



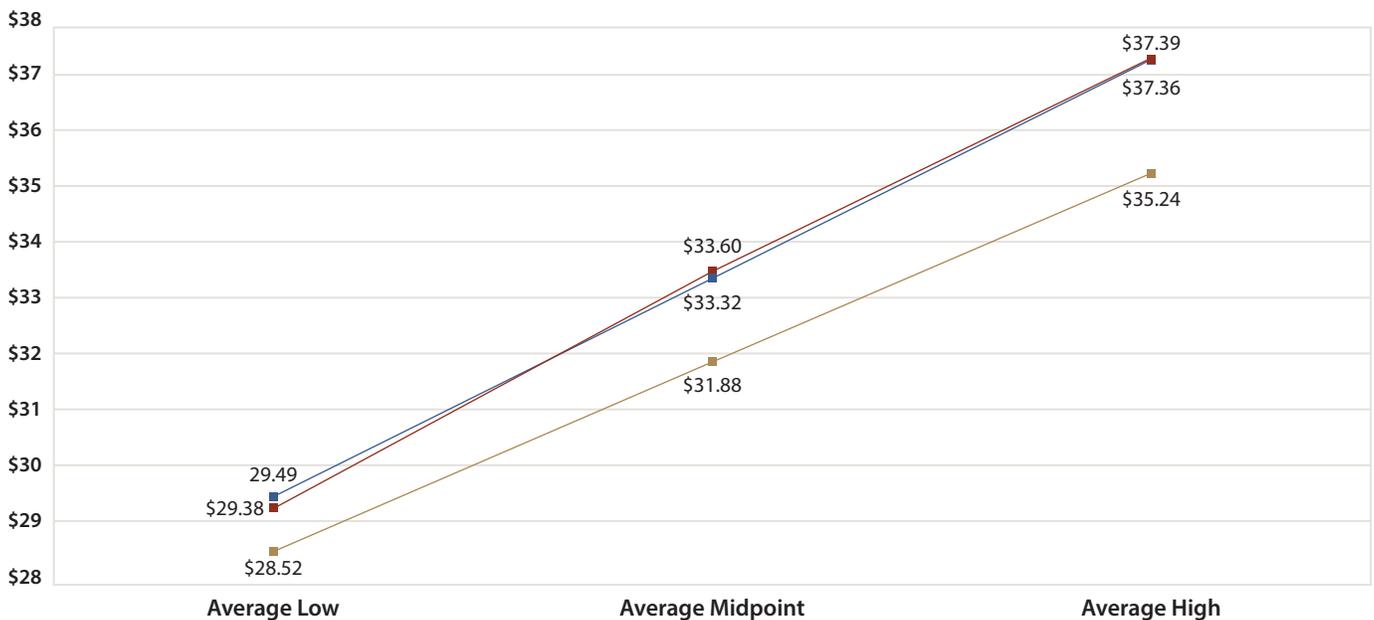
MAINTENANCE OPERATOR WAGES COMPARISON

The City of Shakopee is committed to ensuring our employees are fairly compensated, have excellent equipment, and a safe working environment. To that end, Shakopee pledges to compensate employees at the mid-point of our comparable cities. The City has offered a Cost of Living Adjustment (COLA) of 3% for 2024, 3% for 2025 and 3.5% for 2026, and offered to add a 6th step to the pay scale to allow more upward mobility for the most senior employees. This adds another 3% in 2024 for those employees. Union members who work more than 40 hours a week also receive “time and a half” for the additional hours, and “early call-in” pay for hours worked outside normal working hours that do not meet the threshold for overtime.

City-provided benefits, at no cost to the employee:

- Employer contributions to health and dental insurance (amount varies based on plan and network selection)
- Employer contribution to HSA account if on a high deductible health plan: \$800 for single coverage, \$1,600 for two-person or family coverage
- Long term disability insurance (.21% of all employees’ monthly salary)
- Basic Life insurance coverage of \$50,000 (for employee), \$5,000 (for spouse) and \$2,000 (for any children). Employer pays \$3.40 (employee only) or \$4.40 (with dependents) per month per employee
- Employer contributes 7.5% of an employee’s gross salary on a bi-weekly basis to PERA, a public employee’s pension plan
- Employer contributes \$45/month/employee to a health care savings plan that is to be accessed after employment and used for health, dental and vision expenses
- 13 paid holidays
- Bi-weekly accruals for vacation and sick time
- Paid bereavement leave
- City offers a tuition reimbursement program for up to \$3,000/year for employees to obtain higher education
- Community Center membership
- Three weeks paid parental leave for employees
- 40-minute paid lunch, unlike most other cities
- A percentage of accumulated time off, based on years of service, can be deposited into retirement funds
- Early call-in pay for hours worked between 12 a.m. to 6:30 a.m.
- Uniforms provided; boot allowance also provided

Maintenance Operator Wages



■ Combined Average of Comparable Cities’ Settled 2024 Contracts (Blaine, Burnsville, Inver Grove Heights, Lakeville, Maplewood, Roseville, Savage, St. Louis Park)
■ Shakopee Average 2024 Wages Under Proposed Contract
■ Shakopee Average 2023 Maintenance Operator Wages