Wastewater Treatment Plant Relief Operator

	WWTP Relief Operator – Wage 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%**
2026	$31.55	$33.30	$35.05	$36.80	$38.56	$40.31	$42.06
2027	$32.73	$34.55	$36.37	$38.19	$40.00	$41.82	$43.64
2028	$33.71	$35.59	$37.46	$39.33	$41.21	$43.08	$44.95

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 one month 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.

- Sick and Safe Leave: Employees accrue 8 hours per month beginning on their date of hire, with the first month prorated based on their start date. Annual accrual totals 96 hours, with a maximum accumulated balance of 720 hours. Upon retirement, employees receive payment for 100% of their unused accumulated sick and safe leave.

- Employees begin accruing vacation on their date of hire. Vacation for the initial partial year of employment shall be prorated from the date of hire through December 31, using an annual allotment of 80 hours as the basis for calculation. The following January 1, employees receive the full 80-hour vacation allotment. Thereafter, employees shall continue to receive vacation in accordance with the ongoing vacation accrual schedule per the UAW-WWTP labor agreement.

  Employees will be awarded vacation annually on January 1 based on years of service.
  4 years of service – 120 hours
  8 years of service – 160 hours
  12 years of service – 200 hours

- 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.

- 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%.

- Uniforms are provided; employees receive an annual boot allowance of $125.00.