

**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**  
**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 Water Distribution Operator in the Public Works Department; and

**Whereas**, an explanation of the Water Distribution Officer point changes can be found in Classification Report 25-068; and

**Whereas**, the Water Distribution Operator has been evaluated at 295 total points and is assigned to Civil Service Grade 6.

**Now, therefore, be it resolved that:**

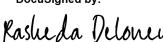
1. The following salary schedule will be effective November 7<sup>th</sup>, 2025; and

Job Title	Step 1	Step 2	Step 3	Step 4
Water Distribution Operator	\$33.66	\$35.32	\$37.07	\$38.92

2. The 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.

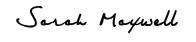
**Now therefore, the Parties have caused this Letter of Agreement to be executed by their duly authorized representatives whose signatures appear below.**

**FOR THE EMPLOYER:**

DocuSigned by:  
  
 Rasheda Deloney 02/05/2026  
7A636F07EF10453...  
 Rasheda Deloney Date  
 Director, Labor Relations

**FOR THE UNION:**

Signed by:  
  
 David Bard 01/30/2026  
B4AF-AA43EF1DB4E7...  
 David Bard Date  
 Business Manager

Signed by:  
  
 Sarah Maxwell 02/05/2026  
404162DF-1C7749E...  
 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