

Sewer Maintenance

Sewer Maintenance – 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%
2026	\$28.87	\$30.47	\$32.07	\$33.68	\$35.28	\$36.88	\$38.49

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

- Health insurance coverage (HAS 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.
- 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). Employees hired on or after January 1, 2026, will be subject to a 720-hour accumulation cap, with all accumulated hours paid out at 100% upon separation.
- Under the UAW labor agreement, employees begin accruing vacation on their date of hire. Vacation for the initial partial year is prorated based on an annual allotment of 80 hours. Beginning the following January 1, employees receive a full 80-hour allotment, with ongoing accruals following the established schedule.
- 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 1% 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%**
- **Clothing Allowance:** Uniforms are supplied, along with a yearly \$125 boot allowance.
- **Union Dues:** United Auto Workers (UAW) union dues are currently approximately \$45.00 per pay period.