Collective Bargaining Agreement

Between

AFSCME Council 65, Local 0748-0004, AFL-CIO

And

Stearns County

1/1/2022 - 12/31/2024

Labor Representative: Luke Langner (llangner@afscme65.org or 320-640-0140)

AFSCME Council 65 Office: info@afscme65.org or 888-474-3242

WEINGARTEN RIGHTS

If called to a meeting with management, you have rights to representation. State the following and call your labor representative: If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative be present at the meeting. Until my representative arrives, I choose not to participate in this discussion.

BECOME AN AFSCME 65 MEMBER

Are you a new employee or not a member yet? Scan the QR code to sign up today and take advantage of the many benefits of AFSCME membership!

MEMBER BENEFITS

Are you taking advantage of your union member benefits? Check out the many benefits available from AFSCME Advantage and Union Plus at:

www.afscme.org/member-resources

www.unionplus.org

Make sure to have your member number handy when accessing these benefits.

ORGANIZING

Know someone who wants to form a union at their workplace? Contact our Organizing Department at 888-474-3242 or email info@afscme65.org and inquire about forming a union. Make sure they tell us you referred them. Your Local benefits from referring new union members.

LABOR AGREEMENT

BETWEEN

COUNTY OF STEARNS

AND

THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO, COUNCIL #65, LOCAL UNION 748D HUMAN SERVICES UNIT

AND

MINNESOTA NURSES ASSOCIATION

COVERING PERIOD OF

JANUARY 1, 2022 THROUGH DECEMBER 31, 2024

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ARTICLE 1 - Purpose Of Agreement:

This agreement is entered into as of January 1, 2022 between the County of Stearns (hereinafter called the "Employer"), and the American Federation of State, County and Municipal Employees, Council No. 65, Local No. 748D and Minnesota Nurses Association, as exclusive representative for the employees covered by this Agreement (hereinafter called the "Union").

It is the intent and purpose of this Agreement:

1.1 To assure sound and mutually beneficial working and economic relationships between the parties hereto.

1.2 To establish the foundation for a harmonious and effective labor-management relationship.

1.3 To establish procedures for the resolution of disputes concerning this Agreement's interpretation and/or application.

1.4 To place in written form the parties' Agreement upon terms and conditions of employment including wages, hours, and working conditions for the duration of this Agreement.

The Employer and the Union, through this Agreement, shall continue their dedication to the highest quality service to the County of Stearns and the public. Both parties recognize this Agreement as a pledge of this dedication.

ARTICLE 2 – Recognition:

2.1 The Employer recognizes the Union as the exclusive representative under the Public Employment Labor Relations Act of 1971, as amended, for all personnel in the following bargaining units: All employees of the Human Services Department of the County of Stearns, St. Cloud, Minnesota, whose employment service exceeds the lesser of 14 hours per work week or 35 percent of the normal work week and more than 67 work days per year (or 100 days if a full time student under the age of 22), excluding confidential, supervisory, essential, and employees included in other appropriate units.

2.2 In the event the Employer and the Union are unable to agree as to the inclusion or exclusion of a new or modified job class, the issue shall be submitted to the Bureau of Mediation Services for determination.

2.3 The Employer shall not enter into any agreements covering terms and conditions of employment with the employees of the bargaining unit under the jurisdiction of this Agreement, either individually or collectively, which in any way conflicts with the terms and conditions of this Agreement, except through the certified representative.

2.4 Neither the Union nor the Employer shall discriminate against or harass any employee because of race, color, creed, religion, national origin, sex, age, marital status, public assistance status, veteran status, disability, or sexual orientation.

ARTICLE 3 – Definitions:

The words defined in this Article shall have the meaning indicated herein for purposes of this Agreement, unless the context clearly indicates otherwise.

3.1 BOARD: The County Board of Commissioners of Stearns County.

3.2 EMPLOYEE: A member of the exclusively recognized bargaining unit.

3.3 EMPLOYER: The County of Stearns.

3.4 REGULAR EMPLOYEE: Any employee hired to fill a regular position in the bargaining unit.

3.5 NON- REGULAR EMPLOYEE: An employee filling a position that is not classified by the Employer as regular and categorized as follows:

A) "Seasonal" refers to employment that is of a limited duration and that recurs during similar calendar periods.
B) "Temporary" refers to employment that is of a limited non-recurring nature to perform a specific project or task.
C) "Intermittent" refers to employment that is solely sporadic in nature to meet varying work demands.
D) "Substitute" refers to employment that is solely to replace an absent member of the regular work force and that terminates upon the absent member's return.
E) "Grant Funded" refers to employment in a position that is totally grant funded and that is time limited.

3.6 FULL-TIME EMPLOYEE: Any employee hired to fill a position in the bargaining unit based on a forty (40) hour workweek.

3.7 PART-TIME EMPLOYEE: An employee hired to work an average of at least 20 hours but less than 40 hours per week on a regular basis.

3.8 UNION: The American Federation of State, County and Municipal Employees, Council No. 65, Local No. 748D and Minnesota Nurses Association.

3.9 UNION MEMBER: A member of the American Federation of State, County and Municipal Employees, Council No. 65, Local No. 748D and Minnesota Nurses Association.

3.10 REHIRE: Re-employment of a prior employee after termination of employment. This term does not include persons recalled from layoff or returning from unpaid leave status.

3.11 POSITION: A set of duties and responsibilities performed by an individual.

3.12 CLASSIFICATION: The organization of a group of positions that are sufficiently alike in their duties and various personnel and administrative processes such as selection, training, experience, compensation and qualification requirements for job entry.

3.13 CLASSIFICATION SERIES: An assembly of classifications organized by occupational categories, i.e. professional, clerical and support, technical.

ARTICLE 4 - No Strike/No Lockout:

4.1 The Union, its officers, the covered employees and the Employer agree that they will not engage in, encourage, sanction, support or suggest any strike or lockout and they agree that they will not withhold in whole or in part the full performance of their duties or assignments during the life of this Agreement, except as specifically allowed by the Public Employment Labor Relations Act of 1971, as amended.

ARTICLE 5 - Employer Authority:

5.1 The Employer retains the full and unrestricted right to operate and manage all manpower, facilities and equipment; to establish functions and programs; to set and amend budgets; to determine the utilization of technology; to establish and modify the organizational structure; to select, direct and determine the number of personnel; to establish work schedules, and to perform any inherent managerial function not specifically limited by this Agreement.

5.2 Any term and condition of employment not specifically established or modified by this Agreement shall remain solely within the discretion of the Employer to modify, establish or eliminate.

5.3 The Union(s) and the employer recognize that registered nurses and public health nurses shall not be required or directed to perform or delegate nursing activities in a manner inconsistent with the Minnesota Nurse Practice Act.

ARTICLE 6 - Union Security:

6.1 The Employer shall deduct from the wages of employees who authorize such a deduction in writing an amount necessary to cover monthly Union dues. Deductions shall be based upon the amounts certified as correct from time to time by AFSCME Council 65 and MNA and shall be made, continued, and terminated in accordance with the terms of said authorization card. Fair Share union fees will be withheld by applicable law. Such monies shall be remitted in a reasonable manner as directed by the Union. Management shall provide a list of members of AFSCME to the membership vice chairperson monthly.

The Union agrees to indemnify and hold the Employer harmless against any and all claims, suits, orders or judgments brought or issued against the Employer as a result of any action taken or not taken by the Employer under the provisions of this Article.

6.2 The Union may designate not more than twelve (12) employees from the bargaining unit to act as stewards. Of the twelve, the Unions shall designate one (1) of those to function as Chief Steward from AFSCME and one from MNA. The Union shall inform the Employer in writing of the employees designated and of any changes in such designation.

6.3 The Employer shall make space available on the employee bulletin board for the posting of official Union notices and announcements.

6.4 The Employer agrees that on the Employer's premises and without loss of pay, the Union stewards and officers shall be allowed to post official Union notices; transmit communications authorized by the Union or its officers under the terms of this Agreement; to consult with the Employer, its representative Union officers or the Union representative concerning the enforcement of any provision of this Agreement, so long as such action does not unduly interfere with regular employee duties. The Union shall not take employees from the performance of their assigned responsibilities without prior approval of the Employer's designated representatives.

6.5 The stewards and officers are authorized to perform and discharge the duties and responsibilities that are assigned to them under the terms of this Agreement and any supplementary agreements. The Employer agrees that there shall be no restraint, interference, coercion or discrimination against any steward or officer because of performance of such duties.

6.6 The Employer agrees that the Union may use the County e-mail system for union business provided that prior to its use for union business, a management designee has granted specific approval for the communication.

6.7 Political Action Committee: Upon receipt of a properly executed voluntary authorization card from an employee, the County will deduct from the employee's salary such amounts as the employee authorizes to pay to AFSCME PEOPLE.

ARTICLE 7 - Non-Regular Position Seniority And Benefits:

7.1 The parties agree that employees who qualify as members of the bargaining unit, but who are filling positions that are not classified by the Employer as regular, shall be categorized as follows:

A) "Seasonal" refers to employment that is of a limited duration and that recurs during similar calendar periods.
B) "Temporary" refers to employment that is of a limited non-recurring nature to perform a specific project or task.
C) "Intermittent" refers to employment that is sporadic in nature to meet varying work demands.
D) "Substitute" refers to employment that is solely to replace an absent member of the regular work force that terminates upon the absent member's return.
E) "Grant Funded" refers to employment in a position that is totally grant funded and that is time limited.

7.2 Employees included in the bargaining unit but categorized in A, B, or C above, shall not be eligible for and shall not qualify for benefits of any kind until employed in the position for one thousand forty (1040) compensated hours in any calendar year, or until the position which they are filling is declared regular and the incumbent qualifies for it through regular recruitment procedures, whichever is first. Employees in A, B, or C above, who work in a single position for one thousand forty (1040) hours or longer in a single calendar year shall immediately thereafter become eligible for all benefits as provided by the bargaining agreement.

7.3 Employees included in the bargaining unit but categorized in group D above, shall be eligible for benefits pursuant to this Agreement. Current qualified employees may request an out of class assignment for a substitute position. The employer will determine what, if any position(s), will be back filled if the substitute position is filled by a current staff member.

7.4 A regular employee who is assigned to a totally grant funded position shall be treated in all respects as a regular employee.

7.5 Any person newly hired to fill a totally grant funded position shall in all respects be eligible for all benefits as a regular employee except that seniority will not accrue until the person has been in the grant funded position for two (2) years. Seniority will then be retroactively granted back to the original hire date.

Time spent by an employee as a member of any one of the non-regular groups, defined above, shall not be included or considered in determining seniority or time worked for purposes of benefit accrual. Seniority for such employees, or accrual of benefits for such employees, shall commence on the date that the person is appointed to a regular status. Time spent as a member of a non-regular group shall be considered for purposes of determining eligibility for layoff and layoff recall relative to other non- regular employees in the bargaining unit.

7.6 Provisions of this Article with respect to non-regular employees shall supersede any other provisions of this Agreement so long as the employee involved is in a non-regular position as defined in this Article. All limitations of other articles with respect to employees in probationary status or other eligibility requirements with respect to benefits shall continue to apply. The provisions of this Article are to be read as additional limitations on the benefit eligibility of non-regular employees.

ARTICLE 8 – Seniority:

8.1 Seniority for bumping purposes will not be limited to classification series if no positions are available within the employee's series but include bargaining unit wide positions. When bumping is exercised outside the current classification series held by the employee at the time of layoff notification, seniority will be based on bargaining unit, not classification seniority.

The individuals who were in the general County bargaining unit and moved to the bargaining unit covered by this agreement in February of 1999 as a result of the unit clarification will retain and be credited with all seniority earned under the prior agreement.

Classification Series:

A) Clerical and Support Classification Specification Titles

Administrative Assistant I
Client Services Specialist
Process Specialist

B) Paraprofessional Classification Specification Titles

Account Technician
Case Aide
Collections Officer
Child Support Officer
Child Support Specialist
Community Health Worker
Eligibility Specialist
Fiscal Services Specialist
Senior Account Technician
Senior Eligibility Specialist
Surveillance Technician

C) Professional Classification Specification Titles

Career Agent
Contracts Coordinator
Corrections Agent
Data Analyst
Nutrition Educator
Planning Coordinator
Public Health Coordinator
Public Health Nurse*
Senior Agent
Social Worker I

Social Worker II
Staff Accountant

*MNA Classification

8.2 For seniority purposes, length of service shall be based on compensated time in the bargaining unit in a classification series, exclusive of overtime, computed on the basis of 2,080 regular hours per calendar year and starting from the most recent date of employment, re-employment, or appointment to the employee's classification. For purposes of this article, PTO, extended sick leave and holidays shall count as regular hours. Any employee who takes an Employer approved non-compensated leave of absence or who is on layoff status and returns to active employment pursuant to the terms of this Agreement shall be entitled to credit for all seniority accrued as of the time the leave or layoff commenced. If current employees are assigned to positions that are funded through limited time grants, their seniority will continue to accrue.

The employer will distribute and/or post a seniority list every six months. Such list will be maintained on the basis of total hours by classification. Any employee or the Union shall be obligated to notify the Employer of any error in the lists within thirty (30) calendar days of such posting. If no error is reported within this thirty (30) calendar day period, the list will stand correct as posted.

8.3 The County shall notify affected employees of a pending layoff and the reasons for the layoff thirty (30) calendar days prior to said layoff. Also prior to the notification of layoff, Human Resources will meet and confer with the Union to discuss possible alternatives to the layoff. Upon notification of the need to reduce the work force, a list of the remaining available positions shall be given to those employees being laid off and those employees whose positions may be affected by bumping/bidding.

8.4 Any employee who is covered by this Agreement and who is subsequently promoted or transferred to any position within a department shall retain seniority in his/her prior classification. A reduction of the work force will be accomplished on the basis of classification within a series as established above.

Except in those instances where senior employees are not qualified to perform remaining work duties, seniority shall determine the order of layoff and recall from layoff. Prior to a reduction in the work force, all temporary, emergency and probationary employees would be laid off before any regular, non-probationary employees.

When a reduction in the work force occurs, the layoff will occur on the basis of reverse seniority within a classification. Prior to the actual layoff, those affected employees shall be pre-qualified for bidding on the remaining positions. All affected employees will meet at a designated place and time to bid in order of seniority on the remaining positions. This bidding process will be coordinated by the Human Resources Department. When a position is taken by an employee with higher seniority, remaining employees shall continue to choose positions by seniority, until all positions are filled.

8.5 The process of bumping for those individuals who may be laid off and have bumping rights shall be reinstated as follows:

An employee with sufficient seniority who is qualified for a position shall have the ability to bump only the least senior individual in a classification in a unit. A unit is defined as any group of employees who report to the same supervisor.

8.6 Recall from layoff shall be in order of seniority within each classification, provided that a recalled employee must indicate his/her intention to return to work within fourteen (14) calendar days of notification; failure to respond to recall as herein provided shall result in automatic termination of seniority and employment. Notice of recall shall be by certified mail with a return receipt requested.

An employee shall remain on the recall roster for two (2) years, unless the employee fails to respond to a recall notification. At the end of said two years, all employment and seniority rights shall terminate.

If any vacancy exists in any department for which a person on layoff is qualified, the person on layoff shall be offered the vacant position. Any employee on layoff status who is offered employment in a substantially equal position in another bargaining unit is required to accept such employment in order to retain status on the layoff list.

8.7 All newly hired or rehired employees shall be required to serve a period of job probation. Additionally, any employee moving to a different classification likewise shall be subject to a new probationary period. Probationary periods shall be for 1040 hours.

8.8 All employees promoted or transferred to a new classification shall have the right to revert to a position in his/her former classification and to his/her rate of pay immediately previous to transfer or promotion, for the first forty-five (45) days of the probationary period.

An employee filling a position where classification has changed with no addition of duties or responsibilities shall not serve a probationary period.

If a position title is changed resulting from a change imposed by the appointing authority (reorganization, legislative mandates, etc.) which may result in the clarification of position duties and responsibilities, an employee will not be required to serve a probationary period.

8.9 Upon completion of probationary period, new or rehired employees shall become regular employees within the meaning of this Agreement and shall be credited with seniority dating from the first date of continuous employment to a regular position in the bargaining unit with the Employer.

8.10 During a promotional or lateral probation an employee may be returned to his/her previous classification based on inability to perform the duties of the new position. For the purposes of this article, lateral change means a move to a different classification with the same grade level. The reasons shall be given to the employee in writing. Such an involuntary return is subject to the grievance procedure up to but not including arbitration.

8.11 Benefits shall accrue based on the latter of the anniversary date of hire or rehire with the County.

8.12 The Employer is committed to hiring the most qualified candidate for County service. If all other job relevant qualifications are relatively equal, the most senior applicant shall receive the job.

All job vacancies shall be posted on the electronic recruiting system for at least seven (7) calendar days.

8.13 In the event of a vacancy within a job classification, the most senior employee requesting reassignment in writing will be given first consideration. If denied the change in job assignment, reasons will be given to the employee in writing. A decision will be grievable, but shall not be subject to Arbitration. (An example of a change in assignment would be from Child Protection to Developmental Disabilities or adult caseload Eligibility Specialist to family caseload Eligibility Specialist.)

8.14 Before the County enters into any contracts for additional personnel services, which may result in staff reduction(s), the County agrees to meet and confer with the Union. (The Union understands that the meet and confer is not to deal with whether or not the County will do contracting but rather to discuss alternatives and receive input from the Union.)

ARTICLE 9 – Discipline:

9.1 The Employer will discipline employees for just cause only. Discipline will be in one or more of the following forms:

A) Oral reprimand
B) Written reprimand
C) Suspension
D) Demotion
E) Discharge

Oral reprimands are not grievable. All oral reprimands will be removed from the file after one (1) year, and written reprimands will be removed after two (2) years. Both of these time frames are contingent upon the fact that the disciplinary action is not related to an ongoing problem.

9.2 All disciplinary action to become part of an employee's personnel file shall be read and acknowledged by signature of the employee. The affected employee and Union will receive a copy of such oral and written reprimands, and notices of suspension, demotion and discharge.

9.3 Employees may examine their own individual personnel files at reasonable times under the direct supervision of the Employer.

9.4 The Union shall have the right to be present at any questioning of an employee concerning investigation for disciplinary action against any employee.

9.5 Grievances relating to a suspension, demotion or discharge may be initiated by the Union at Step 3 of the Grievance Procedure, under Article 11 of this Agreement.

9.6 Nothing in this Agreement shall limit the Employer's right to terminate or discipline an employee during the initial probation period.

ARTICLE 10 - Normal Working Hours And Overtime:

10.1 The normal workweek for full-time employees shall consist of forty (40) hours.

10.2 All employees shall be granted a fifteen (15) minute break or rest period during each full one-half (1/2) shift, and a one-half hour unpaid lunch during the middle of the day. Employees who do not actually work a complete one-half (1/2) shift shall not be granted a break or rest period. Example, an employee who leaves at 3:15 p.m. will be charged with one (1) hour and 15 (fifteen) minutes of leave. If there is an emergency that requires the employee to leave work after the break has already been taken, the employee will not be required to charge the already taken break to time not worked.

10.3 If it is necessary to implement permanent changes in the work schedules the Employer shall notify the affected employees at least fifteen (15) working days prior to implementation.

10.4 Non-exempt employees will be compensated either in pay or compensatory time at a rate of one and one-half (1-1/2) times the base rate (the employee's normal straight time Range-Step rate) for hours worked in excess of the normal work week (forty (40) hours). It shall be the employee's option to be paid with compensatory time or one and one-half (1-1/2) times their rate of pay. However, the use of compensatory time off must be mutually agreeable to the employee and the employer.

Compensatory time accrued for non-exempt employees may accumulate to a maximum of forty (40) hours. Any accumulation beyond forty (40) hours shall be paid overtime.

All overtime opportunities posted for an entire classification will be exempt from this clause and will be paid.

10.5 For the purpose of computing overtime compensation, overtime hours worked shall not be pyramided, compounded or paid twice for the same hours worked.

10.6 Overtime will be calculated to the nearest fifteen (15) minutes.

10.7 For purposes of overtime calculation, holidays, PTO or extended sick leave taken shall be counted as time worked.

10.8 Overtime work will be distributed as equally as practicable, consistent with the functions of the department. Overtime must be approved as assigned prior to its occurrence. Pre-approval for overtime will be waived under the following conditions, provided that it does not exceed one hour and that it does not occur with great regularity:

A. The employee is working in the field and the overtime was unanticipated.

B. The documentation for overtime is completed and submitted to the supervisor on the next regular workday.

10.9 In order to meet the mandatory requirements of having a Social Worker available on a 24 hour basis to deal with emergencies and crisis situations, those Social Workers who serve a week on-call for the 24 hour answering service shall be reimbursed at the rate of ten (10) hours of compensatory time off or ten (10) hours of straight time pay at the employee's option. Actual service provided while on call is over and above the ten (10) hours for on-call time or on a prorated basis if less than full time.

Social Workers who are required to be on call on a holiday will be credited with four (4) hours of compensatory time at straight time rates.

10.10 On the rare occasion an employee with an assigned caseload is contacted at home on an unplanned work related matter outside of his/her regularly scheduled workday and no field visit is required, the employee shall be compensated at a minimum of one (1) hour at regular wages. The employee must document the contact in the case file and notify the supervisor of the occurrence on the next business day.

10.11 If sufficient persons do not volunteer to staff thirteen (13) weeks at a time without duplication, it will be necessary to resort to an involuntary system utilizing each Social Worker on a rotating basis.

10.12 In the event that circumstances arise that the worker on call for a week cannot serve, the employee will be responsible for arranging a substitute and informing an appropriate supervisor.

10.13 Flex time scheduling for other than a normal workday may occur by the mutual agreement of the Department Director or designee and the employee. Flex Time may be permitted unless there is a work related reason (i.e. coverage). The following will also apply:

A) There will be no increase in the length of, or any additional breaks.

B) Extended sick leave, compensatory time usage, and PTO requests must match the number of hours of work scheduled (i.e. an individual working four (4) ten (10) hour shifts, would need to request ten (10) hours of extended sick leave, compensatory time, or PTO).

C) Holidays which occurred during extended work days would need to be supplemented by a request for PTO or compensatory time, or those hours beyond eight (8) hours will be considered time without pay. The time without pay option is only available if an individual has no accrued PTO or compensatory time.

10.14 Employees at their option shall have the ability to either make up time lost due to very inclement weather through arrangements with their supervisor using compensatory time, flex time, or PTO or to take it as time without pay.

10.15 Public Health Nursing Services for After Hours Care: When home or field visits are required on holidays and weekends, a Public Health Nurse will receive a minimum of

two (2) hours pay or actual hours worked (whichever is greater).

Overtime, if applicable, will be paid in accordance with Article 10 and Article 12.

10.16 Call Back Time: An employee who is called to duty during his/her scheduled off duty time shall receive a minimum of two (2) hours pay at one and one-half (1-1/2) times the employee's base pay rate. An extension or early report to a regularly scheduled shift for duty does not qualify the employee for the two (2) hour minimum.

10.17 If temporary changes are implemented to the work schedule, the employee shall receive a *48-hour* notice.

10.18 When adopting recurring non-traditional schedules, the Employer shall staff such schedules in the following manner: Request volunteers from within the unit/program; if further employees are needed or if there are not volunteers, the Employer shall assign the least senior qualified employee in the unit/program to meet these non-traditional scheduling requirements except in unique and special circumstances. In such circumstances, the employer may assign the employee of choice.

ARTICLE 11 - Employee Rights - Grievance Procedure:

11.1 Definition of a Grievance. A grievance is defined as a dispute or disagreement as to the interpretation or application of the specific terms and conditions of this Agreement.

11.2 Union Representative. The Employer will recognize representatives designated by the Union as the grievance representatives of the bargaining unit having the duties and responsibilities established by this Article. The Union shall notify the Employer in writing of the names of such Union representatives and of their successors when so designated as provided by Section 6.2 of this Agreement. The Employer shall notify the Union in writing of the Employer designated positions.

11.3 Processing the Grievance. It is recognized by the Union and by the Employer that the processing of grievances as hereinafter provided is limited by the job duties and responsibilities of the employees and shall, therefore, be accomplished during normal working hours without loss of pay when reasonable time away from duties and responsibilities are not detrimental to the work programs of the Employer. Normally, one Steward would be involved in a grievance along with the Staff Representative, if necessary, unless the Employer has a number greater as its representatives, in which case the Union would limit its representation to an equal number.

11.4 Procedure. Grievances, as defined by Section 11.1, shall be resolved in conformance with the following procedure:

Step 1. An employee, through the union, claiming a violation concerning the interpretation or application of this Agreement shall, within fifteen (15) calendar days after such alleged violation has occurred, present such grievance in writing to the Employer-designated representative. The Employer-designated representative will discuss and give an answer to such Step 1 grievance within ten (10) calendar days after receipt. A grievance not resolved in Step 1 and appealed to Step 2 shall be placed in writing setting forth the nature of the grievance, the facts on which it is based, the provision or provisions of the Agreement allegedly violated, the remedy requested, and shall be appealed in writing to Step 2 within ten (10) calendar days after the Employer-designated representative's final answer in Step 1. Any grievance not appealed in writing to Step 2 by the Union within ten (10) calendar days shall be considered waived. A grievance can only be withdrawn through the Union.

Step 2. If appealed, the written grievance shall be presented by the Union and discussed with the employer-designated Step 2 representative. The Employer-designated representative shall give the Union the Employer's Step 2 answer in writing within ten (10) calendar days after receipt of such Step 2 grievance. A grievance not resolved in Step 2 may be appealed to Step 3 within ten (10) calendar days following the Employer-designated representative's final Step 2 answer. Any grievance not appealed in writing to Step 3 by the Union within ten (10) calendar days shall be considered waived.

Step 3. If appealed, the written grievance shall be presented by the Union and discussed with the Employer-designated Step 3 representative. The Employer-designated representative shall give the Union the Employer's answer in writing within ten (10) calendar days after receipt of such Step 3 grievance. Any grievances not resolved in Step 3 may be appealed to Step 4 within ten (10) calendar days following the Employer-designated representative's final answer in Step 3. Any grievance not appealed in writing to Step 4 by the Union within ten (10) calendar days shall be considered waived.

Before a grievance may be taken to arbitration, it must first be taken to mediation.

Step 4. A grievance unresolved in Step 3 and appealed to Step 4 by the Union shall be submitted to mediation subject to the provisions of the Public Employment Labor Relations Act of 1971, as amended. Any grievances not resolved in Step 4 may be appealed to Step 5 within ten (10) calendar days following the outcome of mediation. Any grievance not appealed in writing to Step 5 by the Union within ten (10) calendar days shall be considered waived.

Step 5. A grievance unresolved in Step 4 and appealed to Step 5 by the Union shall be submitted to arbitration subject to the provisions of the Public Employment Labor Relations Act of 1971, as amended. The selection of an arbitrator shall be made in accordance with the "Rules Governing the Arbitration of Grievances" as established by the Bureau of Mediation Services.

The Union shall request action to strike names within thirty (30) days of receipt of the list of arbitrators.

11.5 Arbitrator's Authority:

A) The arbitrator shall have no right to amend, modify, nullify, ignore, add to or subtract from the terms and conditions of this Agreement. The arbitrator shall consider and decide only the specific issue(s) submitted in writing by the Employer and the Union, and shall have no authority to make a decision on any other issue not so submitted.

B) The arbitrator shall be without power to make decisions contrary to, or inconsistent with, or modifying or varying in any way the applications of laws, rules or regulations having the force and effect of law. The arbitrator's decisions shall be submitted in writing within thirty (30) days following close of the hearing or the submission of briefs by the parties, whichever be later, unless the parties agree to an extension. The decision shall be binding on both the Employer and the Union and shall be based solely on the arbitrator's interpretation or application of express terms of this agreement and to the facts of the grievance presented.

C) The fees and expenses for the arbitrator's services and proceedings shall be borne equally by the Employer and the Union, provided that each party shall be responsible for compensating its own representatives and witnesses. If either party desires a verbatim record of the proceedings, it may cause such a record to be made, providing it pays for the record. If both parties desire a verbatim record of the proceedings, the cost shall be shared equally.

11.6 Waiver: If a grievance is not presented within the time limits set forth above, it shall be considered "waived." If a grievance is not appealed to the next step within the specified time limit or any agreed extension thereof, it shall be considered settled on the basis of the Employer's last answer. If the Employer does not answer a grievance or an appeal thereof within the specified time limits, the Union may elect to treat the grievance as denied at that step and immediately appeal the grievance to the next step. The time limit in each step may be extended by mutual written agreement of the Employer and the union in each step.

11.7 Choice of Remedy. If, as result of the mediation outcome in Step 4, the grievance remains unresolved and if the grievance involves the suspension, demotion or discharge of an employee who has completed the required probationary period, the grievance may be appealed either to Step 5 of this Article 11 or a procedure such as Veterans Preference or Fair Employment.

An employee pursuing a remedy pursuant to a statute under the jurisdiction of the United States Equal Opportunity Commission is not precluded from pursuing an appeal under the grievance procedure of this Agreement. If a court of competent jurisdiction rules contrary to the ruling in EEOC v. Board of Governors of State Colleges and Universities, 957 F.2d 424 (7th Cir.), cert. denied, 506 U.S. 906, 113 S. Ct. 299 (1992), or if Board of Governors is judicially or legislatively overruled this paragraph of Section 11.7 shall be immediately null and void and shall be deleted from this Agreement.

ARTICLE 12 – Holidays:

12.1 Any regular employee who is required to work on a holiday shall be paid at one and a half times his/her regular rate of pay for work performed on the legal holiday and shall be granted equal time off at a mutually agreed upon time, or shall be paid an equal number of hours at straight time rates. This will be the entire pay for that day. Example: An employee works 4 hours on a holiday. The employee would be paid 4 hours at time and a half and receive 8 hours of holiday pay.

12.2 Holidays are defined as:

January 1	New Year's Day
Third Monday in January	Martin Luther King Day
Third Monday in February	President's Day
Last Monday in May	Memorial Day
July 4th	Independence Day
First Monday in September	Labor Day
November 11th	Veterans' Day
Fourth Thursday in November	Thanksgiving Day
Fourth Friday in November	Day after Thanksgiving
*December 24	Day before Christmas (when Dec. 24 is a normal work day)
December 25	Christmas Day
Personal Day	Personal Day 0-3 Years of Service = 1 day 4-14 Years of Service = 2 days 15+ Years of Service = 3 days
Floating Day	Employees shall receive two 4-hour float blocks

* See 12.3

12.3 Christmas Eve shall be a holiday in those years that December 24 is a normal work day.

12.4 When New Years Day, Independence Day, Veterans Day, or Christmas Day falls on Sunday, the following day shall be a holiday. When New Year's Day, Independence Day, Veterans Day, or Christmas Day falls on a Saturday, the preceding day shall be a holiday. For purposes of determining work on a holiday in the circumstances set forth in this subsection, the calendar day of the holiday shall prevail.

12.5 A personal day must be used within the calendar year to which it applies and may not be carried forward to the following year. This day will be governed by the same rules as those for PTO. A Personal Day may not be segmented but must be used as a complete unit of time. A Floating Day may not be segmented and must be used as a four (4) hour block of time.

A Personal Day or Floating Day must be requested in advance. Part-time employees shall receive prorated personal/floating days per Article 14.2.

ARTICLE 13 - Paid Time Off:

13.1 Paid time off may be utilized for any purpose subject to the needs of the employer to retain appropriate staffing and service levels. Therefore it must be requested in advance, and its use is subject to pre-approval by the employee's supervisor. In those circumstances in which pre-approval could not be requested, the supervisor's approval must be sought as soon as reasonably possible. Unauthorized use of paid time off may be subject to disciplinary action.

13.2 Paid time off is credited each pay period and may not be used until it is posted to the employee's electronic pay summary.

13.3 The minimum request for paid time off shall be one-quarter (1/4) hour.

13.4 In the event an employee uses paid time off for their own medical treatments and/or a medical/surgical procedure that would impair the employee's ability to perform the essential functions of their job, the employee will be required to provide a return to work authorization form from their medical provider. The employee will turn the form into the Human Resources Office prior to the start of the employee's workday.

13.5 Employees receiving Worker's Compensation may use accrued paid time off or extended sick leave to make up the difference between what they are receiving and their regular salary.

13.6 An employee may retain up to forty (40) hours of paid time off and up to forty (40) hours of extended sick leave for use after returning from the unpaid leave of absence for medical reasons or pursuant to the FMLA or state parenting leave law. An employee will be eligible to receive donated leave only after the employee's accrued paid time off has been reduced to no more than three (3) days.

13.7 An employee taking an unpaid leave of absence granted by the County for other than medical reasons or the FMLA or state parenting leave law must use all accrued PTO hours before beginning the unpaid leave.

13.8 Employees will have paid time off credited to their account based on the following schedule:

Regular part-time employees shall have paid time off credited to their account on a prorated rate.

Years	Day Earned/Per Month	Hours Earned/Pay Period
During the first and second years of employment	1.75	6.46
During the third and the fourth years of employment	2.00	7.38
During the fifth, sixth and	2.25	8.31

seventh years of employment		
During the eighth and ninth years of employment	2.42	8.94
During the tenth, eleventh, twelfth, thirteenth and fourteenth years of employment	2.58	9.53
During the fifteenth, sixteenth, seventeenth, eighteenth, and nineteenth years of employment	2.67	9.86
During the twentieth and all succeeding years of employment	2.75	10.15

Employees hired on or after January 1, 2014 can accumulate PTO up to a maximum of 1040 hours.

For employees hired prior to January 1, 2014, the maximum amount of PTO that can be accumulated by employees as of December 31 of each year is limited to 1200 hours. Any employee that has over 1200 hours on December 31, 2010 will be grandfathered. Employees that accumulate over 1200 hours in any particular year and do not have their PTO balance below 1200 hours by December 31 will have their balances adjusted to 1200 hours and any hours above 1200 will be forfeited.

13.9 Requests for PTO leave must be submitted to the employee's designated supervisor in advance of the absence requested. All PTO requests are subject to the supervisor's approval. The supervisor shall respond within a reasonable time to all requests.

If it is necessary for the employee's designated supervisor to disapprove a PTO leave request because the number of employee's within a unit requesting leave exceeds the number of employees the designated supervisor determines possible to grant leave to at any one time, the designated supervisor shall grant such requests on the basis of bargaining unit seniority if said leave is requested thirty (30) days or more prior to the date of leave. If the request is less than thirty (30) calendar days prior to the date of leave, the employee requesting leave first would then have rights to the leave. If two or more employees request leave at the same time during this period, bargaining unit seniority would prevail.

Requests for paid time off leave will not be unreasonably denied.

13.10 An employee shall be authorized up to a maximum of ten days as funeral leave days on the occasion of death in the employee's immediate family. "Immediate family" for the purpose of this section shall be defined as the employee's spouse/fiancé/significant other, children, parents, mother-in-law, father-in-law, brother, sister, brother in-law,

sister in-law, grandparents and grandchildren or a ward of the employee's household.

This leave may be used as PTO or extended sick leave upon the employee's request. However, should the employee have 40 hours or less in PTO they may also select unpaid time off for this purpose.

13.11 An employee selected to be a pallbearer for a deceased employee of the County shall be allowed one day, with pay, not to be deducted from paid time off.

13.12 An employee may cash out or designate to their deferred compensation account paid time off by completing the appropriate form requesting such cash out in the calendar year preceding the year of the cash out, per IRS regulations. Cash out of paid time off must be made in whole hours. Following a cash out the employee must have a balance of at least eighty (80) hours and have used a block of at least forty (40) hours in the same calendar year. In no case can a cash out exceed the number of hours of PTO actually used in this period of time. The maximum cash out will also be limited to a set number of hours based upon the number of years of service the employee has with the County. The limits on cash out hours will be as follows:

Years of Service Completed with Stearns County	Maximum Hours Available to Cash Out Annually
1 completed year	10
2 completed years	20
3 completed years	30
4 and any additional completed years	40

The below chart is effective in 2022 for 2023/2024 cash outs:

Years of Service Completed with Stearns County	Maximum Hours Available to Cash Out
3 and 4 completed years	40
5 and any additional completed years	80

An employee who has a PTO balance over 900 hours as of December 31 in the preceding year may cash out an additional forty (40) hours in 2022, 2023 and 2024.

13.13 Severance Plan A:

An employee may select either Plan A or B but the choice once made is irrevocable with the exception that an employee may change their choice one time provided that it is done at least two (2) years prior to leaving County service. A change made less than two (2) years prior to leaving County service shall not be effective and the severance

would be paid out based on the previous choice.

After an employee has successfully completed probation, an employee who leaves the employment of the County in good standing shall be compensated for previously credited and unused hours of paid time off at the current rate of pay subject to the following rules:

- *100% of the first 525 hours at 100% of regular pay rate at time of resignation/retirement.*

The above amounts will be further limited by the following restrictions:

- *An employee with less than one year of service will be limited to no more than forty (40) hours regardless of the employee's current unused hours of paid time off.*

- *An employee with one (1) complete year of service but less than two (2) complete years will be limited to no more than one hundred (100) hours regardless of the employee's current unused hours of paid time off.*

- *An employee with two (2) complete years of service but less than three (3) complete years will be limited to no more than two hundred (200) hours regardless of the employee's current unused hours of paid time off.*

- *An employee with three (3) complete years of service but less than four (4) complete years will be limited to no more than three hundred (300) hours regardless of the employee's current unused hours of paid time off.*

- *An employee with four (4) complete years of service but less than five (5) complete years will be limited to no more than four hundred (400) hours regardless of the employee's current unused hours of paid time off.*

- *An employee with five (5) complete years of service but less than six (6) complete years will be limited to no more than five hundred (500) hours regardless of the employee's current unused hours of paid time off.*

- *An employee with six (6) or more complete years of service or more will be limited to no more than five hundred twenty-five (525) hours regardless of the employee's current unused hours of paid time off.*

13.14 Severance Plan B:

An employee may select either Plan A or B but the choice once made is irrevocable with the exception that an employee may change their choice one time provided that it is done at least two (2) years prior to leaving County service. A change made less than two (2) years prior to leaving County service shall not be effective and the severance would be paid out based on the previous choice.

An employee who chooses this plan and who leaves the employment of the County in good standing shall be compensated at the current rate of pay for any previously credited and unused hours of paid time off under one of the following rules:

- Any regular employee, who has at least ten years of service and whose effective date of employment was before June 1, 1983, shall be eligible for severance payment equal to 100% of previously credited and unused paid time off and 75% of the employee's previously credited and unused extended sick leave with the combination of the two not to exceed 840 hours for separations occurring as a result of resignation in good standing or retirement based on disability as defined by the employee qualifying for PERA disability benefits.

- Any regular employee who has at least ten years of service and whose effective date of employment was before June 1, 1983, shall be eligible for severance payment equal to 100% of previously credited and unused paid time off and 100% of previously credited and unused extended sick leave with the combination of the two not to exceed 1184 hours for separations occurring as a result of death while a covered employee or retirement pursuant to retirement provisions applicable to PERA members.

- Any regular full-time employee or part-time employee whose effective date of employment was on or after June 1, 1983, shall be eligible for severance payment equal to 100% of previously credited and unused paid time off and 75% of previously credited and unused extended sick leave with the combination of the two not to exceed the total dollar amount of the regular rate of pay times 290 hours plus $2,650, after at least ten (10) years of service, for separation due to death, retirement pursuant to PERA eligibility requirements, or resignation.

13.15 When an employee is eligible for a severance payment upon leaving County employment, the dollar amount will be calculated based on the severance plan selected by the employee and the method determined by that selection (13.13 or 13.14 above). After the dollar amount has been calculated, how it is paid will be determined by the following rules:

- If the employee has not completed three (3) years of continuous County service, the payment will be made directly to the employee.

- If the employee has completed three (3) years of continuous County service, the following chart will be used to determine what percentage of the payment will be made into the Voluntary Employee Beneficiary Association (VEBA) established by the County:

  If your PTO accrued balance is less than 150 hours: 0 %
  If your PTO accrued balance is 150-200 hours: 25%
  If your PTO accrued balance is 201-250 hours: 50%
  If your PTO accrued balance is 251- 350 hours: 75%

If your PTO accrued balance is more than 350 hours: 100%

13.16 The employee's paid time off balance at time of layoff will be reinstated, if they are recalled from layoff without having been paid the severance amounts noted above. This reinstatement will not occur if severance has been paid to the employee.

13.17 Following a layoff an employee may request severance payment no sooner than thirty (30) days after the layoff. The employee may, however, choose to leave the severance payment with the County until the layoff period expires. A layoff period expires after the employee has been on layoff for two (2) years.

13.18 Access to use of the Extended Sick Leave Bank will be restricted to those times in which an employee's absence is a minimum of two (2) full consecutive work days at which time the employee's absence will be charged to the Extended Sick Leave Bank to the extent that hours are in this account retroactive to the first day and the PTO charged to those days will be reinstated to the employee's PTO account. Once the minimum of two (2) consecutive work days threshold is met, if the employee is absent from work because of the same medical condition on an intermittent basis, access to the ESL Bank will be continued. The employer may request medical documentation supported by an actual doctor's visit in these instances.

Having met the above requirements, such leave may be used for illness, injury, disability, outpatient or inpatient treatment for physical/mental illness, alcoholism, or drug addiction. Such leave may be used for absences due to an illness of the following individuals:

- Spouse/Fiancé/Significant Other
- Children, minor or adult
- Parents
- Foster children
- Ward of the employee
- Person for whom the employee is a conservator or guardian

AND

the employee is required to participate in medical examinations and/or is involved in the care and/or course of treatment of the illness. Extended sick leave may not be used to provide daycare services for healthy individuals, or to simply provide transportation services to those listed above.

13.19 The current Deferred Sick Leave Bank that an employee may have will be frozen. It will be available for use only when all but forty (40) hours the employee has accrued as paid time off and any hours in the Extended Sick Leave Bank are exhausted. Its use will be subject to the same restrictions as that placed on the Extended Sick Leave Bank.

Deferred Sick Leave Bank Balances (this was previously accrued sick leave in excess of 800 hours) shall not be used to determine severance pay in any manner for any employee.

ARTICLE 14 - Insurance Benefits:

14.1 The Employer agrees to make available major medical coverage for all full-time and part-time employees.

All full-time and part-time employees will be required to enroll in a major medical coverage plan.

14.2 Employees who are budgeted to work 30 (thirty) or more hours per week will receive PTO, holidays, cafeteria benefits, a VEBA or HSA contribution (if eligible as described in Article 14.4B), and longevity at 100%.

Part-time employees who are budgeted to work 20-29 (twenty to twenty-nine) hours per week will receive prorated PTO, holidays, cafeteria benefits, a VEBA or HSA contribution (if eligible as described in Article 14.4B), and longevity at 75%.

14.3 The Employer sponsors a "cafeteria plan" through which a full-time/part-time employee may select benefits available through the cafeteria plan on a tax favored basis in accordance with applicable law, including but not limited to the Internal Revenue Code of 1986 (as amended) and associated regulatory guidance. Benefits available through the cafeteria plan shall include, but not be limited to, major medical coverage, a health flexible spending account ("Health FSA"), dependent care flexible spending account ("Dependent Care FSA"), and a health savings account ("HSA").

14.4 Employer Contribution based on Major Medical Coverage:

A) The amount of the monthly County contribution is based upon whether the full-time/part-time employee selects single coverage or family coverage.

Effective January 1, 2022:
- Single Coverage: Total County Contribution is $965 per month*
- Family Coverage: Total County Contribution is $1,170 per month*

Effective January 1, 2023:
- Single Coverage: Total County Contribution is $1,000 per month*
- Family Coverage: Total County Contribution is $1,245 per month*

Effective January 1, 2024:
- Single Coverage: Total County Contribution is $1,035 per month*
- Family Coverage: Total County Contribution is $1,320 per month*

*The Total County Contribution is reduced to reflect the employee's status as a full-time or part-time employee.

B) The monthly County contribution is based upon the major medical coverage option selected by the full-time/part-time employee. The monthly County contribution is used first to pay the cost of the major medical coverage option

selected by the full-time/part-time employee. The monthly County contribution is then used to fund the (1) VEBA for a full-time/part-time employee who has selected the major medical coverage option that operates side by side with the VEBA, or (2) HSA for a full-time/part-time employee who has selected the major medical coverage option that operates side by side with the HSA. The VEBA and HSA shall be operated in accordance with the applicable law, including the Internal Revenue Code of 1986 (as amended) and associated regulatory guidance.

14.5 All full-time and part-time employees shall receive $350 in a VEBA account in January of each year of the contract. The VEBA shall be operated in accordance with the applicable law, including the Internal Revenue Code of 1986 (as amended) and associated regulatory guidance.

14.6 Any employee who retires shall be eligible to continue group health insurance coverage for themselves and their dependents if such dependents were covered during the last year of employment, provided that the employee agrees to pay all premium costs required to continue such coverage. This coverage shall be maintained for the life of the retired employee or until Medicare eligible unless the employee fails to make the necessary payments on a monthly basis.

14.7 The County agrees to continue group life insurance benefits with term life insurance coverage of $50,000, or the amount in County policy if greater, for each full-time/part-time employee. Employees may choose dependent life coverage as provided in the cafeteria benefit package.

14.8 The Employer agrees to provide defense for any covered employee against judgments or any amounts paid in settlement actually and reasonably incurred in connection with any tort claim or demand arising out of an alleged act or omission occurring within the scope of his/her employment duties, subject to the limitations set forth in MS 466.04. The Employer will not indemnify pursuant to this policy in the case of malfeasance in office or willful or wanton neglect of duty. The Employer will further defend, save harmless and indemnify any covered employee against any tort claim or demand, whether groundless or otherwise, arising out of alleged act or omission occurring in the performance of duty to the extent of insurance coverage available and in force for this purpose or the equivalent self-insurance coverage.

14.9 All full-time and part-time employees shall be covered under County sponsored long-term disability coverage to provide a monthly income replacement benefit based on 50% of current annual salary to a maximum of $1,000 a month under the provisions of the contract set forth by the provider. This basic disability coverage will be paid for by the County, with the option of the employee to buy additional like policies at his/her own expense.

14.10 All full-time and part-time employees shall be covered under County sponsored short-term disability coverage to provide a monthly income replacement benefit (up to six month) to pay $100 per month in case of sickness or injury off the job. This basic disability coverage will be paid for by the County. These monthly benefits shall be reduced by any amounts

paid or payable under Worker's Compensation, the primary disability provisions of the Federal Social Security Act and the Public Employees Retirement Act. The employee has the option to buy additional like policies at his/her own expense.

14.11 The County will provide a $1,000 lump sum payment to VEBA after eight (8) years of service following an eligible employee's retirement. In order to be eligible for this benefit, an employee must have at least eight (8) years of continuous and benefit earning experience with the County prior to retirement and must be receiving PERA pension benefits.

14.12 With respect to the employer shared responsibility requirements found in Section 4980H of the Internal Revenue Code, the County reserves the right to provide group medical coverage in addition to the coverage described herein in order to manage the potential penalties to which the County may be subject. Such coverage, in addition to the coverage described herein, will be considered bargained but specifically will not be considered part of the aggregate value of the benefits and specifically will not be subject to any applicable aggregate reduction in value limitations.

ARTICLE 15 - Leave Of Absence:

15.1 It is the policy of Stearns County to grant a leave of absence without pay to employees for (1) personal, physical or mental illness, injury, disability, chemical dependency treatment, and (2) family medical purposes. The unpaid leaves described in this Article are in addition to other leaves the County is required by law to provide.

15.2 Eligibility:

Unless required otherwise by law, an employee must work an average of twenty (20) hours or more per week and have completed the probationary period for new employees. The employee also must have been employed by Stearns County for at least six (6) months prior to the leave without pay.

15.3 Extended Medical Leave of Absence

An employee unable to return to work because of illness or accident who has exhausted all PTO, Extended Sick Leave, and leave available under the Family & Medical Leave Act of 1993 (FMLA), may apply for an unpaid leave of absence for medical purposes. Such leave may not exceed twelve (12) months in duration. Written requests for such leave will be submitted to the Department Director at the earliest possible date indicating the anticipated dates of the absence with a copy to Human Resources. Healthcare provider certification verifying need for extended medical leave will be submitted to Human Resources in conjunction with request for extended medical leave.

15.4 Personal Leave of Absence

Written requests for a leave of absence for personal reasons (other than medical) will be submitted to the Department Director at the earliest possible date indicating the anticipated dates of the absence and the reasons therefore with a copy to Human Resources. Personal leaves may not exceed twelve (12) months in duration.

15.5 Authorization:

A) The employee shall submit a written request for such leave to the Department Director at the earliest possible date indicating the anticipated dates of the absence and whether the leave is medical or personal, with a copy to Human Resources. Healthcare provider certification verifying the need for extended medical leave must be submitted to Human Resources in conjunction with request for extended medical leave.

B) The Department Director shall be responsible for approving requests for a leave of absence.

1. A leave of absence without pay shall be granted only if an employee has exhausted all applicable leave options. See 13.6 and 13.7. Once an employee chooses to go into a non-pay status, they may not return to a pay status for leave until after they

have returned to work.

2. At any time during the leave, Human Resources may request a health provider's statement updating the employee's condition and projected date of return to work.
3. The Department Director shall consider the importance or necessity of the request.
4. The Department Director shall consider the workload and staffing of the department prior to approving the request.
5. The Department Director shall consider the employee's length of employment and attendance record.

C) Authorized requests shall be filed in the employee's personnel file.

D) Authorization for a leave of absence without pay is tentative. The Department Director may contact the employee to return to work within a reasonable amount of time prior to the end of the authorized leave period.

15.6 Length of Leave:

A leave of absence without pay described in this Article may be granted for a maximum of one (1) year unless applicable law requires otherwise.

15.7 Affect on Benefits and Leaves:

The following provisions apply to leaves of absence described in this Article unless applicable law requires otherwise:

A) Health insurance coverage may be continued for the maximum period of time allowed by state and federal continuation (COBRA) if the employee makes full premium payments.
B) Pension benefits shall discontinue during an unpaid leave of absence.
C) PTO shall not accrue during an unpaid leave of absence of over 160 hours.
D) Holidays shall not be paid during an unpaid leave of absence of over 160 hours. However, in no case shall an employee be paid for a holiday unless the employee is in paid status the day before and the day after the holiday.
E) Seniority shall not accrue during an unpaid leave of absence of over 160 hours.
F) The employee's salary review date shall be moved according to the length of the unpaid leave of absence that exceeds 160 hours.
G) Employees on leave without pay for medical reasons must furnish the County with a written healthcare provider's statement verifying the employee's illness or medical problem and a statement approving the employee's ability to perform his/her work functions before reinstatement.
H) If an employee enters non-pay status on or before the 15th of the month, the County will contribute towards insurance for that month. However, the employee will be totally responsible for the cost of the coverage for the following month(s).

   If an employee enters non-pay status after the 15th of the month, the County will contribute to the cost of the major medical and basic life insurance for that month and the following month. The month(s) after that, if the employee were still not able to

return to work, the insurance would be totally the employee's responsibility.

If an employee returns to pay status on or before the 15th of the month, the County will contribute its share of the coverage contribution provided that the employee worked at least ten (10) days that month or had time on the time sheets for which pay is provided under the personnel policies or union contract.

If the employee returns to pay status after the 15th of the month, the employee still pays for that month, but the County will provide its contribution beginning with the following month.

15.8 Reinstatement and Termination During a Leave of Absence without pay:

The following provisions apply to the leaves of absence described in this Article unless applicable law requires otherwise:

A) An employee returning from an unpaid leave of absence shall be reinstated to the original classification.
B) An employee exceeding the authorized leave period without giving proper notice shall be considered to have voluntarily terminated without the proper notice; however, an employee giving proper termination notice within the authorized leave period shall be eligible for termination benefits.
C) An employee exceeding the authorized leave period without giving proper notice shall be dismissed.
D) An employee, by agreement with the Department Director, may return to work part-time during the leave period without forfeiting the right to return to employment at the end of the leave period.

15.9 Family Medical Leave:

Family and Medical Leave Act (FMLA) leave shall be available to eligible employees in accordance with the Family & Medical Leave Act of 1993 (FMLA).

15.10 Military Leave:

It is the policy of Stearns County to grant a leave of absence to an employee engaged in active service, in time of war, other emergency, or for required reserve training in the military or naval forces of the United States in accordance with M.S. 192.261.

The employee must present a copy of the orders to the Department Director and Human Resources Director.

15.11 An employee may request and may be allowed up to 40 hours per year as a leave of absence without pay to perform national or international service work. All other leaves do not have to be exhausted to make such a request.

15.12 Employees subpoenaed as witnesses in connection with County employment or called for

jury duty shall receive their regular compensation and other benefits less the amount of jury or witness fees. Employees shall notify their supervisor when served with a subpoena or notice of jury duty. The employee shall provide the County Auditor/Treasurer with a record of any fees received. The employee's pay shall be adjusted accordingly. Employees shall return to their regular work duties if released from court duty during their scheduled hours of work.

15.13 Leaves of absence for professional conferences and workshops, as well as provisions relating to training and development contained in the Employer Personnel Manual, Section 16, under the heading, "Training and Development," shall be applicable to the employees included in this Agreement.

15.14 An employee may attend up to sixteen (16) hours of training/conferences/seminars each year at their own expense. The sixteen (16) hours may be used in two (2) hour blocks. The particular seminar, which must be eligible for CEU's/Hours/Credits, will need employer approval with regard to time and location. With consideration given to department staffing and workload, the CEU qualified training will be approved so long as the training is directly related to employee job duties, professional development plans and is not repetitive of previous trainings taken. Cost for attending will be paid by the employee. The employer will compensate the employee for an eight hour work day unless the training was for less than eight (8) hours. This payment will not be charged against the educational budget of that unit.

15.15 Employees may be permitted to take Enhanced Time Off (ETO), without pay, under the conditions outlined in the Stearns County Enhanced Time Off Program. Approval/denial would be required by the supervisor, division director and department director.

ARTICLE 16 - Compensation Plan:

16.1 Employees shall be compensated in accordance with the compensation range tables attached hereto and hereby made a part of this Agreement.

A) January 1, 2022 – 2% general adjustment
July 1, 2022 – 2% general adjustment
$500 Retention Incentive (paid on the first eligible pay period after contract ratification)

B) January 1, 2023 – 2% general adjustment
July 1, 2023 – 2% general adjustment

C) January 1, 2024 – 2% general adjustment
July 1, 2024 – 2% general adjustment

Step increases will occur on the anniversary date of the employee.

A) Promotions

If an employee is promoted to a higher grade, the employee will be moved to the step of that grade that is at least 8 (eight) % higher than current salary. (This may mean someone who was a step J might end up at step C on their new position's steps.) In no case shall such movement result in a rate which is beyond the range of the grade for the position. The individual employee will then move through the steps of the new position in an orderly annual process.

However, if an employee is promoted to a position/grade that they have previously held within the past 24 months, this provision shall not apply. The employee shall be placed on the appropriate step had they not left the position.

B) Part Time Employees

Employees who are not full time will not earn steps in the same manner as the above rules have laid out. The basis of earning steps is predicated upon the employee having fulfilled working as a County employee for the equivalent of a full work year, or 2080 hours. This number includes all holidays to which employees are entitled. Employees who do not work full time must meet the same criteria for earning steps as full-time employees do. In other words, they must work 2080 hours before receiving a step.

16.2 All employees will be paid by direct deposit at the County's option.

16.3 Employees will be paid at a higher rate after ten (10) consecutive working days of working out of class.

16.4 In the event a position is upgraded to a new pay level through reclassification, the

incumbent shall receive a grade increase. In no case may the increase in pay exceed the maximum of the new range. Such reclassification shall not change the anniversary date of the employee involved.

16.5 In the event an employee takes a voluntary demotion the employee shall be placed on an equal step or if no step is equal placed on the next step below their current wages. If an employee is eligible for the top step of the new grade the employee shall be placed on the top step. In no case will the employee receive more than the top step of the new grade. In no case shall a demotion result in an increase in wages.

In the event an employee is demoted for disciplinary reasons, the salary of the individual shall be reduced by an amount equivalent to the result which would have occurred had the person been promoted in the same situation (a demotion shall be treated as a reverse promotion and the placement of the individual on the demoted range shall be in the same format and level as through the person had been promoted from that range to the dollar amount from which demoted.)

In the event a position is reclassified downward, Union and Management will meet to discuss the impact on compensation.

16.6 Nothing in this agreed upon compensation plan shall restrict the Employer from placing a new employee at any point up to the midpoint of the applicable range except that no person shall be placed above the start in a form which would result in placement above other persons in that classification with substantially equivalent education and experience. This provision shall not apply to current County employees.

16.7 To recognize the contribution of employees who have completed one (1) year (two thousand eighty hours per year) of continuous service as of November 30 of each year, the Employer shall provide matching dollars for a deferred compensation program.

Each regular full-time employee shall be eligible to receive a deferred compensation match as outlined in the chart below, with the first payroll in December, except that longevity payments shall be prorated and paid in the event of separation prior to the normal annual payment date. After ten (10) years of full-time employment, employees will be recognized at the appropriate years of service for deferred compensation if they change to part-time status. Part-time employees shall receive deferred compensation based on the prorating formula used in Article 14.2.

Eligibility conditions are as follows:

1) Eligibility for the benefit will vest effective with the payroll period following the employee's qualifying anniversary date. The matching payment will be in a lump sum equal to the lesser of the qualifying amount indicated below or the dollars an employee has contributed to the deferred compensation in that calendar year. While an employee could receive less than they were eligible for, in no case could they receive more, regardless of how many dollars the employee had contributed to deferred compensation;

2) If an employee is already designating the maximum contribution allowed by the IRS, then no new dollars will be required to receive the County match. The County match will be paid in a lump sum to the employee with the first payroll in December of each year. At the time of distribution the employee's pay will be subject to the applicable legally required deductions for the matching contribution;

3) If an employee is unable to contribute to deferred compensation due to the IRS restrictions, the employee shall receive a lump sum payment in the first payroll of December of each year;

4) It is the employee's responsibility to determine his/her level of participation in order to comply with all IRS rules and regulations.

Deferred Compensation Match Schedule:

Years of Service	Amount
After 1-4 years	$250
After 5-9 years	$1,000
After 10-14 years	$1,250
After 15-19 years	$1,500
After 20+ years	$1,750

16.8 The cost to employees for parking in the County parking facilities (UBC lot, Zapp lot and the ramp) will not increase unless the total cost to the County in 2022 through 2024 increases by more than an additional Fifteen Dollars ($15.00) per month. Any increase over that limit will be deducted from the pay of employees.

16.9 Employees required by the Employer to use their own automobile to perform regular work functions shall receive mileage allowance. The mileage rate shall follow current IRS regulations.

The extra mileage payment will be deleted. In exchange, all employees in the bargaining unit will receive a $150 VEBA contribution in January of 2022, 2023 and 2024.

16.10 A signing bonus may be paid to a public health nurse in those situations in which in the sole judgment of the Human Resources Director no acceptable candidates can be found without using a signing bonus approach. The amount of the bonus will also be at the sole discretion of the Human Resources Director. Such bonus would not be available to any previous County employee unless they had been gone from County employment for a minimum of one year. The dollars paid in this manner shall not be regarded as causing a violation of article 16.6.

16.11 The County will pay for required RN licensure renewal.

16.12 The Employer and Union have discovered that from time to time, payroll disbursements

have been in error and that correcting payroll errors is important. The Employer and Union have established a uniform payroll correction procedure to promptly correct any inaccurate payroll distributions.

Each employee will repay the County for any excess payroll disbursement issued to them. The Employee and Employer will mutually agree to a payment plan within sixty (60) calendar days of discovery of such error. If there is not mutual agreement to a payment plan within sixty (60) calendar days, the amount will be payroll deducted on the next payroll. This timeframe may be extended by mutual agreement.

The County will pay each employee any deficient payroll disbursements withheld or due to that employee as part of the payroll disbursements on the next scheduled payroll based on the posted payroll schedule.

ARTICLE 17 – Safety:

17.1 The Employer and all employees shall cooperate in the enforcement of all applicable regulations for the enforcement of job safety. If an employee feels that his/her work duties or responsibilities require such employee to be in a situation that violates Federal and State safety standards, the matter shall be immediately considered by the Employer. If such matter is not satisfactorily adjusted, it may become the subject of a grievance and will be processed in accordance with the grievance procedure set forth in this Agreement.

17.2 First aid kits shall be stocked and placed in designated areas.

17.3 All employees who are injured during the course of their employment shall file an accident report with the designated supervisor, regardless of how slight the injury, on forms furnished by the Employer.

17.4 In the interest of the work safety of individuals, co-workers, and others, the Employer may require employees to undergo a medical evaluation that will enable the Employer to determine the employee's fitness for performance of his/her duties.

17.5 Employees required to have a physical examination as part of their employment shall have such examination paid for, plus be allowed time off for taking such examination.

17.6 Employees who fail to follow established safety procedures will be subject to disciplinary action.

17.7 Any changes that pertain to testing in the Alcohol and Drug Use policy set forth in the Stearns County Personnel Policy adopted in January 1998, shall be negotiated between the union and the employer.

ARTICLE 18 - Savings Clause:

18.1 This Agreement is subject to the laws of the United States and of the State of Minnesota. In the event any provision of this Agreement shall be held to be contrary to law by a court of competent jurisdiction from whose final judgment or decree no appeal has been taken within the time provided, such provisions shall be voided. All other provisions shall continue in full force and effect. The voided provision may be renegotiated at the written request of either party to this Agreement.

ARTICLE 19 - Complete Agreement And Waiver Of Bargaining:

19.1 This Agreement shall represent the complete agreement between the Union and the Employer.

19.2 The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make requests and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the complete understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

ARTICLE 20 - Term of Agreement:

20.1 This Agreement shall be in full force and effect from January 1, 2022 to December 31, 2024 and shall automatically be renewed from year to year, thereafter, unless either party shall notify the other in writing by September 1, 2024 or September 1 prior to any subsequent anniversary date that it desires to modify or terminate this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed this 2nd day of May, 2022.

FOR:
COUNTY OF STEARNS

FOR:
THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, COUNCIL #65, LOCAL UNION #748D AND MINNESOTA NURSES ASSOCIATION

Andrew Horgen

Joyce Gerken

Colleen Rosenow

Maryan Hashi-Theis

Shari Emerson

Luke Langner AFSCME C.65 Labor Rep

Evangeline Tidt, MNA Labor Rel. Spec.

MEMORANDUM OF UNDERSTANDING - A

To The 2022 – 2024 Labor Contract Between
County Of Stearns
And
The American Federation Of State, County And
Municipal Employees, AFL-CIO, Council #65, Local Union 748D
Human Services Unit
And
Minnesota Nurses Association

SENIOR AGENT REQUIREMENTS

What follows clarifies the process of completing the requirements for becoming a Senior Agent and receiving an advancement to Senior Agent:

1. The agent must be eligible to be advanced to Senior Agent based on the most recent criteria set forth by The Department of Corrections. Upon eligibility, the agent may apply in writing to the Community Corrections Director for consideration for advancement to Senior Corrections Agent.

2. If the agent meets all of those requirements prior to the second anniversary of their being appointed as a Corrections Agent, the advancement and an increase in salary equivalent to the assigned grade of Senior Agent will be effective two months following their second anniversary date. The promotion date to Senior Agent will then become the new anniversary date.

3. To qualify for Senior Agent, a Corrections Agent must meet all the requirements of the Department of Corrections to become a Senior Agent. After two years of service with Stearns County, the employee will receive their normal step increase on their anniversary date. The movement to Senior Agent will occur two months after that anniversary date. The employee will then receive a new anniversary date.

   In some cases, an employee who has previous experience may be hired as a Corrections Agent. Time worked as a Corrections Agent at other than Stearns County will count towards the 2 year requirement provided that the service time is in a position as a Corrections Agent (or a similar title involving the same sort of work) which is acceptable to the Department of Corrections.

   In order to be considered for movement to Senior Agent, the qualifying time served, plus the time worked in Stearns County must equal a minimum of 2 years AND the employee MUST have completed the initial probation associated with them being hired by Stearns County. If that is the case, the increase in salary and the placement on probation will occur two months after the completion of the required time frame. That will become the employee's new anniversary date.

   For example: (and in all of these examples, the employee has qualified to become a Senior Agent):

   - an employee has one year of previous experience, and works one year in Stearns County. The employee's anniversary date as a Senior Agent would be 14 months after their hire date;

- an employee has more than 2 years of previous experience, was hired as a Corrections Agent. The employee's new anniversary date as a Senior Agent would be 8 months after their hire date;

- an employee was hired with 8 months of experience. The employee's new anniversary date would be 18 months after their hire date with Stearns County.

IN WITNESS WHEREOF, the parties have caused this Memorandum of Understanding to be executed this ___2nd_ day of_____May_____, 2022.

FOR:
COUNTY OF STEARNS

FOR:
THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, COUNCIL #65, LOCAL UNION #748D AND MINNESOTA NURSES ASSOCIATION

Andrew Horgen

Joyce Gertken

Colleen Rosenow

Maryan Hashi-Theis

Shari Emerson

Luke Langner AFSCME C.65 Labor Rep

Evangeline Tutt MNA Labor Relations Spec.

MEMORANDUM OF UNDERSTANDING - B

To The 2022 – 2024 Labor Contract Between
County Of Stearns
And
The American Federation Of State, County And
Municipal Employees, AFL-CIO, Council #65, Local Union 748D
Human Services Unit
And
Minnesota Nurses Association

CRITERIA FOR MOVING FROM A SOCIAL WORKER I TO A SOCIAL WORKER II CLASSIFICATION

To qualify for classification as a Social Worker II, an individual must be a Social Worker in good standing and must meet one of the following sets of standards:

1. Have a Social Work license and have at least four years of Social Work experience in Stearns County; or
2. Have a Master's degree in Social Work or a related field (i.e. Sociology, Psychology, Counseling, Gerontology) and have at least two years of Social Work experience in Stearns County; or
3. Have at least four years of Social Work experience in Stearns County and have 45 Continuing Education Credits (including credits, which meet Minnesota Board of Social Work criteria).

Process of completing the requirements to become a Social Worker II:

- The Social Worker must be eligible to be advanced to Social Worker II as set forth in this MOU.

- The Social Worker must submit a request for advancement in writing to the Human Resources Department.

- If the Social Worker is still moving through the salary steps and meets all the requirements to become a Social Worker II, the employee will receive their regular step increase on their anniversary of their appointment as a Social Worker. The employee's advancement to Social Worker II and an additional salary increase approximately equivalent to the assigned grade of Social Worker II will be effective two months following the date of the anniversary as a social worker. The advancement date to Social Worker II will then become the new anniversary date.

On an ongoing basis, a Social Worker I may move to the Social Worker II classification when the necessary documentation is provided to the Human Resources Department.

- To meet #1, the original of a valid Social Work license must be presented to the Human

Resources Department.

- To meet #2, original documentation of a Master's Degree must be presented to the Human Resources Department.
- To meet #3, the individual must provide a list of at least 45 CEUs/Credits obtained, including:
  - the title of the activity;
  - the number of credit hours for the activity;
  - the name of the provider or sponsor of the activity; and
  - the date and location of the course.

The Human Resource Department will require that the list be accompanied by whichever of the following apply:

For workshops, institutes, conferences, and in-services attended:

- a copy of a certificate issued to participants by the sponsor;
- a certificate of attendance; or
- an affidavit signed by the instructor that the individual attended the activity.

For individual presentations or publications by a social worker:
(Note: a presenter is credited with two CEUs/Credits for every hour of presentation at a conference, workshop, or institute, but credit is given only once regardless of the number of times the course is presented. Up to 10 hours of preparation time may also be credited.)

- a copy of the program for the activity; or
- a notice of publication of materials.

For academic course work:
(Note: 1 quarter credit = 10 CEUs/Credits; 1 semester credit = 15 CEUs/Credits)

- an original transcript; or
- a report signed by the instructor of hours attended.

Procedures for renewing Social Worker II classification:

- Every two years, employees will need to show that they qualify to continue in the Social Worker II classification.
- Individuals who are classified as Social Worker II and are licensed must present their renewed license to the Human Resources Department upon receipt of that license from the Minnesota Board of Social Work.
- Individuals who are classified as Social Worker II who do not have a qualifying Master's Degree must provide to the Human Resources Department a list of at least 30 CEUs/Credits obtained in the past two years, and the supporting documentation as outlined above.
- Individuals whose qualification as a Social Worker II was based on a Master's Degree do not need to show further documentation every two years.

An employee who does not provide the necessary documentation on a timely basis will have their rate of pay frozen until such time as the documentation is provided or the employee falls within the step and pay range of the lower classification and is again eligible for increases. The pay increase which has been delayed based on untimely documentation will be implemented on a

retroactive basis for up to six months (or longer if a good cause can be shown but in no case longer than one (1) year) provided that there is no gap in the time frames which the license covers. For example: the new license has same date it would have had if it had been issued on a timely basis.

Although the employer intends to continue its practice of authorizing funding and work time for training and staff development, it must be understood that the responsibility for obtaining CEUs/Credits lies solely with the employee.

IN WITNESS WHEREOF, the parties have caused this Memorandum of Understanding to be executed this __2nd____ day of _____May_____, 2022.

FOR:
COUNTY OF STEARNS

Steven L. Notch

Jennifer Thorsten

FOR:
THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, COUNCIL #65, LOCAL UNION #748D AND MINNESOTA NURSES ASSOCIATION

Andrew Horgen

Joyce Gertken

Lindsay J. Zerbes

Colleen Rosenow

Maryan Hashi-Theis

Luke Swanberg

Shari Emerson

Luke Langner AFSCME C.65 Labor Rep

Evangeline Tutt, MNA Labor Rel. Spec.

MEMORANDUM OF UNDERSTANDING - C

To The 2022 – 2024 Labor Contract Between
County Of Stearns
And
The American Federation Of State, County And
Municipal Employees, AFL-CIO, Council #65, Local Union 748D
Human Services Unit
And
Minnesota Nurses Association

CAREER AGENT REQUIREMENTS

What follows clarifies the process of completing the requirements for becoming a Career Agent and the process of advancing to Career Agent:

1. The agent must be eligible for advancement to Career Agent based on the most recent criteria set forth by the Department of Corrections. These requirements include, but not limited to performance, experience, and training standards. If an agent meets all of those requirements the agent may apply in writing to the Community Corrections Supervisor for consideration for advancement to Career Agent.

2. Additionally, such an advancement is considered to be based on meeting all of the requirements in the Career Agent job description. Any additional expectations, duties and responsibilities are required. "Meets Expectations" performance levels for a substantial period of time will be required for consideration for advancement to this level.

3. The Community Corrections Director will forward to Human Resources documentation affirming the employee is eligible and is recommended to be advanced to Career Agent.

4. Human Resources will make the advancement effective upon the date of the Commissioner's signature.

5. The employee will receive a step increase on their anniversary date, if eligible, following normal procedures. Upon the date listed in #4 above, the employee will be placed in the Career Agent salary range. The employee will receive an increase in salary of at least 6% for this advancement.

6. In some cases, an employee who has previous experience may be hired as an Agent. Time worked as an Agent with other than Stearns County will count towards the 8 year requirement, provided that the service time is in a position as a Corrections Agent (or a similar title and involving the same sort of work) which is acceptable to the Community Corrections Director and the Department of Corrections.

7. In order to be considered for advancement to Career Agent, the qualifying time served, plus the time worked in Stearns County must equal 8 years and the employee MUST have completed their initial probationary period as long as the employee's previous experience was in jurisdictions following DOC criteria. If that is not the case, the employee must serve 2 years as a Senior Agent within the County before being eligible for advancement. If that is the case, the increase in salary and placement on probation in the new classification will occur at the date listed under #4 above. That will become the employee's new anniversary date.

IN WITNESS WHEREOF, the parties have caused this Memorandum of Understanding to be executed this __2nd____ day of _____May_____, 2022.

FOR:
COUNTY OF STEARNS

FOR:
THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, COUNCIL #65, LOCAL UNION #748D AND MINNESOTA NURSES ASSOCIATION

Andrew Horgen

Joyce Gerteen

Colleen Rosenow

Maryan Hashi-Theis

Shari Emerson

AFSCME C.65 Labor Rep

MNA Labor Relations Spec.

MEMORANDUM OF UNDERSTANDING – D

To The 2022 – 2024 Labor Contract Between
County Of Stearns
And
The American Federation Of State, County And
Municipal Employees, AFL-CIO, Council #65, Local Union 748D
Human Services Unit
And
Minnesota Nurses Association

SOCIAL WORKER ON CALL

This Memorandum of Agreement is entered into between the County of Stearns (hereafter "County") and AFSCME and MNA (hereafter collectively referred to the "Union").

WHEREAS, the County and the Union are parties to a Labor Agreement in effect January 1, 2022 to December 31, 2024; and

WHEREAS, the staff providing "on-call" services for Stearns County Human Services for the social services programs are social worker positions within the Family and Children Services Division. They provide services predominantly by telephone after normal working hours. Calls are received through the Sheriff's Department. The most frequent situations involve: child maltreatment reports, requests from law enforcement for out of home placement, adult protection/vulnerable adult reports, assisting persons who are in need of shelter, addressing crisis needs of children and adults under the care and/or custody of Human Services, and requests for services or information.

The Social Workers providing on-call services rotate the on-call duties weekly.

Part-time employees do not report into the office as the "job assignment" for the week is to provide on-call services. During a full-time employee's on-call week, the employee reports for normal working hours for 16 hours during normal working hours and is compensated for 24 hours for the "job assignment" of on-call services during the week.

When not providing on-call services, the staff work the equivalent of their regularly scheduled hours while performing job duties within the Family and Children Services Division.

NOW, THEREFORE, for a week of "on-call" services, Social Workers shall be compensated 24 hours of regular pay to be available and respond to all calls on non-business hours.

Social Workers who are required to be on-call on a holiday shall receive pro-rated holiday compensation as appropriate and one hour of additional compensation.

IN WITNESS WHEREOF, the parties have executed this Memorandum of Agreement on

this ___2nd__ day of _____May_____ , 2022.

FOR:
COUNTY OF STEARNS

FOR:
THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, COUNCIL #65, LOCAL UNION #748D AND MINNESOTA NURSES ASSOCIATION

Andrew Horgen

Joyce Gerteen

Collsen Rosenow

Maryan Hashi-Theis

Shari Emerson

Luke Langner AFSCME C.65 Labor Rep

Evangeline Tutt, MNA Labor Rel. Spec.

MEMORANDUM OF UNDERSTANDING - E

To The 2022 – 2024 Labor Contract Between
County Of Stearns
And
The American Federation Of State, County And
Municipal Employees, AFL-CIO, Council #65, Local Union 748D
Human Services Unit
And
Minnesota Nurses Association

JUNETEENTH

This Memorandum of Agreement is entered into between the County of Stearns (hereafter "County") and AFSCME and MNA (hereafter collectively referred to the "Union").

WHEREAS, the County and the Union are parties to a Labor Agreement in effect January 1, 2022 to December 31, 2024; and

WHEREAS, during contract negotiations, the County of Stearns tentatively agreed to observe Juneteenth (June 19) as a designated holiday upon approval by the State of Minnesota; and

NOW, THEREFORE, once designated, the rules for observation of this holiday would be administered in accord with Article 12.4.

IN WITNESS WHEREOF, the parties have caused this Memorandum of Understanding to be executed this __2nd__ day of_____May_____, 2022.

FOR:
COUNTY OF STEARNS

FOR:
THE AMERICAN FEDERATION OF
STATE, COUNTY AND MUNICIPAL EMPLOYEES,
COUNCIL #65, LOCAL UNION #748D AND
MINNESOTA NURSES ASSOCIATION

Luke Langner
AFSCME C.65 Labor Rep

Evangeline Tutt, MNA Labor Rel. Spec.

Shari Emerson

MEMORANDUM OF AGREEMENT

To The 2022 – 2024 Labor Contract Between County Of Stearns And The American Federation Of State, County And Municipal Employees, AFL-CIO, Council #65, Local Union 748D Human Services Unit And Minnesota Nurses Association

2022 ADVANCED PAID TIME OFF (PTO) CONSIDERATION

This Memorandum of Agreement is entered into between the County of Stearns (hereafter "County") and AFSCME and MNA (hereafter collectively referred to the "Union").

WHEREAS, the County and the Union are parties to a Labor Agreement in effect January 1, 2022 to December 31, 2024; and

WHEREAS, in response to the continued community spread of coronavirus, COVID-19, Stearns County has declared a local emergency. The parties believe in the importance of a healthy workplace and wellness and wants to work together with employees to ensure essential functions are operational, services can be provided, and employees are supported.

NOW, THEREFORE, the parties hereby agree to the following:

1. In the event qualifying federal leave programs are not available to an employee, the County may provide PTO advancement for qualifying employees due to COVID-19 circumstances upon request. To be eligible, an employee:

    - must have exhausted all accumulated leave banks; ***and***
    - has not already received the maximum PTO accrual advance allowed under this program; ***and***
    - has requested the advancement of PTO hours through the PTO Accrual Advance Request Form.

2. The calculated number of hours the employee is scheduled to accrue through December of 2022, will be advanced to the employee who meets the COVID-19 guidelines as identified under the provisions of the 2020 Family First Coronavirus Response Act. The actual number of PTO hours advanced will be based on the time the request is made and the level of accruals as detailed in union contract. Advancement of PTO accruals will result in no further PTO accruals for the remainder of 2022.

3. In the event the employee exhausts all of the PTO advancement and separates from Stearns County prior to the last payroll of December 2022, the County will deduct the value of the remaining hours (number of hours owed times the employee's hourly rate of pay at separation) from the employee's last paycheck.

4. This Memorandum of Agreement will sunset on December 31, 2022.

This Memorandum of Agreement shall not operate as a waiver of any County or Union rights. This Memorandum of Agreement may not be introduced in evidence or otherwise used to support or set precedent in any future grievance, contractual or other bargaining dispute except to enforce the specific provisions of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Memorandum of Agreement to be executed this 23rd day of May, 2022.

FOR:
COUNTY OF STEARNS

FOR:
THE AMERICAN FEDERATION OF
STATE, COUNTY AND MUNICIPAL EMPLOYEES,
COUNCIL #65, LOCAL UNION #748D AND
MINNESOTA NURSES ASSOCIATION

Luke Langner 5-5-2022

05/05/22

Shari Emerson

Evangeline Tutt 5/09/2022

2.0% General Adjustment

5% between Grades

Contract Year 2022

Grades		Steps A	B	C	D	E	F	G	H	I	J	K	L	M
			1	2	3	4	5	6	7	8	9	10	11	12
			1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.04	1.04	1.04
1	Hourly	$11.5879	$11.9356	$12.2936	$12.6624	$13.0423	$13.4336	$13.8366	$14.2517	$14.6792	$15.1196	$15.7244	$16.3534	$17.0075
	Annual	24,103	24,826	25,571	26,338	27,128	27,942	28,780	29,644	30,533	31,449	32,707	34,015	35,376
2	Hourly	$12.1673	$12.5323	$12.9083	$13.2956	$13.6944	$14.1053	$14.5284	$14.9643	$15.4132	$15.8756	$16.5106	$17.1711	$17.8579
	Annual	25,308	26,067	26,849	27,655	28,484	29,339	30,219	31,126	32,059	33,021	34,342	35,716	37,144
3	Hourly	$12.7757	$13.1590	$13.5537	$13.9603	$14.3792	$14.8105	$15.2548	$15.7125	$16.1839	$16.6694	$17.3362	$18.0296	$18.7508
	Annual	26,573	27,371	28,192	29,038	29,909	30,806	31,730	32,682	33,662	34,672	36,059	37,502	39,002
4	Hourly	$13.4145	$13.8169	$14.2314	$14.6584	$15.0981	$15.5511	$16.0176	$16.4981	$16.9931	$17.5029	$18.2030	$18.9311	$19.6883
	Annual	27,902	28,739	29,601	30,489	31,404	32,346	33,317	34,316	35,346	36,406	37,862	39,377	40,952
5	Hourly	$14.0852	$14.5078	$14.9430	$15.3913	$15.8530	$16.3286	$16.8185	$17.3230	$17.8427	$18.3780	$19.1131	$19.8776	$20.6727
	Annual	29,297	30,176	31,081	32,014	32,974	33,964	34,982	36,032	37,113	38,226	39,755	41,345	42,999
6	Hourly	$14.7895	$15.2331	$15.6901	$16.1608	$16.6457	$17.1450	$17.6594	$18.1892	$18.7348	$19.2969	$20.0688	$20.8715	$21.7064
	Annual	30,762	31,685	32,635	33,615	34,623	35,662	36,732	37,833	38,968	40,138	41,743	43,413	45,149
7	Hourly	$15.5289	$15.9948	$16.4746	$16.9689	$17.4780	$18.0023	$18.5424	$19.0986	$19.6716	$20.2617	$21.0722	$21.9151	$22.7917
	Annual	32,300	33,269	34,267	35,295	36,354	37,445	38,568	39,725	40,917	42,144	43,830	45,583	47,407
8	Hourly	$16.3054	$16.7945	$17.2984	$17.8173	$18.3519	$18.9024	$19.4695	$20.0536	$20.6552	$21.2748	$22.1258	$23.0108	$23.9313
	Annual	33,915	34,933	35,981	37,060	38,172	39,317	40,497	41,711	42,963	44,252	46,022	47,863	49,777
9	Hourly	$17.1207	$17.6343	$18.1633	$18.7082	$19.2694	$19.8475	$20.4430	$21.0562	$21.6879	$22.3386	$23.2321	$24.1614	$25.1278
	Annual	35,611	36,679	37,780	38,913	40,080	41,283	42,521	43,797	45,111	46,464	48,323	50,256	52,266
10	Hourly	$17.9767	$18.5160	$19.0715	$19.6436	$20.2329	$20.8399	$21.4651	$22.1091	$22.7723	$23.4555	$24.3937	$25.3695	$26.3842
	Annual	37,392	38,513	39,669	40,859	42,084	43,347	44,647	45,987	47,366	48,787	50,739	52,768	54,879
11	Hourly	$18.8755	$19.4418	$20.0250	$20.6258	$21.2446	$21.8819	$22.5384	$23.2145	$23.9109	$24.6283	$25.6134	$26.6379	$27.7035
	Annual	39,261	40,439	41,652	42,902	44,189	45,514	46,880	48,286	49,735	51,227	53,276	55,407	57,623
12	Hourly	$19.8193	$20.4139	$21.0263	$21.6571	$22.3068	$22.9760	$23.6653	$24.3752	$25.1065	$25.8597	$26.8941	$27.9698	$29.0886
	Annual	41,224	42,461	43,735	45,047	46,398	47,790	49,224	50,700	52,221	53,788	55,940	58,177	60,504
13	Hourly	$20.8103	$21.4346	$22.0776	$22.7399	$23.4221	$24.1248	$24.8485	$25.5940	$26.3618	$27.1527	$28.2388	$29.3683	$30.5431
	Annual	43,285	44,584	45,921	47,299	48,718	50,180	51,685	53,236	54,833	56,478	58,737	61,086	63,530
14	Hourly	$21.8508	$22.5063	$23.1815	$23.8769	$24.5932	$25.3310	$26.0910	$26.8737	$27.6799	$28.5103	$29.6507	$30.8367	$32.0702
	Annual	45,450	46,813	48,217	49,664	51,154	52,689	54,269	55,897	57,574	59,301	61,673	64,140	66,706
15	Hourly	$22.9433	$23.6316	$24.3406	$25.0708	$25.8229	$26.5976	$27.3955	$28.2174	$29.0639	$29.9358	$31.1332	$32.3786	$33.6737
	Annual	47,722	49,154	50,628	52,147	53,712	55,323	56,983	58,692	60,453	62,266	64,757	67,347	70,041
16	Hourly	$24.0905	$24.8132	$25.5576	$26.3243	$27.1140	$27.9275	$28.7653	$29.6282	$30.5171	$31.4326	$32.6899	$33.9975	$35.3574
	Annual	50,108	51,611	53,160	54,755	56,397	58,089	59,832	61,627	63,476	65,380	67,995	70,715	73,543
17	Hourly	$25.2950	$26.0538	$26.8355	$27.6405	$28.4697	$29.3238	$30.2036	$31.1097	$32.0429	$33.0042	$34.3244	$35.6974	$37.1253
	Annual	52,614	54,192	55,818	57,492	59,217	60,994	62,823	64,708	66,649	68,649	71,395	74,251	77,221
18	Hourly	$26.5597	$27.3565	$28.1772	$29.0226	$29.8932	$30.7900	$31.7137	$32.6651	$33.6451	$34.6544	$36.0406	$37.4822	$38.9815
	Annual	55,244	56,902	58,609	60,367	62,178	64,043	65,965	67,943	69,982	72,081	74,964	77,963	81,082
19	Hourly	$27.8877	$28.7244	$29.5861	$30.4737	$31.3879	$32.3295	$33.2994	$34.2984	$35.3273	$36.3872	$37.8427	$39.3564	$40.9306
	Annual	58,006	59,747	61,539	63,385	65,287	67,245	69,263	71,341	73,481	75,685	78,713	81,861	85,136
20	Hourly	$29.2821	$30.1606	$31.0654	$31.9974	$32.9573	$33.9460	$34.9644	$36.0133	$37.0937	$38.2065	$39.7348	$41.3242	$42.9771
	Annual	60,907	62,734	64,616	66,555	68,551	70,608	72,726	74,908	77,155	79,470	82,648	85,954	89,392

2.0% General Adjustment

5% between Grades

Contract Year 2022

Grades		Steps A	B	C	D	E	F	G	H	I	J	K	L	M
			1	2	3	4	5	6	7	8	9	10	11	12
			1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.04	1.04	1.04
21	Hourly	$30.7462	$31.6686	$32.6187	$33.5972	$34.6052	$35.6433	$36.7126	$37.8140	$38.9484	$40.1169	$41.7215	$43.3904	$45.1260
	Annual	63,952	65,871	67,847	69,882	71,979	74,138	76,362	78,653	81,013	83,443	86,781	90,252	93,862
22	Hourly	$32.2835	$33.2520	$34.2496	$35.2771	$36.3354	$37.4255	$38.5482	$39.7047	$40.8958	$42.1227	$43.8076	$45.5599	$47.3823
	Annual	67,150	69,164	71,239	73,376	75,578	77,845	80,180	82,586	85,063	87,615	91,120	94,765	98,555
23	Hourly	$33.8977	$34.9146	$35.9621	$37.0410	$38.1522	$39.2967	$40.4756	$41.6899	$42.9406	$44.2288	$45.9980	$47.8379	$49.7514
	Annual	70,507	72,622	74,801	77,045	79,357	81,737	84,189	86,715	89,316	91,996	95,676	99,503	103,483
24	Hourly	$35.5926	$36.6604	$37.7602	$38.8930	$40.0598	$41.2616	$42.4994	$43.7744	$45.0876	$46.4403	$48.2979	$50.2298	$52.2390
	Annual	74,033	76,254	78,541	80,897	83,324	85,824	88,399	91,051	93,782	96,596	100,460	104,478	108,657
25	Hourly	$37.3722	$38.4934	$39.6482	$40.8376	$42.0628	$43.3247	$44.6244	$45.9631	$47.3420	$48.7623	$50.7128	$52.7413	$54.8509
	Annual	77,734	80,066	82,468	84,942	87,491	90,115	92,819	95,603	98,471	101,426	105,483	109,702	114,090
26	Hourly	$39.2408	$40.4181	$41.6306	$42.8795	$44.1659	$45.4909	$46.8556	$48.2613	$49.7091	$51.2004	$53.2484	$55.3784	$57.5935
	Annual	81,621	84,070	86,592	89,189	91,865	94,621	97,460	100,383	103,395	106,497	110,757	115,187	119,794
27	Hourly	$41.2029	$42.4390	$43.7121	$45.0235	$46.3742	$47.7654	$49.1984	$50.6744	$52.1946	$53.7604	$55.9108	$58.1473	$60.4732
	Annual	85,702	88,273	90,921	93,649	96,458	99,352	102,333	105,403	108,565	111,822	116,295	120,946	125,784
28	Hourly	$43.2630	$44.5609	$45.8977	$47.2747	$48.6929	$50.1537	$51.6583	$53.2081	$54.8043	$56.4484	$58.7064	$61.0546	$63.4968
	Annual	89,987	92,687	95,467	98,331	101,281	104,320	107,449	110,673	113,993	117,413	122,109	126,994	132,073
29	Hourly	$45.4262	$46.7890	$48.1926	$49.6384	$51.1276	$52.6614	$54.2412	$55.8685	$57.5445	$59.2709	$61.6417	$64.1074	$66.6717
	Annual	94,486	97,321	100,241	103,248	106,345	109,536	112,822	116,206	119,693	123,283	128,215	133,343	138,677
30	Hourly	$47.6975	$49.1284	$50.6023	$52.1203	$53.6839	$55.2945	$56.9533	$58.6619	$60.4218	$62.2344	$64.7238	$67.3127	$70.0052
	Annual	99,211	102,187	105,253	108,410	111,663	115,012	118,463	122,017	125,677	129,448	134,625	140,010	145,611
31	Hourly	$50.0824	$51.5848	$53.1324	$54.7264	$56.3681	$58.0592	$59.8010	$61.5950	$63.4428	$65.3461	$67.9600	$70.6784	$73.5055
	Annual	104,171	107,296	110,515	113,831	117,246	120,763	124,386	128,118	131,961	135,920	141,357	147,011	152,891
32	Hourly	$52.5865	$54.1641	$55.7890	$57.4627	$59.1866	$60.9621	$62.7910	$64.6747	$66.6150	$68.6134	$71.3580	$74.2123	$77.1808
	Annual	109,380	112,661	116,041	119,522	123,108	126,801	130,605	134,523	138,559	142,716	148,425	154,362	160,536
33	Hourly	$55.2158	$56.8723	$58.5785	$60.3358	$62.1459	$64.0103	$65.9306	$67.9085	$69.9457	$72.0441	$74.9259	$77.9229	$81.0398
	Annual	114,849	118,294	121,843	125,498	129,263	133,141	137,136	141,250	145,487	149,852	155,846	162,080	168,563
34	Hourly	$57.9766	$59.7159	$61.5074	$63.3526	$65.2532	$67.2108	$69.2271	$71.3039	$73.4430	$75.6463	$78.6722	$81.8191	$85.0918
	Annual	120,591	124,209	127,935	131,773	135,727	139,798	143,992	148,312	152,761	157,344	163,638	170,184	176,991
35	Hourly	$60.8754	$62.7017	$64.5827	$66.5202	$68.5158	$70.5713	$72.6884	$74.8691	$77.1152	$79.4286	$82.6058	$85.9100	$89.3464
	Annual	126,621	130,420	134,332	138,362	142,513	146,788	151,192	155,728	160,400	165,212	171,820	178,693	185,841
36	Hourly	$63.9192	$65.8368	$67.8119	$69.8462	$71.9416	$74.0999	$76.3229	$78.6126	$80.9709	$83.4001	$86.7361	$90.2055	$93.8137
	Annual	132,952	136,940	141,049	145,280	149,639	154,128	158,752	163,514	168,420	173,472	180,411	187,627	195,133
37	Hourly	$67.1152	$69.1286	$71.2025	$73.3385	$75.5387	$77.8049	$80.1390	$82.5432	$85.0195	$87.5701	$91.0729	$94.7158	$98.5044
	Annual	139,600	143,788	148,101	152,544	157,121	161,834	166,689	171,690	176,841	182,146	189,432	197,009	204,889
38	Hourly	$70.4709	$72.5850	$74.7626	$77.0055	$79.3156	$81.6951	$84.1460	$86.6703	$89.2705	$91.9486	$95.6265	$99.4516	$103.4296
	Annual	146,580	150,977	155,506	160,171	164,977	169,926	175,024	180,274	185,683	191,253	198,903	206,859	215,134
39	Hourly	$73.9945	$76.2143	$78.5007	$80.8557	$83.2814	$85.7799	$88.3533	$91.0039	$93.7340	$96.5460	$100.4078	$104.4241	$108.6011
	Annual	153,908	158,526	163,282	168,180	173,225	178,422	183,775	189,288	194,967	200,816	208,848	217,202	225,890
40	Hourly	$77.6942	$80.0250	$82.4258	$84.8985	$87.4455	$90.0689	$92.7709	$95.5541	$98.4207	$101.3733	$105.4282	$109.6454	$114.0312
	Annual	161,604	166,452	171,446	176,589	181,887	187,343	192,964	198,752	204,715	210,856	219,291	228,062	237,185

2% General Adjustment

5% between Grades

Contract Year 2022 Effective July 1

Grades		Steps												
		A	B	C	D	E	F	G	H	I	J	K	L	M
			1	2	3	4	5	6	7	8	9	10	11	12
			1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.04	1.04	1.04
1	Hourly	$11.8197	$12.1743	$12.5395	$12.9157	$13.3032	$13.7023	$14.1133	$14.5367	$14.9728	$15.4220	$16.0389	$16.6804	$17.3477
	Annual	24,585	25,323	26,082	26,865	27,671	28,501	29,356	30,236	31,143	32,078	33,361	34,695	36,083
2	Hourly	$12.4107	$12.7830	$13.1665	$13.5615	$13.9683	$14.3874	$14.8190	$15.2636	$15.7215	$16.1931	$16.8408	$17.5145	$18.2151
	Annual	25,814	26,589	27,386	28,208	29,054	29,926	30,824	31,748	32,701	33,682	35,029	36,430	37,887
3	Hourly	$13.0312	$13.4221	$13.8248	$14.2396	$14.6667	$15.1067	$15.5599	$16.0267	$16.5075	$17.0028	$17.6829	$18.3902	$19.1258
	Annual	27,105	27,918	28,756	29,618	30,507	31,422	32,365	33,336	34,336	35,366	36,780	38,252	39,782
4	Hourly	$13.6828	$14.0933	$14.5160	$14.9515	$15.4001	$15.8621	$16.3379	$16.8281	$17.3329	$17.8529	$18.5670	$19.3097	$20.0821
	Annual	28,460	29,314	30,193	31,099	32,032	32,993	33,983	35,002	36,052	37,134	38,619	40,164	41,771
5	Hourly	$14.3669	$14.7979	$15.2418	$15.6991	$16.1701	$16.6552	$17.1548	$17.6695	$18.1996	$18.7456	$19.4954	$20.2752	$21.0862
	Annual	29,883	30,780	31,703	32,654	33,634	34,643	35,682	36,753	37,855	38,991	40,550	42,172	43,859
6	Hourly	$15.0853	$15.5378	$16.0039	$16.4841	$16.9786	$17.4879	$18.0126	$18.5530	$19.1095	$19.6828	$20.4701	$21.2889	$22.1405
	Annual	31,377	32,319	33,288	34,287	35,315	36,375	37,466	38,590	39,748	40,940	42,578	44,281	46,052
7	Hourly	$15.8395	$16.3147	$16.8041	$17.3083	$17.8275	$18.3623	$18.9132	$19.4806	$20.0650	$20.6670	$21.4937	$22.3534	$23.2475
	Annual	32,946	33,935	34,953	36,001	37,081	38,194	39,339	40,520	41,735	42,987	44,707	46,495	48,355
8	Hourly	$16.6315	$17.1304	$17.6443	$18.1737	$18.7189	$19.2805	$19.8589	$20.4546	$21.0683	$21.7003	$22.5683	$23.4711	$24.4099
	Annual	34,593	35,631	36,700	37,801	38,935	40,103	41,306	42,546	43,822	45,137	46,942	48,820	50,773
9	Hourly	$17.4631	$17.9870	$18.5266	$19.0824	$19.6548	$20.2445	$20.8518	$21.4774	$22.1217	$22.7853	$23.6968	$24.6446	$25.6304
	Annual	36,323	37,413	38,535	39,691	40,882	42,109	43,372	44,673	46,013	47,394	49,289	51,261	53,311
10	Hourly	$18.3362	$18.8863	$19.4529	$20.0365	$20.6376	$21.2567	$21.8944	$22.5512	$23.2278	$23.9246	$24.8816	$25.8769	$26.9119
	Annual	38,139	39,284	40,462	41,676	42,926	44,214	45,540	46,907	48,314	49,763	51,754	53,824	55,977
11	Hourly	$19.2530	$19.8306	$20.4255	$21.0383	$21.6695	$22.3195	$22.9891	$23.6788	$24.3892	$25.1208	$26.1257	$27.1707	$28.2575
	Annual	40,046	41,248	42,485	43,760	45,072	46,425	47,817	49,252	50,729	52,251	54,341	56,515	58,776
12	Hourly	$20.2157	$20.8221	$21.4468	$22.0902	$22.7529	$23.4355	$24.1386	$24.8627	$25.6086	$26.3769	$27.4320	$28.5292	$29.6704
	Annual	42,049	43,310	44,609	45,948	47,326	48,746	50,208	51,714	53,266	54,864	57,058	59,341	61,714
13	Hourly	$21.2265	$21.8633	$22.5192	$23.1947	$23.8906	$24.6073	$25.3455	$26.1059	$26.8890	$27.6957	$28.8035	$29.9557	$31.1539
	Annual	44,151	45,476	46,840	48,245	49,692	51,183	52,719	54,300	55,929	57,607	59,911	62,308	64,800
14	Hourly	$22.2878	$22.9564	$23.6451	$24.3545	$25.0851	$25.8377	$26.6128	$27.4112	$28.2335	$29.0805	$30.2437	$31.4535	$32.7116
	Annual	46,359	47,749	49,182	50,657	52,177	53,742	55,355	57,015	58,726	60,487	62,907	65,423	68,040
15	Hourly	$23.4022	$24.1042	$24.8274	$25.5722	$26.3394	$27.1295	$27.9434	$28.7817	$29.6452	$30.5345	$31.7559	$33.0261	$34.3472
	Annual	48,677	50,137	51,641	53,190	54,786	56,429	58,122	59,866	61,662	63,512	66,052	68,694	71,442
16	Hourly	$24.5723	$25.3095	$26.0687	$26.8508	$27.6563	$28.4860	$29.3406	$30.2208	$31.1274	$32.0613	$33.3437	$34.6775	$36.0646
	Annual	51,110	52,644	54,223	55,850	57,525	59,251	61,028	62,859	64,745	66,687	69,355	72,129	75,014
17	Hourly	$25.8009	$26.5749	$27.3722	$28.1933	$29.0391	$29.9103	$30.8076	$31.7319	$32.6838	$33.6643	$35.0109	$36.4113	$37.8678
	Annual	53,666	55,276	56,934	58,642	60,401	62,213	64,080	66,002	67,982	70,022	72,823	75,736	78,765
18	Hourly	$27.0909	$27.9037	$28.7408	$29.6030	$30.4911	$31.4058	$32.3480	$33.3184	$34.3180	$35.3475	$36.7614	$38.2319	$39.7612
	Annual	56,349	58,040	59,781	61,574	63,421	65,324	67,284	69,302	71,381	73,523	76,464	79,522	82,703
19	Hourly	$28.4455	$29.2989	$30.1778	$31.0832	$32.0156	$32.9761	$33.9654	$34.9844	$36.0339	$37.1149	$38.5995	$40.1435	$41.7492
	Annual	59,167	60,942	62,770	64,653	66,593	68,590	70,648	72,767	74,951	77,199	80,287	83,498	86,838
20	Hourly	$29.8678	$30.7638	$31.6867	$32.6373	$33.6164	$34.6249	$35.6637	$36.7336	$37.8356	$38.9707	$40.5295	$42.1507	$43.8367
	Annual	62,125	63,989	65,908	67,886	69,922	72,020	74,180	76,406	78,698	81,059	84,301	87,673	91,180

2% General Adjustment

5% between Grades

Contract Year 2022 Effective July 1

Grades		Steps												
		A	B	C	D	E	F	G	H	I	J	K	L	M
			1	2	3	4	5	6	7	8	9	10	11	12
			1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.04	1.04	1.04
21	Hourly	$31.3612	$32.3020	$33.2710	$34.2692	$35.2973	$36.3562	$37.4469	$38.5703	$39.7274	$40.9192	$42.5560	$44.2582	$46.0285
	Annual	**65,231**	**67,188**	**69,204**	**71,280**	**73,418**	**75,621**	**77,889**	**80,226**	**82,633**	**85,112**	**88,516**	**92,057**	**95,739**
22	Hourly	$32.9292	$33.9171	$34.9346	$35.9826	$37.0621	$38.1740	$39.3192	$40.4988	$41.7137	$42.9652	$44.6838	$46.4711	$48.3300
	Annual	**68,493**	**70,548**	**72,664**	**74,844**	**77,089**	**79,402**	**81,784**	**84,237**	**86,765**	**89,368**	**92,942**	**96,660**	**100,526**
23	Hourly	$34.5757	$35.6129	$36.6813	$37.7818	$38.9152	$40.0827	$41.2852	$42.5237	$43.7994	$45.1134	$46.9179	$48.7947	$50.7464
	Annual	**71,917**	**74,075**	**76,297**	**78,586**	**80,944**	**83,372**	**85,873**	**88,449**	**91,103**	**93,836**	**97,589**	**101,493**	**105,553**
24	Hourly	$36.3045	$37.3936	$38.5154	$39.6709	$40.8610	$42.0868	$43.3494	$44.6499	$45.9894	$47.3691	$49.2638	$51.2344	$53.2838
	Annual	**75,513**	**77,779**	**80,112**	**82,515**	**84,991**	**87,541**	**90,167**	**92,872**	**95,658**	**98,528**	**102,469**	**106,568**	**110,830**
25	Hourly	$38.1197	$39.2633	$40.4412	$41.6544	$42.9040	$44.1912	$45.5169	$46.8824	$48.2889	$49.7375	$51.7270	$53.7961	$55.9480
	Annual	**79,289**	**81,668**	**84,118**	**86,641**	**89,240**	**91,918**	**94,675**	**97,515**	**100,441**	**103,454**	**107,592**	**111,896**	**116,372**
26	Hourly	$40.0257	$41.2264	$42.4632	$43.7371	$45.0492	$46.4007	$47.7927	$49.2265	$50.7033	$52.2244	$54.3134	$56.4859	$58.7454
	Annual	**83,253**	**85,751**	**88,324**	**90,973**	**93,702**	**96,513**	**99,409**	**102,391**	**105,463**	**108,627**	**112,972**	**117,491**	**122,190**
27	Hourly	$42.0269	$43.2878	$44.5864	$45.9240	$47.3017	$48.7207	$50.1824	$51.6878	$53.2385	$54.8356	$57.0291	$59.3102	$61.6826
	Annual	**87,416**	**90,039**	**92,740**	**95,522**	**98,388**	**101,339**	**104,379**	**107,511**	**110,736**	**114,058**	**118,620**	**123,365**	**128,300**
28	Hourly	$44.1283	$45.4521	$46.8157	$48.2202	$49.6668	$51.1568	$52.6915	$54.2722	$55.9004	$57.5774	$59.8805	$62.2757	$64.7668
	Annual	**91,787**	**94,540**	**97,377**	**100,298**	**103,307**	**106,406**	**109,598**	**112,886**	**116,273**	**119,761**	**124,551**	**129,534**	**134,715**
29	Hourly	$46.3347	$47.7247	$49.1565	$50.6312	$52.1501	$53.7146	$55.3261	$56.9858	$58.6954	$60.4563	$62.8745	$65.3895	$68.0051
	Annual	**96,376**	**99,267**	**102,245**	**105,313**	**108,472**	**111,726**	**115,078**	**118,531**	**122,086**	**125,749**	**130,779**	**136,010**	**141,451**
30	Hourly	$48.6514	$50.1110	$51.6143	$53.1627	$54.7576	$56.4004	$58.0924	$59.8351	$61.6302	$63.4791	$66.0183	$68.6590	$71.4053
	Annual	**101,195**	**104,231**	**107,358**	**110,579**	**113,896**	**117,313**	**120,832**	**124,457**	**128,191**	**132,037**	**137,318**	**142,811**	**148,523**
31	Hourly	$51.0840	$52.6165	$54.1950	$55.8209	$57.4955	$59.2204	$60.9970	$62.8269	$64.7117	$66.6531	$69.3192	$72.0919	$74.9756
	Annual	**106,255**	**109,442**	**112,726**	**116,107**	**119,591**	**123,178**	**126,874**	**130,680**	**134,600**	**138,638**	**144,184**	**149,951**	**155,949**
32	Hourly	$53.6382	$55.2474	$56.9048	$58.6119	$60.3703	$62.1814	$64.0468	$65.9682	$67.9473	$69.9857	$72.7851	$75.6965	$78.7244
	Annual	**111,567**	**114,915**	**118,362**	**121,913**	**125,570**	**129,337**	**133,217**	**137,214**	**141,330**	**145,570**	**151,393**	**157,449**	**163,747**
33	Hourly	$56.3201	$58.0097	$59.7500	$61.5425	$63.3888	$65.2905	$67.2492	$69.2666	$71.3446	$73.4850	$76.4244	$79.4814	$82.6606
	Annual	**117,146**	**120,660**	**124,280**	**128,008**	**131,849**	**135,804**	**139,878**	**144,075**	**148,397**	**152,849**	**158,963**	**165,321**	**171,934**
34	Hourly	$59.1361	$60.9102	$62.7375	$64.6196	$66.5582	$68.5550	$70.6116	$72.7300	$74.9119	$77.1592	$80.2456	$83.4554	$86.7936
	Annual	**123,003**	**126,693**	**130,494**	**134,409**	**138,441**	**142,594**	**146,872**	**151,278**	**155,817**	**160,491**	**166,911**	**173,587**	**180,531**
35	Hourly	$62.0929	$63.9557	$65.8744	$67.8506	$69.8861	$71.9827	$74.1422	$76.3665	$78.6575	$81.0172	$84.2579	$87.6282	$91.1333
	Annual	**129,153**	**133,028**	**137,019**	**141,129**	**145,363**	**149,724**	**154,216**	**158,842**	**163,608**	**168,516**	**175,256**	**182,267**	**189,557**
36	Hourly	$65.1976	$67.1535	$69.1681	$71.2432	$73.3805	$75.5819	$77.8493	$80.1848	$82.5903	$85.0681	$88.4708	$92.0096	$95.6900
	Annual	**135,611**	**139,679**	**143,870**	**148,186**	**152,631**	**157,210**	**161,927**	**166,784**	**171,788**	**176,942**	**184,019**	**191,380**	**199,035**
37	Hourly	$68.4575	$70.5112	$72.6265	$74.8053	$77.0495	$79.3610	$81.7418	$84.1940	$86.7199	$89.3215	$92.8943	$96.6101	$100.4745
	Annual	**142,392**	**146,663**	**151,063**	**155,595**	**160,263**	**165,071**	**170,023**	**175,124**	**180,377**	**185,789**	**193,220**	**200,949**	**208,987**
38	Hourly	$71.8803	$74.0367	$76.2578	$78.5456	$80.9020	$83.3290	$85.8289	$88.4037	$91.0559	$93.7875	$97.5390	$101.4406	$105.4982
	Annual	**149,511**	**153,996**	**158,616**	**163,375**	**168,276**	**173,324**	**178,524**	**183,880**	**189,396**	**195,078**	**202,881**	**210,996**	**219,436**
39	Hourly	$75.4744	$77.7386	$80.0707	$82.4729	$84.9470	$87.4955	$90.1203	$92.8239	$95.6087	$98.4769	$102.4160	$106.5126	$110.7731
	Annual	**156,987**	**161,696**	**166,547**	**171,544**	**176,690**	**181,991**	**187,450**	**193,074**	**198,866**	**204,832**	**213,025**	**221,546**	**230,408**
40	Hourly	$79.2481	$81.6255	$84.0743	$86.5965	$89.1944	$91.8702	$94.6263	$97.4651	$100.3891	$103.4008	$107.5368	$111.8383	$116.3118
	Annual	**164,836**	**169,781**	**174,874**	**180,121**	**185,524**	**191,090**	**196,823**	**202,727**	**208,809**	**215,074**	**223,677**	**232,624**	**241,929**

2% General Adjustment

5% between Grades

Contract Year 2023

Grades		Steps A	B	C	D	E	F	G	H	I	J	K	L	M
			1	2	3	4	5	6	7	8	9	10	11	12
			1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.04	1.04	1.04
1	Hourly	$12.0561	$12.4178	$12.7903	$13.1740	$13.5692	$13.9763	$14.3956	$14.8275	$15.2723	$15.7305	$16.3597	$17.0141	$17.6946
	Annual	**25,077**	**25,829**	**26,604**	**27,402**	**28,224**	**29,071**	**29,943**	**30,841**	**31,766**	**32,719**	**34,028**	**35,389**	**36,805**
2	Hourly	$12.6589	$13.0387	$13.4298	$13.8327	$14.2477	$14.6751	$15.1154	$15.5688	$16.0359	$16.5170	$17.1777	$17.8648	$18.5794
	Annual	**26,330**	**27,120**	**27,934**	**28,772**	**29,635**	**30,524**	**31,440**	**32,383**	**33,355**	**34,355**	**35,730**	**37,159**	**38,645**
3	Hourly	$13.2918	$13.6906	$14.1013	$14.5243	$14.9601	$15.4089	$15.8711	$16.3473	$16.8377	$17.3428	$18.0365	$18.7580	$19.5083
	Annual	**27,647**	**28,476**	**29,331**	**30,211**	**31,117**	**32,050**	**33,012**	**34,002**	**35,022**	**36,073**	**37,516**	**39,017**	**40,577**
4	Hourly	$13.9564	$14.3751	$14.8064	$15.2506	$15.7081	$16.1793	$16.6647	$17.1646	$17.6796	$18.2100	$18.9384	$19.6959	$20.4837
	Annual	**29,029**	**29,900**	**30,797**	**31,721**	**32,673**	**33,653**	**34,663**	**35,702**	**36,774**	**37,877**	**39,392**	**40,967**	**42,606**
5	Hourly	$14.6542	$15.0939	$15.5467	$16.0131	$16.4935	$16.9883	$17.4979	$18.0229	$18.5636	$19.1205	$19.8853	$20.6807	$21.5079
	Annual	**30,481**	**31,395**	**32,337**	**33,307**	**34,306**	**35,336**	**36,396**	**37,488**	**38,612**	**39,771**	**41,361**	**43,016**	**44,736**
6	Hourly	$15.3870	$15.8486	$16.3240	$16.8137	$17.3182	$17.8377	$18.3728	$18.9240	$19.4917	$20.0765	$20.8795	$21.7147	$22.5833
	Annual	**32,005**	**32,965**	**33,954**	**34,973**	**36,022**	**37,102**	**38,215**	**39,362**	**40,543**	**41,759**	**43,429**	**45,167**	**46,973**
7	Hourly	$16.1563	$16.6410	$17.1402	$17.6544	$18.1841	$18.7296	$19.2915	$19.8702	$20.4663	$21.0803	$21.9235	$22.8005	$23.7125
	Annual	**33,605**	**34,613**	**35,652**	**36,721**	**37,823**	**38,958**	**40,126**	**41,330**	**42,570**	**43,847**	**45,601**	**47,425**	**49,322**
8	Hourly	$16.9641	$17.4730	$17.9972	$18.5372	$19.0933	$19.6661	$20.2560	$20.8637	$21.4896	$22.1343	$23.0197	$23.9405	$24.8981
	Annual	**35,285**	**36,344**	**37,434**	**38,557**	**39,714**	**40,905**	**42,133**	**43,397**	**44,698**	**46,039**	**47,881**	**49,796**	**51,788**
9	Hourly	$17.8123	$18.3467	$18.8971	$19.4640	$20.0479	$20.6494	$21.2688	$21.9069	$22.5641	$23.2410	$24.1707	$25.1375	$26.1430
	Annual	**37,050**	**38,161**	**39,306**	**40,485**	**41,700**	**42,951**	**44,239**	**45,566**	**46,933**	**48,341**	**50,275**	**52,286**	**54,377**
10	Hourly	$18.7029	$19.2640	$19.8419	$20.4372	$21.0503	$21.6818	$22.3323	$23.0023	$23.6923	$24.4031	$25.3792	$26.3944	$27.4502
	Annual	**38,902**	**40,069**	**41,271**	**42,509**	**43,785**	**45,098**	**46,451**	**47,845**	**49,280**	**50,758**	**52,789**	**54,900**	**57,096**
11	Hourly	$19.6381	$20.2272	$20.8340	$21.4591	$22.1028	$22.7659	$23.4489	$24.1524	$24.8769	$25.6233	$26.6482	$27.7141	$28.8227
	Annual	**40,847**	**42,073**	**43,335**	**44,635**	**45,974**	**47,353**	**48,774**	**50,237**	**51,744**	**53,296**	**55,428**	**57,645**	**59,951**
12	Hourly	$20.6200	$21.2386	$21.8757	$22.5320	$23.2080	$23.9042	$24.6213	$25.3600	$26.1208	$26.9044	$27.9806	$29.0998	$30.2638
	Annual	**42,890**	**44,176**	**45,502**	**46,867**	**48,273**	**49,721**	**51,212**	**52,749**	**54,331**	**55,961**	**58,200**	**60,528**	**62,949**
13	Hourly	$21.6510	$22.3005	$22.9695	$23.6586	$24.3684	$25.0994	$25.8524	$26.6280	$27.4268	$28.2496	$29.3796	$30.5548	$31.7770
	Annual	**45,034**	**46,385**	**47,777**	**49,210**	**50,686**	**52,207**	**53,773**	**55,386**	**57,048**	**58,759**	**61,110**	**63,554**	**66,096**
14	Hourly	$22.7335	$23.4155	$24.1180	$24.8416	$25.5868	$26.3544	$27.1450	$27.9594	$28.7982	$29.6621	$30.8486	$32.0825	$33.3658
	Annual	**47,286**	**48,704**	**50,165**	**51,670**	**53,221**	**54,817**	**56,462**	**58,156**	**59,900**	**61,697**	**64,165**	**66,732**	**69,401**
15	Hourly	$23.8702	$24.5863	$25.3239	$26.0836	$26.8661	$27.6721	$28.5023	$29.3574	$30.2381	$31.1452	$32.3910	$33.6867	$35.0341
	Annual	**49,650**	**51,140**	**52,674**	**54,254**	**55,882**	**57,558**	**59,285**	**61,063**	**62,895**	**64,782**	**67,373**	**70,068**	**72,871**
16	Hourly	$25.0637	$25.8156	$26.5901	$27.3878	$28.2094	$29.0557	$29.9274	$30.8252	$31.7500	$32.7025	$34.0106	$35.3710	$36.7858
	Annual	**52,133**	**53,697**	**55,307**	**56,967**	**58,676**	**60,436**	**62,249**	**64,116**	**66,040**	**68,021**	**70,742**	**73,572**	**76,515**
17	Hourly	$26.3169	$27.1064	$27.9196	$28.7572	$29.6199	$30.5085	$31.4238	$32.3665	$33.3375	$34.3376	$35.7111	$37.1396	$38.6251
	Annual	**54,739**	**56,381**	**58,073**	**59,815**	**61,609**	**63,458**	**65,361**	**67,322**	**69,342**	**71,422**	**74,279**	**77,250**	**80,340**
18	Hourly	$27.6328	$28.4617	$29.3156	$30.1951	$31.1009	$32.0339	$32.9950	$33.9848	$35.0044	$36.0545	$37.4967	$38.9965	$40.5564
	Annual	**57,476**	**59,200**	**60,976**	**62,806**	**64,690**	**66,631**	**68,630**	**70,688**	**72,809**	**74,993**	**77,993**	**81,113**	**84,357**
19	Hourly	$29.0144	$29.8848	$30.7814	$31.7048	$32.6560	$33.6356	$34.6447	$35.6841	$36.7546	$37.8572	$39.3715	$40.9464	$42.5842
	Annual	**60,350**	**62,160**	**64,025**	**65,946**	**67,924**	**69,962**	**72,061**	**74,223**	**76,450**	**78,743**	**81,893**	**85,168**	**88,575**
20	Hourly	$30.4651	$31.3791	$32.3204	$33.2901	$34.2888	$35.3174	$36.3769	$37.4683	$38.5923	$39.7501	$41.3401	$42.9937	$44.7134
	Annual	**63,367**	**65,268**	**67,227**	**69,243**	**71,321**	**73,460**	**75,664**	**77,934**	**80,272**	**82,680**	**85,987**	**89,427**	**93,004**

2% General Adjustment

5% between Grades

Contract Year 2023

Grades		Steps A	B	C	D	E	F	G	H	I	J	K	L	M
			1	2	3	4	5	6	7	8	9	10	11	12
			1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.04	1.04	1.04
21	Hourly	$31.9884	$32.9480	$33.9365	$34.9546	$36.0032	$37.0833	$38.1958	$39.3417	$40.5219	$41.7376	$43.4071	$45.1434	$46.9491
	Annual	**66,536**	**68,532**	**70,588**	**72,705**	**74,887**	**77,133**	**79,447**	**81,831**	**84,286**	**86,814**	**90,287**	**93,898**	**97,654**
22	Hourly	$33.5878	$34.5954	$35.6333	$36.7023	$37.8034	$38.9375	$40.1056	$41.3088	$42.5480	$43.8245	$45.5774	$47.4005	$49.2966
	Annual	**69,863**	**71,958**	**74,117**	**76,341**	**78,631**	**80,990**	**83,420**	**85,922**	**88,500**	**91,155**	**94,801**	**98,593**	**102,537**
23	Hourly	$35.2672	$36.3252	$37.4150	$38.5374	$39.6935	$40.8843	$42.1109	$43.3742	$44.6754	$46.0157	$47.8563	$49.7706	$51.7614
	Annual	**73,356**	**75,556**	**77,823**	**80,158**	**82,563**	**85,039**	**87,591**	**90,218**	**92,925**	**95,713**	**99,541**	**103,523**	**107,664**
24	Hourly	$37.0305	$38.1415	$39.2857	$40.4643	$41.6782	$42.9285	$44.2164	$45.5429	$46.9092	$48.3165	$50.2491	$52.2591	$54.3494
	Annual	**77,024**	**79,334**	**81,714**	**84,166**	**86,691**	**89,291**	**91,970**	**94,729**	**97,571**	**100,498**	**104,518**	**108,699**	**113,047**
25	Hourly	$38.8821	$40.0485	$41.2500	$42.4875	$43.7621	$45.0750	$46.4272	$47.8200	$49.2546	$50.7323	$52.7616	$54.8720	$57.0669
	Annual	**80,875**	**83,301**	**85,800**	**88,374**	**91,025**	**93,756**	**96,569**	**99,466**	**102,450**	**105,523**	**109,744**	**114,134**	**118,699**
26	Hourly	$40.8262	$42.0510	$43.3125	$44.6119	$45.9502	$47.3287	$48.7486	$50.2110	$51.7174	$53.2689	$55.3997	$57.6156	$59.9203
	Annual	**84,918**	**87,466**	**90,090**	**92,793**	**95,576**	**98,444**	**101,397**	**104,439**	**107,572**	**110,799**	**115,231**	**119,841**	**124,634**
27	Hourly	$42.8675	$44.1535	$45.4781	$46.8425	$48.2477	$49.6952	$51.1860	$52.7216	$54.3032	$55.9323	$58.1696	$60.4964	$62.9163
	Annual	**89,164**	**91,839**	**94,594**	**97,432**	**100,355**	**103,366**	**106,467**	**109,661**	**112,951**	**116,339**	**120,993**	**125,833**	**130,866**
28	Hourly	$45.0109	$46.3612	$47.7520	$49.1846	$50.6601	$52.1799	$53.7453	$55.3577	$57.0184	$58.7290	$61.0781	$63.5212	$66.0621
	Annual	**93,623**	**96,431**	**99,324**	**102,304**	**105,373**	**108,534**	**111,790**	**115,144**	**118,598**	**122,156**	**127,042**	**132,124**	**137,409**
29	Hourly	$47.2614	$48.6792	$50.1396	$51.6438	$53.1931	$54.7889	$56.4326	$58.1256	$59.8693	$61.6654	$64.1320	$66.6973	$69.3652
	Annual	**98,304**	**101,253**	**104,290**	**107,419**	**110,642**	**113,961**	**117,380**	**120,901**	**124,528**	**128,264**	**133,395**	**138,730**	**144,280**
30	Hourly	$49.6245	$51.1132	$52.6466	$54.2260	$55.8528	$57.5284	$59.2542	$61.0318	$62.8628	$64.7487	$67.3386	$70.0322	$72.8335
	Annual	**103,219**	**106,315**	**109,505**	**112,790**	**116,174**	**119,659**	**123,249**	**126,946**	**130,755**	**134,677**	**140,064**	**145,667**	**151,494**
31	Hourly	$52.1057	$53.6689	$55.2789	$56.9373	$58.6454	$60.4048	$62.2169	$64.0834	$66.0059	$67.9861	$70.7056	$73.5338	$76.4751
	Annual	**108,380**	**111,631**	**114,980**	**118,430**	**121,982**	**125,642**	**129,411**	**133,294**	**137,292**	**141,411**	**147,068**	**152,950**	**159,068**
32	Hourly	$54.7110	$56.3523	$58.0429	$59.7842	$61.5777	$63.4250	$65.3278	$67.2876	$69.3062	$71.3854	$74.2408	$77.2105	$80.2989
	Annual	**113,799**	**117,213**	**120,729**	**124,351**	**128,082**	**131,924**	**135,882**	**139,958**	**144,157**	**148,482**	**154,421**	**160,598**	**167,022**
33	Hourly	$57.4465	$59.1699	$60.9450	$62.7734	$64.6566	$66.5963	$68.5942	$70.6520	$72.7715	$74.9547	$77.9529	$81.0710	$84.3138
	Annual	**119,489**	**123,073**	**126,766**	**130,569**	**134,486**	**138,520**	**142,676**	**146,956**	**151,365**	**155,906**	**162,142**	**168,628**	**175,373**
34	Hourly	$60.3189	$62.1284	$63.9923	$65.9120	$67.8894	$69.9261	$72.0239	$74.1846	$76.4101	$78.7024	$81.8505	$85.1245	$88.5295
	Annual	**125,463**	**129,227**	**133,104**	**137,097**	**141,210**	**145,446**	**149,810**	**154,304**	**158,933**	**163,701**	**170,249**	**177,059**	**184,141**
35	Hourly	$63.3348	$65.2348	$67.1919	$69.2076	$71.2839	$73.4224	$75.6251	$77.8938	$80.2306	$82.6375	$85.9430	$89.3808	$92.9560
	Annual	**131,736**	**135,688**	**139,759**	**143,952**	**148,270**	**152,719**	**157,300**	**162,019**	**166,880**	**171,886**	**178,762**	**185,912**	**193,348**
36	Hourly	$66.5015	$68.4966	$70.5515	$72.6680	$74.8481	$77.0935	$79.4063	$81.7885	$84.2422	$86.7694	$90.2402	$93.8498	$97.6038
	Annual	**138,323**	**142,473**	**146,747**	**151,149**	**155,684**	**160,354**	**165,165**	**170,120**	**175,224**	**180,480**	**187,700**	**195,208**	**203,016**
37	Hourly	$69.8266	$71.9214	$74.0791	$76.3014	$78.5905	$80.9482	$83.3766	$85.8779	$88.4543	$91.1079	$94.7522	$98.5423	$102.4840
	Annual	**145,239**	**149,597**	**154,084**	**158,707**	**163,468**	**168,372**	**173,423**	**178,626**	**183,985**	**189,504**	**197,085**	**204,968**	**213,167**
38	Hourly	$73.3179	$75.5175	$77.7830	$80.1165	$82.5200	$84.9956	$87.5455	$90.1718	$92.8770	$95.6633	$99.4898	$103.4694	$107.6082
	Annual	**152,501**	**157,076**	**161,789**	**166,642**	**171,642**	**176,791**	**182,095**	**187,557**	**193,184**	**198,980**	**206,939**	**215,216**	**223,825**
39	Hourly	$76.9838	$79.2934	$81.6722	$84.1223	$86.6460	$89.2454	$91.9227	$94.6804	$97.5208	$100.4465	$104.4643	$108.6429	$112.9886
	Annual	**160,126**	**164,930**	**169,878**	**174,974**	**180,224**	**185,630**	**191,199**	**196,935**	**202,843**	**208,929**	**217,286**	**225,977**	**235,016**
40	Hourly	$80.8330	$83.2580	$85.7558	$88.3284	$90.9783	$93.7076	$96.5189	$99.4144	$102.3969	$105.4688	$109.6875	$114.0750	$118.6380
	Annual	**168,133**	**173,177**	**178,372**	**183,723**	**189,235**	**194,912**	**200,759**	**206,782**	**212,985**	**219,375**	**228,150**	**237,276**	**246,767**

2% General Adjustment

5% between Grades

Contract Year 2023 Effective July 1

Grades		Steps												
		A	B	C	D	E	F	G	H	I	J	K	L	M
			1	2	3	4	5	6	7	8	9	10	11	12
			1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.04	1.04	1.04
1	Hourly	$12.2972	$12.6661	$13.0461	$13.4375	$13.8406	$14.2558	$14.6835	$15.1240	$15.5777	$16.0451	$16.6869	$17.3543	$18.0485
	Annual	**25,578**	**26,346**	**27,136**	**27,950**	**28,788**	**29,652**	**30,542**	**31,458**	**32,402**	**33,374**	**34,709**	**36,097**	**37,541**
2	Hourly	$12.9121	$13.2994	$13.6984	$14.1094	$14.5326	$14.9686	$15.4177	$15.8802	$16.3566	$16.8473	$17.5212	$18.2221	$18.9509
	Annual	**26,857**	**27,663**	**28,493**	**29,347**	**30,228**	**31,135**	**32,069**	**33,031**	**34,022**	**35,042**	**36,444**	**37,902**	**39,418**
3	Hourly	$13.5577	$13.9644	$14.3833	$14.8148	$15.2593	$15.7171	$16.1886	$16.6742	$17.1744	$17.6897	$18.3973	$19.1332	$19.8985
	Annual	**28,200**	**29,046**	**29,917**	**30,815**	**31,739**	**32,691**	**33,672**	**34,682**	**35,723**	**36,795**	**38,266**	**39,797**	**41,389**
4	Hourly	$14.2356	$14.6626	$15.1025	$15.5556	$16.0222	$16.5029	$16.9980	$17.5079	$18.0332	$18.5742	$19.3171	$20.0898	$20.8934
	Annual	**29,610**	**30,498**	**31,413**	**32,356**	**33,326**	**34,326**	**35,356**	**36,416**	**37,509**	**38,634**	**40,180**	**41,787**	**43,458**
5	Hourly	$14.9473	$15.3957	$15.8576	$16.3333	$16.8233	$17.3281	$17.8479	$18.3833	$18.9348	$19.5029	$20.2830	$21.0943	$21.9381
	Annual	**31,090**	**32,023**	**32,984**	**33,973**	**34,993**	**36,042**	**37,124**	**38,237**	**39,384**	**40,566**	**42,189**	**43,876**	**45,631**
6	Hourly	$15.6947	$16.1655	$16.6505	$17.1500	$17.6645	$18.1945	$18.7403	$19.3025	$19.8816	$20.4780	$21.2971	$22.1490	$23.0350
	Annual	**32,645**	**33,624**	**34,633**	**35,672**	**36,742**	**37,844**	**38,980**	**40,149**	**41,354**	**42,594**	**44,298**	**46,070**	**47,913**
7	Hourly	$16.4794	$16.9738	$17.4830	$18.0075	$18.5477	$19.1042	$19.6773	$20.2676	$20.8756	$21.5019	$22.3620	$23.2565	$24.1867
	Annual	**34,277**	**35,306**	**36,365**	**37,456**	**38,579**	**39,737**	**40,929**	**42,157**	**43,421**	**44,724**	**46,513**	**48,373**	**50,308**
8	Hourly	$17.3034	$17.8225	$18.3572	$18.9079	$19.4751	$20.0594	$20.6612	$21.2810	$21.9194	$22.5770	$23.4801	$24.4193	$25.3961
	Annual	**35,991**	**37,071**	**38,183**	**39,328**	**40,508**	**41,724**	**42,975**	**44,264**	**45,592**	**46,960**	**48,839**	**50,792**	**52,824**
9	Hourly	$18.1686	$18.7136	$19.2750	$19.8533	$20.4489	$21.0624	$21.6942	$22.3451	$23.0154	$23.7059	$24.6541	$25.6403	$26.6659
	Annual	**37,791**	**38,924**	**40,092**	**41,295**	**42,534**	**43,810**	**45,124**	**46,478**	**47,872**	**49,308**	**51,281**	**53,332**	**55,465**
10	Hourly	$19.0770	$19.6493	$20.2388	$20.8460	$21.4713	$22.1155	$22.7789	$23.4623	$24.1662	$24.8912	$25.8868	$26.9223	$27.9992
	Annual	**39,680**	**40,871**	**42,097**	**43,360**	**44,660**	**46,000**	**47,380**	**48,802**	**50,266**	**51,774**	**53,845**	**55,998**	**58,238**
11	Hourly	$20.0308	$20.6318	$21.2507	$21.8883	$22.5449	$23.2212	$23.9179	$24.6354	$25.3745	$26.1357	$27.1811	$28.2684	$29.3991
	Annual	**41,664**	**42,914**	**44,202**	**45,528**	**46,893**	**48,300**	**49,749**	**51,242**	**52,779**	**54,362**	**56,537**	**58,798**	**61,150**
12	Hourly	$21.0324	$21.6634	$22.3133	$22.9827	$23.6721	$24.3823	$25.1138	$25.8672	$26.6432	$27.4425	$28.5402	$29.6818	$30.8691
	Annual	**43,747**	**45,060**	**46,412**	**47,804**	**49,238**	**50,715**	**52,237**	**53,804**	**55,418**	**57,080**	**59,364**	**61,738**	**64,208**
13	Hourly	$22.0840	$22.7465	$23.4289	$24.1318	$24.8557	$25.6014	$26.3695	$27.1605	$27.9754	$28.8146	$29.9672	$31.1659	$32.4125
	Annual	**45,935**	**47,313**	**48,732**	**50,194**	**51,700**	**53,251**	**54,848**	**56,494**	**58,189**	**59,934**	**62,332**	**64,825**	**67,418**
14	Hourly	$23.1882	$23.8839	$24.6004	$25.3384	$26.0985	$26.8815	$27.6879	$28.5186	$29.3741	$30.2554	$31.4656	$32.7242	$34.0332
	Annual	**48,231**	**49,678**	**51,169**	**52,704**	**54,285**	**55,914**	**57,591**	**59,319**	**61,098**	**62,931**	**65,448**	**68,066**	**70,789**
15	Hourly	$24.3476	$25.0781	$25.8304	$26.6053	$27.4035	$28.2256	$29.0723	$29.9445	$30.8428	$31.7681	$33.0389	$34.3604	$35.7348
	Annual	**50,643**	**52,162**	**53,727**	**55,339**	**56,999**	**58,709**	**60,470**	**62,285**	**64,153**	**66,078**	**68,721**	**71,470**	**74,328**
16	Hourly	$25.5650	$26.3320	$27.1219	$27.9356	$28.7736	$29.6368	$30.5260	$31.4417	$32.3850	$33.3565	$34.6908	$36.0784	$37.5216
	Annual	**53,175**	**54,770**	**56,414**	**58,106**	**59,849**	**61,645**	**63,494**	**65,399**	**67,361**	**69,382**	**72,157**	**75,043**	**78,045**
17	Hourly	$26.8433	$27.6486	$28.4780	$29.3323	$30.2123	$31.1187	$32.0522	$33.0138	$34.0042	$35.0244	$36.4253	$37.8823	$39.3976
	Annual	**55,834**	**57,509**	**59,234**	**61,011**	**62,842**	**64,727**	**66,669**	**68,669**	**70,729**	**72,851**	**75,765**	**78,795**	**81,947**
18	Hourly	$28.1854	$29.0310	$29.9019	$30.7990	$31.7229	$32.6746	$33.6549	$34.6645	$35.7044	$36.7756	$38.2466	$39.7765	$41.3675
	Annual	**58,626**	**60,384**	**62,196**	**64,062**	**65,984**	**67,963**	**70,002**	**72,102**	**74,265**	**76,493**	**79,553**	**82,735**	**86,044**
19	Hourly	$29.5947	$30.4825	$31.3970	$32.3389	$33.3091	$34.3084	$35.3376	$36.3977	$37.4897	$38.6144	$40.1589	$41.7653	$43.4359
	Annual	**61,557**	**63,404**	**65,306**	**67,265**	**69,283**	**71,361**	**73,502**	**75,707**	**77,979**	**80,318**	**83,531**	**86,872**	**90,347**
20	Hourly	$31.0744	$32.0067	$32.9669	$33.9559	$34.9745	$36.0238	$37.1045	$38.2176	$39.3641	$40.5451	$42.1669	$43.8536	$45.6077
	Annual	**64,635**	**66,574**	**68,571**	**70,628**	**72,747**	**74,929**	**77,177**	**79,493**	**81,877**	**84,334**	**87,707**	**91,215**	**94,864**

2% General Adjustment

5% between Grades

Contract Year 2023 Effective July 1

Grades		A	Steps B	C	D	E	F	G	H	I	J	K	L	M
			1	2	3	4	5	6	7	8	9	10	11	12
			1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.04	1.04	1.04
21	Hourly	$32.6281	$33.6070	$34.6152	$35.6537	$36.7233	$37.8250	$38.9597	$40.1285	$41.3324	$42.5723	$44.2752	$46.0462	$47.8881
	Annual	67,867	69,903	72,000	74,160	76,384	78,676	81,036	83,467	85,971	88,550	92,092	95,776	99,607
22	Hourly	$34.2596	$35.2873	$36.3460	$37.4363	$38.5594	$39.7162	$40.9077	$42.1349	$43.3990	$44.7009	$46.4890	$48.3485	$50.2825
	Annual	71,260	73,398	75,600	77,868	80,204	82,610	85,088	87,641	90,270	92,978	96,697	100,565	104,588
23	Hourly	$35.9725	$37.0517	$38.1633	$39.3082	$40.4874	$41.7020	$42.9531	$44.2417	$45.5689	$46.9360	$48.8134	$50.7660	$52.7966
	Annual	74,823	77,068	79,380	81,761	84,214	86,740	89,342	92,023	94,783	97,627	101,532	105,593	109,817
24	Hourly	$37.7712	$38.9043	$40.0714	$41.2736	$42.5118	$43.7871	$45.1007	$46.4538	$47.8474	$49.2828	$51.2541	$53.3043	$55.4364
	Annual	78,564	80,921	83,349	85,849	88,424	91,077	93,810	96,624	99,523	102,508	106,609	110,873	115,308
25	Hourly	$39.6597	$40.8495	$42.0750	$43.3372	$44.6374	$45.9765	$47.3558	$48.7764	$50.2397	$51.7469	$53.8168	$55.9695	$58.2083
	Annual	82,492	84,967	87,516	90,141	92,846	95,631	98,500	101,455	104,499	107,634	111,939	116,417	121,073
26	Hourly	$41.6427	$42.8920	$44.1787	$45.5041	$46.8692	$48.2753	$49.7236	$51.2153	$52.7517	$54.3343	$56.5076	$58.7680	$61.1187
	Annual	86,617	89,215	91,892	94,649	97,488	100,413	103,425	106,528	109,724	113,015	117,536	122,237	127,127
27	Hourly	$43.7248	$45.0366	$46.3877	$47.7793	$49.2127	$50.6891	$52.2097	$53.7760	$55.3893	$57.0510	$59.3330	$61.7063	$64.1746
	Annual	90,948	93,676	96,486	99,381	102,362	105,433	108,596	111,854	115,210	118,666	123,413	128,349	133,483
28	Hourly	$45.9111	$47.2884	$48.7071	$50.1683	$51.6733	$53.2235	$54.8202	$56.4648	$58.1588	$59.9035	$62.2997	$64.7917	$67.3833
	Annual	95,495	98,360	101,311	104,350	107,481	110,705	114,026	117,447	120,970	124,599	129,583	134,767	140,157
29	Hourly	$48.2066	$49.6528	$51.1424	$52.6767	$54.2570	$55.8847	$57.5612	$59.2881	$61.0667	$62.8987	$65.4147	$68.0313	$70.7525
	Annual	100,270	103,278	106,376	109,568	112,855	116,240	119,727	123,319	127,019	130,829	136,063	141,505	147,165
30	Hourly	$50.6170	$52.1355	$53.6995	$55.3105	$56.9698	$58.6789	$60.4393	$62.2525	$64.1200	$66.0437	$68.6854	$71.4328	$74.2901
	Annual	105,283	108,442	111,695	115,046	118,497	122,052	125,714	129,485	133,370	137,371	142,866	148,580	154,523
31	Hourly	$53.1478	$54.7422	$56.3845	$58.0760	$59.8183	$61.6129	$63.4613	$65.3651	$67.3261	$69.3458	$72.1197	$75.0045	$78.0046
	Annual	110,547	113,864	117,280	120,798	124,422	128,155	131,999	135,959	140,038	144,239	150,009	156,009	162,250
32	Hourly	$55.8052	$57.4794	$59.2037	$60.9798	$62.8092	$64.6935	$66.6343	$68.6334	$70.6924	$72.8131	$75.7257	$78.7547	$81.9049
	Annual	116,075	119,557	123,144	126,838	130,643	134,563	138,599	142,757	147,040	151,451	157,509	163,810	170,362
33	Hourly	$58.5955	$60.3533	$62.1639	$64.0288	$65.9497	$67.9282	$69.9660	$72.0650	$74.2270	$76.4538	$79.5119	$82.6924	$86.0001
	Annual	121,879	125,535	129,301	133,180	137,175	141,291	145,529	149,895	154,392	159,024	165,385	172,000	178,880
34	Hourly	$61.5252	$63.3710	$65.2721	$67.2303	$69.2472	$71.3246	$73.4643	$75.6683	$77.9383	$80.2765	$83.4875	$86.8270	$90.3001
	Annual	127,972	131,812	135,766	139,839	144,034	148,355	152,806	157,390	162,112	166,975	173,654	180,600	187,824
35	Hourly	$64.6015	$66.5395	$68.5357	$70.5918	$72.7095	$74.8908	$77.1376	$79.4517	$81.8352	$84.2903	$87.6619	$91.1684	$94.8151
	Annual	134,371	138,402	142,554	146,831	151,236	155,773	160,446	165,260	170,217	175,324	182,337	189,630	197,215
36	Hourly	$67.8316	$69.8665	$71.9625	$74.1214	$76.3450	$78.6354	$80.9944	$83.4243	$85.9270	$88.5048	$92.0450	$95.7268	$99.5559
	Annual	141,090	145,322	149,682	154,172	158,798	163,562	168,468	173,522	178,728	184,090	191,454	199,112	207,076
37	Hourly	$71.2231	$73.3598	$75.5606	$77.8275	$80.1623	$82.5671	$85.0442	$87.5955	$90.2233	$92.9300	$96.6473	$100.5131	$104.5337
	Annual	148,144	152,588	157,166	161,881	166,738	171,740	176,892	182,199	187,665	193,295	201,026	209,067	217,430
38	Hourly	$74.7843	$77.0278	$79.3387	$81.7188	$84.1704	$86.6955	$89.2964	$91.9753	$94.7345	$97.5766	$101.4796	$105.5388	$109.7604
	Annual	155,551	160,218	165,024	169,975	175,074	180,327	185,736	191,309	197,048	202,959	211,078	219,521	228,302
39	Hourly	$78.5235	$80.8792	$83.3056	$85.8048	$88.3789	$91.0303	$93.7612	$96.5740	$99.4712	$102.4554	$106.5536	$110.8157	$115.2484
	Annual	163,329	168,229	173,276	178,474	183,828	189,343	195,023	200,874	206,900	213,107	221,631	230,497	239,717
40	Hourly	$82.4497	$84.9232	$87.4709	$90.0950	$92.7979	$95.5818	$98.4492	$101.4027	$104.4448	$107.5781	$111.8813	$116.3565	$121.0108
	Annual	171,495	176,640	181,939	187,398	193,020	198,810	204,774	210,918	217,245	223,763	232,713	242,022	251,702

2% General Adjustment

5% between Grades

Contract Year 2024

Grades		Steps A	B	C	D	E	F	G	H	I	J	K	L	M
			1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.04	1.04	1.04
1	Hourly	$12.5431	$12.9194	$13.3070	$13.7062	$14.1174	$14.5409	$14.9772	$15.4265	$15.8893	$16.3660	$17.0206	$17.7014	$18.4095
	Annual	26,090	26,872	27,679	28,509	29,364	30,245	31,153	32,087	33,050	34,041	35,403	36,819	38,292
2	Hourly	$13.1703	$13.5654	$13.9724	$14.3915	$14.8233	$15.2680	$15.7260	$16.1978	$16.6837	$17.1843	$17.8716	$18.5865	$19.3300
	Annual	27,394	28,216	29,063	29,934	30,832	31,757	32,710	33,691	34,702	35,743	37,173	38,660	40,206
3	Hourly	$13.8288	$14.2437	$14.6710	$15.1111	$15.5645	$16.0314	$16.5123	$17.0077	$17.5179	$18.0435	$18.7652	$19.5158	$20.2965
	Annual	28,764	29,627	30,516	31,431	32,374	33,345	34,346	35,376	36,437	37,530	39,032	40,593	42,217
4	Hourly	$14.5203	$14.9559	$15.4045	$15.8667	$16.3427	$16.8330	$17.3380	$17.8581	$18.3938	$18.9456	$19.7035	$20.4916	$21.3113
	Annual	30,202	31,108	32,041	33,003	33,993	35,013	36,063	37,145	38,259	39,407	40,983	42,623	44,327
5	Hourly	$15.2463	$15.7037	$16.1748	$16.6600	$17.1598	$17.6746	$18.2048	$18.7510	$19.3135	$19.8929	$20.6886	$21.5162	$22.3768
	Annual	31,712	32,664	33,644	34,653	35,692	36,763	37,866	39,002	40,172	41,377	43,032	44,754	46,544
6	Hourly	$16.0086	$16.4888	$16.9835	$17.4930	$18.0178	$18.5583	$19.1151	$19.6885	$20.2792	$20.8876	$21.7231	$22.5920	$23.4957
	Annual	33,298	34,297	35,326	36,385	37,477	38,601	39,759	40,952	42,181	43,446	45,184	46,991	48,871
7	Hourly	$16.8090	$17.3133	$17.8327	$18.3677	$18.9187	$19.4863	$20.0708	$20.6730	$21.2932	$21.9320	$22.8092	$23.7216	$24.6705
	Annual	34,963	36,012	37,092	38,205	39,351	40,531	41,747	43,000	44,290	45,618	47,443	49,341	51,315
8	Hourly	$17.6495	$18.1790	$18.7243	$19.2861	$19.8646	$20.4606	$21.0744	$21.7066	$22.3578	$23.0286	$23.9497	$24.9077	$25.9040
	Annual	36,711	37,812	38,947	40,115	41,318	42,558	43,835	45,150	46,504	47,899	49,815	51,808	53,880
9	Hourly	$18.5319	$19.0879	$19.6605	$20.2504	$20.8579	$21.4836	$22.1281	$22.7920	$23.4757	$24.1800	$25.1472	$26.1531	$27.1992
	Annual	38,546	39,703	40,894	42,121	43,384	44,686	46,026	47,407	48,829	50,294	52,306	54,398	56,574
10	Hourly	$19.4585	$20.0423	$20.6436	$21.2629	$21.9008	$22.5578	$23.2345	$23.9315	$24.6495	$25.3890	$26.4045	$27.4607	$28.5592
	Annual	40,474	41,688	42,939	44,227	45,554	46,920	48,328	49,778	51,271	52,809	54,921	57,118	59,403
11	Hourly	$20.4315	$21.0444	$21.6757	$22.3260	$22.9958	$23.6857	$24.3962	$25.1281	$25.8820	$26.6584	$27.7248	$28.8338	$29.9871
	Annual	42,497	43,772	45,086	46,438	47,831	49,266	50,744	52,267	53,834	55,450	57,668	59,974	62,373
12	Hourly	$21.4530	$22.0966	$22.7595	$23.4423	$24.1456	$24.8700	$25.6161	$26.3845	$27.1761	$27.9914	$29.1110	$30.2754	$31.4865
	Annual	44,622	45,961	47,340	48,760	50,223	51,730	53,281	54,880	56,526	58,222	60,551	62,973	65,492
13	Hourly	$22.5257	$23.2015	$23.8975	$24.6144	$25.3529	$26.1135	$26.8969	$27.7038	$28.5349	$29.3909	$30.5666	$31.7892	$33.0608
	Annual	46,853	48,259	49,707	51,198	52,734	54,316	55,945	57,624	59,353	61,133	63,578	66,122	68,766
14	Hourly	$23.6520	$24.3615	$25.0924	$25.8452	$26.6205	$27.4191	$28.2417	$29.0889	$29.9616	$30.8605	$32.0949	$33.3787	$34.7138
	Annual	49,196	50,672	52,192	53,758	55,371	57,032	58,743	60,505	62,320	64,190	66,757	69,428	72,205
15	Hourly	$24.8346	$25.5796	$26.3470	$27.1374	$27.9515	$28.7901	$29.6538	$30.5434	$31.4597	$32.4035	$33.6996	$35.0476	$36.4495
	Annual	51,656	53,206	54,802	56,446	58,139	59,883	61,680	63,530	65,436	67,399	70,095	72,899	75,815
16	Hourly	$26.0763	$26.8586	$27.6644	$28.4943	$29.3491	$30.2296	$31.1365	$32.0706	$33.0327	$34.0237	$35.3846	$36.8000	$38.2720
	Annual	54,239	55,866	57,542	59,268	61,046	62,878	64,764	66,707	68,708	70,769	73,600	76,544	79,606
17	Hourly	$27.3801	$28.2015	$29.0476	$29.9190	$30.8166	$31.7411	$32.6933	$33.6741	$34.6843	$35.7248	$37.1538	$38.6400	$40.1856
	Annual	56,951	58,659	60,419	62,232	64,098	66,021	68,002	70,042	72,143	74,308	77,280	80,371	83,586
18	Hourly	$28.7491	$29.6116	$30.4999	$31.4149	$32.3574	$33.3281	$34.3280	$35.3578	$36.4185	$37.5111	$39.0115	$40.5720	$42.1949
	Annual	59,798	61,592	63,440	65,343	67,303	69,322	71,402	73,544	75,751	78,023	81,144	84,390	87,765
19	Hourly	$30.1866	$31.0922	$32.0249	$32.9857	$33.9753	$34.9945	$36.0444	$37.1257	$38.2395	$39.3866	$40.9621	$42.6006	$44.3046
	Annual	62,788	64,672	66,612	68,610	70,669	72,789	74,972	77,221	79,538	81,924	85,201	88,609	92,154
20	Hourly	$31.6959	$32.6468	$33.6262	$34.6350	$35.6740	$36.7442	$37.8466	$38.9820	$40.1514	$41.3560	$43.0102	$44.7306	$46.5198
	Annual	65,927	67,905	69,942	72,041	74,202	76,428	78,721	81,083	83,515	86,020	89,461	93,040	96,761

2% General Adjustment

5% between Grades

Contract Year 2024

Grades		Steps A	B	C	D	E	F	G	H	I	J	K	L	M
			1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.04	1.04	1.04
21	Hourly	$33.2807	$34.2791	$35.3075	$36.3667	$37.4577	$38.5815	$39.7389	$40.9311	$42.1590	$43.4238	$45.1607	$46.9672	$48.8458
	Annual	69,224	71,301	73,440	75,643	77,912	80,249	82,657	85,137	87,691	90,321	93,934	97,692	101,599
22	Hourly	$34.9447	$35.9931	$37.0729	$38.1851	$39.3306	$40.5105	$41.7258	$42.9776	$44.2670	$45.5950	$47.4188	$49.3155	$51.2881
	Annual	72,685	74,866	77,112	79,425	81,808	84,262	86,790	89,393	92,075	94,838	98,631	102,576	106,679
23	Hourly	$36.6920	$37.7927	$38.9265	$40.0943	$41.2971	$42.5361	$43.8121	$45.1265	$46.4803	$47.8747	$49.7897	$51.7813	$53.8525
	Annual	76,319	78,609	80,967	83,396	85,898	88,475	91,129	93,863	96,679	99,579	103,563	107,705	112,013
24	Hourly	$38.5266	$39.6824	$40.8728	$42.0990	$43.3620	$44.6629	$46.0027	$47.3828	$48.8043	$50.2684	$52.2792	$54.3704	$56.5452
	Annual	80,135	82,539	85,016	87,566	90,193	92,899	95,686	98,556	101,513	104,558	108,741	113,090	117,614
25	Hourly	$40.4529	$41.6665	$42.9165	$44.2040	$45.5301	$46.8960	$48.3029	$49.7520	$51.2445	$52.7819	$54.8931	$57.0889	$59.3724
	Annual	84,142	86,666	89,266	91,944	94,703	97,544	100,470	103,484	106,589	109,786	114,178	118,745	123,495
26	Hourly	$42.4756	$43.7498	$45.0623	$46.4142	$47.8066	$49.2408	$50.7180	$52.2396	$53.8068	$55.4210	$57.6378	$59.9433	$62.3410
	Annual	88,349	91,000	93,730	96,541	99,438	102,421	105,494	108,658	111,918	115,276	119,887	124,682	129,669
27	Hourly	$44.5993	$45.9373	$47.3154	$48.7349	$50.1969	$51.7028	$53.2539	$54.8515	$56.4971	$58.1920	$60.5197	$62.9405	$65.4581
	Annual	92,767	95,550	98,416	101,369	104,410	107,542	110,768	114,091	117,514	121,039	125,881	130,916	136,153
28	Hourly	$46.8293	$48.2342	$49.6812	$51.1716	$52.7068	$54.2880	$55.9166	$57.5941	$59.3220	$61.1016	$63.5457	$66.0875	$68.7310
	Annual	97,405	100,327	103,337	106,437	109,630	112,919	116,307	119,796	123,390	127,091	132,175	137,462	142,960
29	Hourly	$49.1708	$50.6459	$52.1653	$53.7302	$55.3421	$57.0024	$58.7125	$60.4738	$62.2880	$64.1567	$66.7230	$69.3919	$72.1676
	Annual	102,275	105,343	108,504	111,759	115,112	118,565	122,122	125,786	129,559	133,446	138,784	144,335	150,109
30	Hourly	$51.6293	$53.1782	$54.7735	$56.4167	$58.1092	$59.8525	$61.6481	$63.4975	$65.4025	$67.3645	$70.0591	$72.8615	$75.7759
	Annual	107,389	110,611	113,929	117,347	120,867	124,493	128,228	132,075	136,037	140,118	145,723	151,552	157,614
31	Hourly	$54.2108	$55.8371	$57.5122	$59.2376	$61.0147	$62.8451	$64.7305	$66.6724	$68.6726	$70.7328	$73.5621	$76.5045	$79.5647
	Annual	112,758	116,141	119,625	123,214	126,911	130,718	134,639	138,679	142,839	147,124	153,009	159,129	165,495
32	Hourly	$56.9213	$58.6289	$60.3878	$62.1994	$64.0654	$65.9874	$67.9670	$70.0060	$72.1062	$74.2694	$77.2402	$80.3298	$83.5430
	Annual	118,396	121,948	125,607	129,375	133,256	137,254	141,371	145,613	149,981	154,480	160,660	167,086	173,769
33	Hourly	$59.7674	$61.5604	$63.4072	$65.3094	$67.2687	$69.2868	$71.3654	$73.5063	$75.7115	$77.9829	$81.1022	$84.3463	$87.7201
	Annual	124,316	128,046	131,887	135,844	139,919	144,116	148,440	152,893	157,480	162,204	168,693	175,440	182,458
34	Hourly	$62.7557	$64.6384	$66.5776	$68.5749	$70.6321	$72.7511	$74.9336	$77.1816	$79.4971	$81.8820	$85.1573	$88.5636	$92.1061
	Annual	130,532	134,448	138,481	142,636	146,915	151,322	155,862	160,538	165,354	170,315	177,127	184,212	191,581
35	Hourly	$65.8935	$67.8703	$69.9064	$72.0036	$74.1637	$76.3887	$78.6803	$81.0407	$83.4719	$85.9761	$89.4151	$92.9917	$96.7114
	Annual	137,059	141,170	145,405	149,768	154,261	158,888	163,655	168,565	173,622	178,830	185,983	193,423	201,160
36	Hourly	$69.1882	$71.2638	$73.4018	$75.6038	$77.8719	$80.2081	$82.6143	$85.0928	$87.6455	$90.2749	$93.8859	$97.6413	$101.5470
	Annual	143,911	148,229	152,676	157,256	161,974	166,833	171,838	176,993	182,303	187,772	195,283	203,094	211,218
37	Hourly	$72.6476	$74.8270	$77.0718	$79.3840	$81.7655	$84.2185	$86.7450	$89.3474	$92.0278	$94.7887	$98.5802	$102.5234	$106.6243
	Annual	151,107	155,640	160,309	165,119	170,072	175,174	180,430	185,843	191,418	197,160	205,047	213,249	221,779
38	Hourly	$76.2800	$78.5684	$80.9254	$83.3532	$85.8538	$88.4294	$91.0823	$93.8148	$96.6292	$99.5281	$103.5092	$107.6496	$111.9556
	Annual	158,662	163,422	168,325	173,375	178,576	183,933	189,451	195,135	200,989	207,018	215,299	223,911	232,868
39	Hourly	$80.0940	$82.4968	$84.9717	$87.5209	$90.1465	$92.8509	$95.6364	$98.5055	$101.4607	$104.5045	$108.6847	$113.0321	$117.5533
	Annual	166,595	171,593	176,741	182,043	187,505	193,130	198,924	204,891	211,038	217,369	226,064	235,107	244,511
40	Hourly	$84.0987	$86.6216	$89.2203	$91.8969	$94.6538	$97.4934	$100.4182	$103.4308	$106.5337	$109.7297	$114.1189	$118.6837	$123.4310
	Annual	174,925	180,173	185,578	191,146	196,880	202,786	208,870	215,136	221,590	228,238	237,367	246,862	256,736

2% General Adjustment

5% between Grades

Contract Year 2024 Effective July 1

Grades		Steps A	B	C	D	E	F	G	H	I	J	K	L	M
			1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.04	1.04	1.04
1	Hourly	$12.7940	$13.1778	$13.5732	$13.9804	$14.3998	$14.8318	$15.2767	$15.7350	$16.2071	$16.6933	$17.3610	$18.0555	$18.7777
	Annual	26,612	27,410	28,232	29,079	29,952	30,850	31,776	32,729	33,711	34,722	36,111	37,555	39,058
2	Hourly	$13.4337	$13.8367	$14.2518	$14.6794	$15.1198	$15.5734	$16.0406	$16.5218	$17.0174	$17.5279	$18.2291	$18.9582	$19.7166
	Annual	27,942	28,780	29,644	30,533	31,449	32,393	33,364	34,365	35,396	36,458	37,916	39,433	41,010
3	Hourly	$14.1054	$14.5286	$14.9644	$15.4133	$15.8757	$16.3520	$16.8426	$17.3479	$17.8683	$18.4043	$19.1405	$19.9061	$20.7024
	Annual	29,339	30,219	31,126	32,060	33,022	34,012	35,033	36,084	37,166	38,281	39,812	41,405	43,061
4	Hourly	$14.8107	$15.2550	$15.7126	$16.1840	$16.6695	$17.1696	$17.6847	$18.2153	$18.7617	$19.3246	$20.0975	$20.9014	$21.7375
	Annual	30,806	31,730	32,682	33,663	34,673	35,713	36,784	37,888	39,024	40,195	41,803	43,475	45,214
5	Hourly	$15.5512	$16.0177	$16.4983	$16.9932	$17.5030	$18.0281	$18.5689	$19.1260	$19.6998	$20.2908	$21.1024	$21.9465	$22.8244
	Annual	32,346	33,317	34,316	35,346	36,406	37,498	38,623	39,782	40,976	42,205	43,893	45,649	47,475
6	Hourly	$16.3288	$16.8186	$17.3232	$17.8429	$18.3782	$18.9295	$19.4974	$20.0823	$20.6848	$21.3053	$22.1575	$23.0438	$23.9656
	Annual	33,964	34,983	36,032	37,113	38,227	39,373	40,555	41,771	43,024	44,315	46,088	47,931	49,848
7	Hourly	$17.1452	$17.6596	$18.1893	$18.7350	$19.2971	$19.8760	$20.4723	$21.0864	$21.7190	$22.3706	$23.2654	$24.1960	$25.1639
	Annual	35,662	36,732	37,834	38,969	40,138	41,342	42,582	43,860	45,176	46,531	48,392	50,328	52,341
8	Hourly	$18.0025	$18.5425	$19.0988	$19.6718	$20.2619	$20.8698	$21.4959	$22.1408	$22.8050	$23.4891	$24.4287	$25.4058	$26.4221
	Annual	37,445	38,568	39,726	40,917	42,145	43,409	44,711	46,053	47,434	48,857	50,812	52,844	54,958
9	Hourly	$18.9026	$19.4697	$20.0537	$20.6554	$21.2750	$21.9133	$22.5707	$23.2478	$23.9452	$24.6636	$25.6501	$26.6761	$27.7432
	Annual	39,317	40,497	41,712	42,963	44,252	45,580	46,947	48,355	49,806	51,300	53,352	55,486	57,706
10	Hourly	$19.8477	$20.4431	$21.0564	$21.6881	$22.3388	$23.0089	$23.6992	$24.4102	$25.1425	$25.8968	$26.9326	$28.0099	$29.1303
	Annual	41,283	42,522	43,797	45,111	46,465	47,859	49,294	50,773	52,296	53,865	56,020	58,261	60,591
11	Hourly	$20.8401	$21.4653	$22.1093	$22.7725	$23.4557	$24.1594	$24.8842	$25.6307	$26.3996	$27.1916	$28.2793	$29.4104	$30.5868
	Annual	43,347	44,648	45,987	47,367	48,788	50,252	51,759	53,312	54,911	56,559	58,821	61,174	63,621
12	Hourly	$21.8821	$22.5386	$23.2147	$23.9112	$24.6285	$25.3674	$26.1284	$26.9122	$27.7196	$28.5512	$29.6932	$30.8810	$32.1162
	Annual	45,515	46,880	48,287	49,735	51,227	52,764	54,347	55,977	57,657	59,386	61,762	64,232	66,802
13	Hourly	$22.9762	$23.6655	$24.3755	$25.1067	$25.8599	$26.6357	$27.4348	$28.2578	$29.1056	$29.9787	$31.1779	$32.4250	$33.7220
	Annual	47,791	49,224	50,701	52,222	53,789	55,402	57,064	58,776	60,540	62,356	64,850	67,444	70,142
14	Hourly	$24.1250	$24.8488	$25.5942	$26.3621	$27.1529	$27.9675	$28.8065	$29.6707	$30.5608	$31.4777	$32.7368	$34.0463	$35.4081
	Annual	50,180	51,685	53,236	54,833	56,478	58,172	59,918	61,715	63,567	65,474	68,093	70,816	73,649
15	Hourly	$25.3313	$26.0912	$26.8739	$27.6802	$28.5106	$29.3659	$30.2469	$31.1543	$32.0889	$33.0516	$34.3736	$35.7486	$37.1785
	Annual	52,689	54,270	55,898	57,575	59,302	61,081	62,913	64,801	66,745	68,747	71,497	74,357	77,331
16	Hourly	$26.5978	$27.3958	$28.2176	$29.0642	$29.9361	$30.8342	$31.7592	$32.7120	$33.6933	$34.7041	$36.0923	$37.5360	$39.0374
	Annual	55,323	56,983	58,693	60,453	62,267	64,135	66,059	68,041	70,082	72,185	75,072	78,075	81,198
17	Hourly	$27.9277	$28.7656	$29.6285	$30.5174	$31.4329	$32.3759	$33.3472	$34.3476	$35.3780	$36.4393	$37.8969	$39.4128	$40.9893
	Annual	58,090	59,832	61,627	63,476	65,380	67,342	69,362	71,443	73,586	75,794	78,826	81,979	85,258
18	Hourly	$29.3241	$30.2038	$31.1099	$32.0432	$33.0045	$33.9947	$35.0145	$36.0650	$37.1469	$38.2613	$39.7918	$41.3834	$43.0388
	Annual	60,994	62,824	64,709	66,650	68,649	70,709	72,830	75,015	77,266	79,584	82,767	86,078	89,521
19	Hourly	$30.7903	$31.7140	$32.6654	$33.6454	$34.6548	$35.6944	$36.7652	$37.8682	$39.0042	$40.1744	$41.7813	$43.4526	$45.1907
	Annual	64,044	65,965	67,944	69,982	72,082	74,244	76,472	78,766	81,129	83,563	86,905	90,381	93,997
20	Hourly	$32.3298	$33.2997	$34.2987	$35.3277	$36.3875	$37.4791	$38.6035	$39.7616	$40.9545	$42.1831	$43.8704	$45.6252	$47.4502
	Annual	67,246	69,263	71,341	73,482	75,686	77,957	80,295	82,704	85,185	87,741	91,250	94,900	98,697

2% General Adjustment

5% between Grades

Contract Year 2024 Effective July 1

Grades		Steps A	B	C	D	E	F	G	H	I	J	K	L	M
			1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.04	1.04	1.04
21	Hourly	$33.9463	$34.9647	$36.0137	$37.0941	$38.2069	$39.3531	$40.5337	$41.7497	$43.0022	$44.2922	$46.0639	$47.9065	$49.8228
	Annual	70,608	72,727	74,908	77,156	79,470	81,854	84,310	86,839	89,445	92,128	95,813	99,646	103,631
22	Hourly	$35.6436	$36.7129	$37.8143	$38.9488	$40.1172	$41.3207	$42.5604	$43.8372	$45.1523	$46.5069	$48.3671	$50.3018	$52.3139
	Annual	74,139	76,363	78,654	81,013	83,444	85,947	88,526	91,181	93,917	96,734	100,604	104,628	108,813
23	Hourly	$37.4258	$38.5486	$39.7051	$40.8962	$42.1231	$43.3868	$44.6884	$46.0290	$47.4099	$48.8322	$50.7855	$52.8169	$54.9296
	Annual	77,846	80,181	82,587	85,064	87,616	90,245	92,952	95,740	98,613	101,571	105,634	109,859	114,254
24	Hourly	$39.2971	$40.4760	$41.6903	$42.9410	$44.2292	$45.5561	$46.9228	$48.3305	$49.7804	$51.2738	$53.3248	$55.4578	$57.6761
	Annual	81,738	84,190	86,716	89,317	91,997	94,757	97,599	100,527	103,543	106,650	110,916	115,352	119,966
25	Hourly	$41.2620	$42.4998	$43.7748	$45.0881	$46.4407	$47.8339	$49.2689	$50.7470	$52.2694	$53.8375	$55.9910	$58.2306	$60.5599
	Annual	85,825	88,400	91,052	93,783	96,597	99,495	102,479	105,554	108,720	111,982	116,461	121,120	125,965
26	Hourly	$43.3251	$44.6248	$45.9636	$47.3425	$48.7627	$50.2256	$51.7324	$53.2844	$54.8829	$56.5294	$58.7906	$61.1422	$63.5879
	Annual	90,116	92,820	95,604	98,472	101,426	104,469	107,603	110,831	114,156	117,581	122,284	127,176	132,263
27	Hourly	$45.4913	$46.8561	$48.2617	$49.7096	$51.2009	$52.7369	$54.3190	$55.9486	$57.6270	$59.3558	$61.7301	$64.1993	$66.7673
	Annual	94,622	97,461	100,384	103,396	106,498	109,693	112,984	116,373	119,864	123,460	128,399	133,535	138,876
28	Hourly	$47.7659	$49.1989	$50.6748	$52.1951	$53.7609	$55.3737	$57.0350	$58.7460	$60.5084	$62.3236	$64.8166	$67.4093	$70.1056
	Annual	99,353	102,334	105,404	108,566	111,823	115,177	118,633	122,192	125,857	129,633	134,819	140,211	145,820
29	Hourly	$50.1542	$51.6588	$53.2086	$54.8048	$56.4490	$58.1424	$59.8867	$61.6833	$63.5338	$65.4398	$68.0574	$70.7797	$73.6109
	Annual	104,321	107,450	110,674	113,994	117,414	120,936	124,564	128,301	132,150	136,115	141,559	147,222	153,111
30	Hourly	$52.6619	$54.2417	$55.8690	$57.5451	$59.2714	$61.0496	$62.8810	$64.7675	$66.7105	$68.7118	$71.4603	$74.3187	$77.2914
	Annual	109,537	112,823	116,208	119,694	123,285	126,983	130,793	134,716	138,758	142,921	148,637	154,583	160,766
31	Hourly	$55.2950	$56.9538	$58.6624	$60.4223	$62.2350	$64.1020	$66.0251	$68.0058	$70.0460	$72.1474	$75.0333	$78.0346	$81.1560
	Annual	115,014	118,464	122,018	125,678	129,449	133,332	137,332	141,452	145,696	150,067	156,069	162,312	168,805
32	Hourly	$58.0597	$59.8015	$61.5956	$63.4434	$65.3467	$67.3071	$69.3264	$71.4061	$73.5483	$75.7548	$78.7850	$81.9364	$85.2138
	Annual	120,764	124,387	128,119	131,962	135,921	139,999	144,199	148,525	152,981	157,570	163,873	170,428	177,245
33	Hourly	$60.9627	$62.7916	$64.6753	$66.6156	$68.6141	$70.6725	$72.7927	$74.9764	$77.2257	$79.5425	$82.7242	$86.0332	$89.4745
	Annual	126,802	130,607	134,525	138,560	142,717	146,999	151,409	155,951	160,630	165,448	172,066	178,949	186,107
34	Hourly	$64.0108	$65.9312	$67.9091	$69.9464	$72.0448	$74.2061	$76.4323	$78.7253	$81.0870	$83.5196	$86.8604	$90.3348	$93.9482
	Annual	133,143	137,137	141,251	145,488	149,853	154,349	158,979	163,749	168,661	173,721	180,670	187,896	195,412
35	Hourly	$67.2114	$69.2277	$71.3046	$73.4437	$75.6470	$77.9164	$80.2539	$82.6615	$85.1414	$87.6956	$91.2034	$94.8516	$98.6456
	Annual	139,800	143,994	148,313	152,763	157,346	162,066	166,928	171,936	177,094	182,407	189,703	197,291	205,183
36	Hourly	$70.5720	$72.6891	$74.8698	$77.1159	$79.4294	$81.8122	$84.2666	$86.7946	$89.3984	$92.0804	$95.7636	$99.5942	$103.5779
	Annual	146,790	151,193	155,729	160,401	165,213	170,169	175,275	180,533	185,949	191,527	199,188	207,156	215,442
37	Hourly	$74.1006	$76.3236	$78.6133	$80.9717	$83.4008	$85.9029	$88.4799	$91.1343	$93.8684	$96.6844	$100.5518	$104.5739	$108.7568
	Annual	154,129	158,753	163,516	168,421	173,474	178,678	184,038	189,559	195,246	201,104	209,148	217,514	226,214
38	Hourly	$77.8056	$80.1398	$82.5439	$85.0203	$87.5709	$90.1980	$92.9039	$95.6911	$98.5618	$101.5186	$105.5794	$109.8026	$114.1947
	Annual	161,836	166,691	171,691	176,842	182,147	187,612	193,240	199,037	205,009	211,159	219,605	228,389	237,525
39	Hourly	$81.6959	$84.1467	$86.6711	$89.2713	$91.9494	$94.7079	$97.5491	$100.4756	$103.4899	$106.5946	$110.8584	$115.2927	$119.9044
	Annual	169,927	175,025	180,276	185,684	191,255	196,992	202,902	208,989	215,259	221,717	230,585	239,809	249,401
40	Hourly	$85.7807	$88.3541	$91.0047	$93.7348	$96.5469	$99.4433	$102.4266	$105.4994	$108.6644	$111.9243	$116.4013	$121.0573	$125.8996
	Annual	178,424	183,776	189,290	194,968	200,818	206,842	213,047	219,439	226,022	232,803	242,115	251,799	261,871

LETTER OF AGREEMENT

**BETWEEN COUNTY OF STEARNS AND
THE AMERICAN FEDERATION OF STATE, COUNTY AND
MUNICIPAL EMPLOYEES, AFL-CIO, COUNCIL #65, LOCAL UNION 748D
HUMAN SERVICES UNIT
AND
MINNESOTA NURSES ASSOCIATION**

This Letter of Agreement is entered into between the County of Stearns (hereafter "County") and AFL-CIO, COUNCIL #65, LOCAL UNION 748D HUMAN SERVICES UNIT AND MINNESOTA NURSES ASSOCIATION (hereafter "Union").

WHEREAS, the County and the Union are parties to a Labor Agreement in effect January 1, 2022 to December 31, 2024;

WHEREAS, the County wishes to offer a pilot program when using bilingual fluency, incorporating the skills of our employees, to offer a higher standard of service for the people we service within the community.

Be it resolved that the parties hereto agree as follows:

1. Employees who have bilingual fluency in Spanish and Somali languages shall have the opportunity to provide services for clients of the Human Services department.
2. The County reserves the right to require testing of employees to demonstrate their ability to provide bilingual fluency services.
3. Participation in the bilingual fluency pilot program is at the discretion of the employee and is not a requirement of a classification.
4. An additional $1.00/hour will be paid when using bilingual fluency.

This Letter of Agreement will expire on December 31, 2022. Upon expiration, this Letter of Agreement shall not operate as a waiver of any County or Union rights; shall not set precedent in any future grievance, contractual or other bargaining dispute; and shall not be used as evidence of a binding past practice.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed this 24 day of August, 2022.

FOR:
COUNTY OF STEARNS

FOR:
THE AMERICAN FEDERATION OF
STATE, COUNTY AND MUNICIPAL EMPLOYEES,
COUNCIL #65, LOCAL UNION #748D AND
MINNESOTA NURSES ASSOCIATION

Luke Langner

LETTER OF AGREEMENT

**BETWEEN COUNTY OF STEARNS AND
THE AMERICAN FEDERATION OF STATE, COUNTY AND
MUNICIPAL EMPLOYEES, AFL-CIO, COUNCIL #65, LOCAL UNION 748D
HUMAN SERVICES UNIT
AND
MINNESOTA NURSES ASSOCIATION**

This Letter of Agreement is entered into between the County of Stearns (hereafter "County") and AFL-CIO, COUNCIL #65, LOCAL UNION 748D HUMAN SERVICES UNIT AND MINNESOTA NURSES ASSOCIATION (hereafter "Union").

WHEREAS, the County and the Union are parties to a Labor Agreement in effect January 1, 2022 to December 31, 2024;

WHEREAS, due to an emergent need to supervise a child(ren) after removal from living situation and no emergency care or housing can be found, is piloting a program for mileage compensation.

Be it resolved that the parties hereto agree as follows:

1. The County will provide mileage compensation to community corrections and/or social worker employees who provide supervision to the child(ren) on a temporary basis, until care can be found.
2. Care will take place at the Stearns County Administration Building, the Waite Park Service Center or another designated location, as approved by the division director.
3. The employee will be compensated mileage, without deducting normal commute mileage to the office regardless if it is the first trip of the day.

This Letter of Agreement will expire on December 31, 2022. Upon expiration, this Letter of Agreement shall not operate as a waiver of any County or Union rights; shall not set precedent in any future grievance, contractual or other bargaining dispute; and shall not be used as evidence of a binding past practice.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed this 24 day of August, 2022.

FOR:
STEARNS COUNTY

FOR:
THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO, LOCAL UNION #748

	Kaysie Lu
Jennifer Horsley	Luke Langner