

CITY OF MINNEAPOLIS
And
AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL EMPLOYEES,
DISTRICT COUNCIL NO. 5, LOCAL
UNION NO. 9, AFL-CIO (Water Unit)

LETTER OF AGREEMENT
Senior Water Distribution Operator

Whereas, the City of Minneapolis (“City”) and the AFSCME Local 9 (“Union”) are parties (“the Parties”) to a collective bargaining agreement in effect from January 1st 2023-December 31st 2025; and

Whereas, a job analysis has been conducted that resulted in an increase in points for the Senior Water Distribution Operator in the Public Works Department; and

Whereas, an explanation of the Senior Water Distribution Officer point changes can be found in Classification Report 25-069; and

Whereas, the Senior Water Distribution Operator has been evaluated at 340 total points and is assigned to Civil Service Grade 7.

Now, therefore, be it resolved that:

1. The following salary schedule will be effective November 7th, 2025; and

Job Title	Step 1	Step 2	Step 3	Step 4
Senior Water Distribution Operator	\$35.89	\$37.60	\$39.39	\$41.27

2. The Senior Water Distribution Operator will remain recognized by the Parties as a classification for which the Union is the sole and exclusive collective bargaining representative; and
3. This letter represents the full and complete agreement regarding this matter.

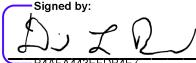
Now therefore, the Parties have caused this Letter of Agreement to be executed by their duly authorized representatives whose signatures appear below.

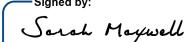
FOR THE EMPLOYER:

DocuSigned by:

7A636F07EF10453...
Rasheda Deloney
Date
Director, Labor Relations

FOR THE UNION:

Signed by:

BA9FA443EFDB4E7...
David Bard
Date
Business Manager

Signed by:

4041B2DFC7749E...
Sarah Maxwell
Date
Union President

CC: Annika Bankston, Director of Water Treatment and Distribution
Allie Rikke, Human Resources Business Partner
Tammy Hoff, Payroll Manager
Brenda Miller, Compensation & Classification Manager