (pro-rated based on date of hire).
- The City provides a \$40,000 life insurance policy at no cost to the employee. Optional supplemental coverage is also available
- Employees may elect to enroll in optional short-term disability, long-term disability, vision, dental, accident, and critical illness plans. Costs vary based on individual enrollment selections and do not include a city contribution. An optional deferred compensation program is also available through Nationwide Retirement Solutions or Minnesota State Deferred Compensation Plan (no City contribution).
- **Health Care Savings Plan (HCSP):** Participation in a HCSP through the Minnesota State Retirement System is required. Employees currently contribute 2% of their wages through payroll deduction. Funds are available for eligible post-employment health care expenses.
- **Retirement (PERA):** This position participates in the Public Employees Retirement Association (PERA) pension plan. Contributions are based on a percentage of wages. The City of Austin currently contributes **7.5%**, and the employee contribution is **6.5%**
- Annual clothing allowance of \$225.00.