

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 1<sup>st</sup> 2023-December 31<sup>st</sup> 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 7<sup>th</sup>, 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.

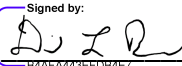
**Now therefore, the Parties have caused this Letter of Agreement to be executed by their duly authorized representatives whose signatures appear below.**

**FOR THE EMPLOYER:**

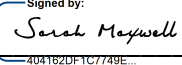
DocuSigned by:  
  
7A636F07EF10453...  
Rasheda Deloney  
Director, Labor Relations

02/05/2026  
Date

**FOR THE UNION:**

Signed by:  
  
B4AF4A43EFD8E7...  
David Bard  
Business Manager

01/30/2026  
Date

Signed by:  
  
4041B2DF1C7749E...  
Sarah Maxwell  
Union President

02/05/2026  
Date

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