



Collective Bargaining Agreement
Between
AFSCME Council 65, Local 3205, AFL-CIO
And
Kittson County
1/1/2022 - 12/31/2023

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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.



**COLLECTIVE BARGAINING
AGREEMENT**

BETWEEN

**KITTSOON COUNTY
HALLOCK, MINNESOTA**

AND

LOCAL 3205

COUNCIL 65

**AMERICAN FEDERATION OF STATE, COUNTY AND
MUNICIPAL EMPLOYEES**

REPRESENTING

KITTSOON COUNTY COURTHOUSE AND SOCIAL SERVICES EMPLOYEES

EFFECTIVE JANUARY 1, 2022 THROUGH DECEMBER 31, 2023

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ARTICLE 1
PURPOSE OF AGREEMENT

- 1.1 This Agreement is entered into between Kittson County, Hallock, Minnesota, hereinafter called the Employer, and the American Federation of State, County and Municipal Employees, Council 65, Local 3205, hereinafter called the Union, pursuant to and in compliance with the Public Employment Labor Relations Act of 1971 as amended, hereinafter called "PELRA", to provide the terms and conditions of employment for the described unit during the duration of this Agreement.
- 1.2 The intent and purpose of this Agreement is to:
- 1.2.1 Assure sound and mutually beneficial working and economic relationships between the parties hereto;
- 1.2.2 Establish procedures for the resolution of disputes concerning this Agreement's interpretation and/or application;
- 1.2.3 Place in written form the parties complete Agreement upon terms and conditions of employment for the duration of this Agreement.

ARTICLE 2
RECOGNITION OF EXCLUSIVE REPRESENTATIVE

- 2.1 The Employer recognizes the Union as the Exclusive Representative for all employees employed by Kittson County, Hallock, Minnesota, who are public employees within the meaning of Minn. Stat. 179A.03 Subd. 14, excluding Highway Department, essential employees of the Sheriff's Department, supervisory, and confidential employees (BMS Case No. 21PCE2324).

ARTICLE 3
DEFINITIONS

- 3.1 Definitions:

Continuous Service: Unceasing service from last date of hire, including approved leaves of absence and periods of layoff if return from layoff was upon recall.

Days: Unless otherwise indicated, means working days. (Monday through Friday, exclusive of holidays)

Employee: A member of the exclusively recognized bargaining unit defined in the Agreement.

Employer: Kittson County Board of Commissioners and its designated representatives.

Regular Full-Time Employee: A member of the exclusively recognized bargaining unit defined in this Agreement who has completed the required probationary period for newly hired or rehired employees and who is regularly scheduled to work the normal work hours established for the department.

Regular (Benefit-Eligible) Part-Time Employee: A member of the exclusively recognized bargaining unit defined in this Agreement who has completed the required probationary period for newly

hired or rehired employees and who is regularly scheduled to work less than the normal work hours established for the department. Regular part-time employees are eligible for pro-rated fringe benefits if provided for by the language of this Agreement and if eligible under the applicable benefits plan documents.

Layoff: Separation from service with the Employer, necessitated by lack of work, lack of funds, or other reasons without reference to an employee's performance, incompetence, misconduct, or other behavioral considerations.

Leave of Absence: An approved absence from work duty during a scheduled work period with or without compensation.

Probationary Period: The first twelve (12) months of service of newly hired or rehired employees.

Promotion: A change of an employee from a position in one's work classification to a position in another work classification with more responsible duties and higher compensation.

Pyramiding: The payment of more than one form of premium compensation for the same hours of work.

Seniority: Length of continuous service with Kittson County established by Article 15 (Seniority).

Transfer: A change of an employee from one position to another position in the same compensation range, usually involving the performance of similar duties and requiring essentially the same basic qualifications.

Trial Period: The six (6) months of service in a new position of a promoted or transferred employee.

Union: Local 3205, Council 65, American Federation of State, County and Municipal Employees.

Union Officer: A duly elected or appointed representative of AFSCME Local 3205.

Union Representative: American Federation of State, County and Municipal Employees, Council 65.

ARTICLE 4 UNION SECURITY

4.1 Dues Deduction: The Employer shall deduct from the wages of the employees who authorize such a deduction in writing an amount necessary to cover monthly Union dues and other Union approved deductions. Monthly dues, together with a list of employees from whom deductions were made and the amount of such deductions, shall be forwarded to the Union office in St. Cloud, Minnesota.

Amount of Dues: Union shall certify to the Employer, in writing, the current amount of regular dues to be withheld.

Service Fee: Any employee notifying the Union of their desire to no longer be a member of the Union shall not be required to pay a service fee. Employees may choose to pay a service fee and

"opt in" by filling out the proper form with the Union. A copy of the opt in form shall be delivered to the Employer, and the Employer shall deduct a service fee for non-members who opt in and give their authorization in writing. Any dispute by an employee as to the amount of the service fee shall be resolved by the employee and Union and shall not be subject to grievance under this Agreement.

Equal Representation: Union agrees to fairly represent all members of the bargaining unit regardless of Union membership or non-membership or any other factor.

No Individual Agreement: The Employer agrees not to enter into any additional agreements with employees, individually or collectively, concerning any terms and conditions of employment.

Union Steward and Officers: The Union may designate members to act as stewards or officers and shall inform the Employer in writing of such choice and of any changes in stewards or officers.

Union Postings and Meetings: The Employer agrees to make space available on the Employer bulletin board for the posting of Union notice(s) and announcements and to make space available for Union meetings when it does not conflict with the operation of the department. It is specifically understood that no notice(s) of a political or inflammatory nature shall be posted.

Union Business: The Employer agrees to allow the officers and stewards of the bargaining unit reasonable time off and leaves of absence, with prior approval and without pay, for the purpose of conducting Union business when such time will not unduly interfere with the operations of the department.

Union Visitation: Non-employee representatives of the Union, previously verified to the Employer, shall be permitted to visit the premises of the Employer for the purpose of investigating grievances or conducting Union business, provided the Union representative first notifies and receives approval from the Employer's County Administrator and does not interfere with the work of the employees. The Union agrees there shall be no solicitation for membership, signing up of members, collection of initiation fees, dues, fines, or assessments, meetings, or other Union activities on the Employer's time. The Union shall not use the Employer's premises, equipment, or facilities for Union business without the prior approval of the Employer.

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

ARTICLE 5 EMPLOYER RIGHTS

- 5.1 It is recognized by both parties that the Employer maintains full and unrestricted inherent managerial rights which include, but are not limited to, areas of discretion or policy, functions, and programs; the 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; and to comply with all laws of the State and Federal Government, including but not

limited to the Civil Rights Act of 1964 as amended; the Occupational Safety and Health Act; and the Equal Employment Opportunity Act. Any term or 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. Failure of the Employer to exercise an inherent managerial right at any point does not create a past practice and does not preclude exercising any inherent managerial right in the future.

ARTICLE 6
GRIEVANCE PROCEDURE

- 6.1 **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.
- 6.2 **Union Representatives:** 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 will notify the Employer in writing of the names of such Union representatives and their successors.
- 6.3 **Processing of a Grievance:** It is recognized and accepted by the Union and the Employer that the processing of grievances as hereinafter provided is limited by the job duties and responsibilities of the employees and will therefore be accomplished during normal working hours only when consistent with such employees' duties and responsibilities. The aggrieved employee and the Union representative/Union officer will be allowed a reasonable amount of time, without loss in pay, to investigate a grievance and to attend meetings or hearings pursuant to this Article provided the employee and the Union representative/Union officer have notified and receive the approval of the Employer, who has determined such absence is reasonable and would not be detrimental to the work programs of the Employer.
- 6.4 **Procedure:** Grievances, as defined by Section 6.1 above, will be resolved in conformance with the following procedure:

Step 1: An employee claiming a violation concerning the interpretation or application of this Agreement will, within twenty-one (21) calendar days after such alleged violation has occurred, present such grievance in writing to the employee's supervisor as designated by the Employer. The supervisor will discuss and give an answer to such Step 1 grievance within ten (10) calendar days after receipt of the Step 1 grievance.

A grievance not resolved in Step 1 and appealed to Step 2 will 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, and the remedy requested, and will be appealed to Step 2 by the Union within ten (10) calendar days after the supervisor's answer in Step 1 or the grievance will be considered waived.

Step 2: If appealed, the written Step 2 grievance will be presented by the Union and discussed with the Employer's designated Step 2 representative. The Employer's designated Step 2 representative will 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 by the Union within ten (10) calendar days after the Employer's answer in Step 2 or the grievance will be considered waived.

Step 3: If appealed, the written Step 3 grievance shall be presented by the Union and discussed with the Employer's designated Step 3 representative. The Employer's designated Step 3 representative will give the Union the Employer's Step 3 answer in writing within ten (10) calendar days after receipt of such Step 3 grievance.

A grievance not resolved in Step 3 may be appealed to Step 4 by the Union within ten (10) calendar days after the Employer's answer in Step 3 or the grievance will be considered waived.

Step 3A: After exhaustion of the grievance procedure Steps 1 through 3, and prior to requesting arbitration, a grievance unresolved in Step 3 may, by mutual agreement of the parties, be submitted to mediation through the Bureau of Mediation Services. Such request must be made within ten (10) calendar days following the Employer's answer in Step 3. The time limit for requesting arbitration is tolled during the mediation process. A submission to mediation tolls the timelines for filing Step 4.

Step 4: A grievance unresolved in Step 3 and appealed to Step 4 by the Union may be submitted to arbitration subject to the provisions of the Public Employees Labor Relations Act of 1971 as amended. The selection of an arbitrator will be made in accordance with the "Rules Governing the Arbitration of Grievances" as established by the Bureau of Mediation Services.

- 6.5 Arbitrator's Authority: The arbitrator will 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 to the Employer in Step 1 of the grievance procedure by the Union and the issue(s) submitted at the hearing by the Employer, and will have no authority to make a decision on any other issue not so submitted.

The arbitrator will be without power to make decisions contrary to, or inconsistent with, or modifying or varying in any way the application of laws, rules, or regulations having the force and effect of law. The arbitrator's decision will 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 will be binding on both the Employer and the Union and will be based solely on the arbitrator's interpretation or application of the express terms of this Agreement and to the facts of the grievance.

- 6.6 Arbitrator's Fees: The fees and expenses for the arbitrator's services and proceedings will be borne equally by the Employer and the Union, provided that each party will 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 will be shared equally.

- 6.7 Waiver: If a grievance is not presented within the time limits set forth above, it will be considered "waived." If a grievance is not appealed to the next step within the specified time limit or any agreed upon extension thereof, it will 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 grievance shall be considered as denied at that step, and the Union may

immediately appeal the grievance to the next step. The time limit in each step may be extended by mutual agreement of the Employer and the Union.

- 6.8 Resolution: If a grievance is resolved in Step 1, Step 2, or Step 3 of the grievance procedure, the final resolution of the grievance shall be placed in written form and signed by the Union and the Employer.
- 6.9 Choice of Remedy: If, as a result of the written Employer response in Step 3, 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 to Step 4 of Article 6 or a procedure such as: Civil Service, Veterans Preference, or Human Rights. If appealed to any procedure other than Step 4 of Article 6, the grievance is not subject to the arbitration procedure as provided in Step 4 of Article 6. The aggrieved employee shall indicate in writing which procedure is to be utilized, Step 4 of Article 6 or another appeal procedure, and shall sign a statement to the effect that the choice of any other procedure precludes the aggrieved employee from making an additional appeal through Step 4 of Article 6.

ARTICLE 7

HOURS OF WORK, OVERTIME, PREMIUM PAY, AND COMPENSATORY TIME

- 7.1 This Article is intended only to define the normal hours of work and to provide the basis for calculation of overtime pay and other premium pay.
- 7.2 Employer maintains its inherent managerial right to manage its workforce.
- 7.3 Regular Full-Time Work Week: The work week shall be either forty (40) or thirty-seven and one-half (37.5) hours per week for regular full-time employees. Courthouse and Social Services regular hours of operation are currently Monday through Friday 8:30 a.m. to 4:30 p.m. The Employer will assign shifts, starting, and quitting times at its discretion which will typically range between 8:00 a.m. and 5:00 p.m. for office employees.
- 7.4 Overtime and Compensatory Time: Overtime must be authorized by the supervisor.

For regular full-time employees working thirty-seven and one-half (37.5) hours per week, all hours worked between thirty-seven and one-half (37.5) hours and forty (40) hours per week shall be compensated at the employee's regular hourly rate of pay. The employee has the choice to take either straight time pay or straight time compensatory time added to the employee's accrued compensatory time balance.

Overtime: All hours worked in excess of forty (40) hours per week shall be considered overtime and compensated at the rate of time and one-half (1 ½) the employee's regular hourly pay rate. All work performed on a holiday will be compensated as overtime. Sick leave, holiday, and vacation hours shall be included in the worked hours per week required to qualify for overtime.

Compensatory Time: The employee has the choice to take either overtime or compensatory time for all overtime hours worked. Compensatory time is based on one and one-half (1 ½) times the regular rate of pay. Accrued compensatory time will be at a maximum of forty (40) hours. The employee can retain a balance of accrued compensatory time during the year and carry over compensatory time at end of each calendar year (December 31st); with the understanding that it

will not exceed forty (40) hours. Employees will use the compensation time for personal reasons during the year. Such requests must be submitted in writing, in advance and must be approved by the employee's supervisor. The employee must use any compensatory time before using any accrued vacation time (aligns with current county policy).

When an employee retires, the employee shall be paid for all accrued compensation time up to a maximum of forty (40) hours.

- 7.5 No Pyramiding: Compensation shall not be paid more than once for the same hours worked under any provision of this Agreement, nor shall there be any pyramiding of premium or overtime compensation.
- 7.6 Call-Back: An employee called back to work after completion of a regular shift, or on a day off, shall receive a minimum of three (3) hours at one and one-half (1 ½) times his/her regular straight time hourly rate of pay. An early start or an extension of a regularly scheduled shift shall not be considered a call-back. Employees must report to normal work station designated by supervisor.
- 7.7 Rest Breaks: Employees will be granted two (2) paid fifteen (15) minute rest breaks per work shift, one break toward the middle of each one-half work shift, at times designated by the Employer when the Employer determines that such breaks will not materially interfere with the rendering of services.
- 7.8 Meal Period: An unpaid thirty (30) minute meal period will be scheduled toward the middle of the work shift, at a time which the Employer determines that such meal period will not materially interfere with the rendering of services.
- 7.9 Stewards: Stewards shall be compensated for meetings with County Board.

ARTICLE 8
VACATION

- 8.1 Regular full-time employees who work 40 hours per week shall be eligible for vacations at their regular rate of pay in accordance with the following schedule:

Employees commencing employment through five (5) years of employment shall earn vacation at the rate of one (1) day per month.

Employees with five (5) years, one (1) day through ten (10) years of service shall earn vacation at the rate of one and one-quarter (1 1/4) days per month.

Employees with ten (10) years, one (1) day of service through fifteen (15) years of service shall earn vacation at the rate of one and one-half (1 1/2) days per month.

Employees with fifteen (15) years, one (1) day of service through twenty (20) years of service shall earn vacation at the rate of one and three-quarters (1 3/4) days per month.

Employees with twenty (20) years, one (1) day of service through twenty-five (25) years of service shall earn vacation at the rate of two (2) days per month.

Employees with twenty-five (25) years, one (1) day or more of service shall earn vacation at the rate of two and one-quarter (2 1/4) days per month.

- 8.2 Vacation hours only accrue on regularly scheduled hours, up to either 1,950 hours or 2,080 hours, not including earned overtime, accumulated compensatory time, etc.
- 8.3 Benefit-eligible part-time employees and regular full-time employees working less than 40 hours per week shall be entitled to vacation benefits on a pro-rata basis.
- 8.4 New employees shall earn vacation benefits from the start of their employment, but may not use vacation during the first six (6) months of their probationary period.
- 8.5 Each year the Employer shall consult with all employees eligible for vacations. From such consultations, the Employer will establish working and vacation schedules with first consideration given to the efficient operation of the department and second to the wishes of the employees as to vacation time. All vacation requests shall be subject to the Employer's approval. The Employer may reject any request any request for vacation if the Employer determines that the granting of such vacation would not be in the best interests of the department.
- 8.6 The maximum accumulation for vacation time shall be two hundred forty (240) hours. A record showing the accumulated vacation shall be maintained in the county's payroll system. Vacation time accumulated in excess of two hundred forty (240) hours shall be lost.
- 8.7 Employees shall be entitled to receive cash payment in lieu of leave for unused accumulated vacation leave hours if an employee is required to work out of necessity to departmental function and employee is unable to utilize accumulated vacation leave hours as a result. Upon mutual agreement of the Employer and the employee, when employee vacation hours reach a maximum of two hundred forty (240) hours and the employee is required to work, employee may receive cash payment in lieu of vacation leave up to a maximum of ten (10) days in one calendar year.
- 8.8 Employees may use accumulated vacation leave benefits as an extension of sick leave, provided that all sick leave benefits have been exhausted. Vacation leave benefits utilized as an extension of sick leave shall be subject to the same conditions regulating the use of sick leave.
- 8.9 Upon termination of employment in good standing, regular employees shall be paid for unused accumulated vacation leave to their credit up to the maximum accumulation of two hundred forty (240) hours. Any vacation severance due to a terminating employee shall be paid at the employee's hourly rate at the time of termination.
- 8.10 Upon termination or retirement, the employee has the option to cash out their accumulated vacation hours to be paid or transferred to a Minnesota Service Cooperative VEBA Plan. A VEBA Plan is a "Voluntary Employees' Beneficiary Association" under Section 501(c)(9) of the Internal Revenue Code and is established as a tax-exempt trust for the funding of health and welfare benefits.

The withdrawal of VEBA Plan monies may only be used to cover eligible medical expenses as outlined in Section 213(d) of the IRS Code.

Monies invested in the VEBA Plan may be invested in a money market or in one of several mutual fund options available.

ARTICLE 9
HOLIDAYS

9.1 The following days shall be paid holidays for all regular full-time employees:

New Year's Day – January 1st

Martin Luther King, Jr. Day – third Monday in January

Presidents Day – third Monday in February

Good Friday

Memorial Day – last Monday in May

Independence Day – July 4th

Labor Day – first Monday in September

Veterans Day – November 11th

Thanksgiving Day – Fourth Thursday in November

Day After Thanksgiving

Christmas Day – December 25th

9.2 A paid holiday occurring on Sunday shall be observed on the following Monday, and a paid holiday occurring on Saturday shall be observed on the preceding Friday.

9.3 Employees shall be entitled to compensated time off for designated paid holidays provided the employee is on compensated payroll status the last assigned workday preceding the holiday and the first assigned workday following the holiday.

ARTICLE 10
SICK LEAVE

10.1 Regular full-time employees shall be eligible for sick leave at their regular hourly rate of pay. Benefit-eligible part-time employees and regular full-time employees working less than 40 hours per week shall be eligible for sick leave on a pro-rata basis at their regular rate.

10.2 Sick leave benefits shall only accrue when an employee is on compensated payroll status.

10.3 Unused earned sick leave may be accumulated to a maximum of one hundred fifty (150) work days (one thousand, two hundred (1,200) hours for an employee who works forty (40) hours per week).

10.4 Sick leave with pay shall be granted for bona fide personal illness, medical examinations, medical treatment, or work-related injury for the employee, or illness of a close relative (close relative defined: spouse/significant other, child, step-child, parent, step-parent, sibling, parent-in-law, sibling-in-law, child-in-law, grandparents, grandchildren, guardian, or wards). Sick leave usage shall be subject to approval and verification by the Employer, who may require the employee to furnish a report from a recognized medical authority attesting to the necessity of the leave and

other information the Employer deems necessary. Verification shall be requested by the Employer only if there is an indication of misuse on the part of the employee.

- 10.5 To be eligible for sick leave payment, an employee must notify his/her designated supervisor prior to the starting time of his/her scheduled shift. This notice may be waived if the Employer determines that the employee could not reasonably be expected to comply with this requirement because of circumstances beyond the control of the employee.
- 10.6 The Employer may require that an employee who is absent from duty to undergo a medical evaluation and furnish a report from an appropriate medical authority, at the Employer's expense, that will enable the Employer to determine the employee's fitness for performance of his/her duties. When it is determined that the employee's absence from duty is unnecessary, the Employer may require the employee to either return to work or resign.
- 10.7 Disabilities caused or contributed to by pregnancy, miscarriage, abortion, childbirth, and recovery therefrom, are, for all job-related purposes, temporary disabilities, and shall be treated as any other illness in connection with employment.
- 10.8 When an employee is eligible for workers compensation, they may at his/her option be paid their regular wage during such period with the difference between the workers compensation payment and their regular wage being the amount charged in time against his/her sick leave account.
- 10.9 An employee who improperly claims sick leave shall be subject to disciplinary action, including loss of compensation.
- 10.10 One (1) work day of sick leave shall be earned for each calendar month of employment or major fraction thereof. Additions to or deductions from each employee's sick leave account shall be made monthly.
- 10.11 New employees shall earn and be able to use sick leave benefits from the start of their employment.
- 10.12 In the event of a death in the immediate family of a regular full-time employee, the employee shall be granted up to five (5) days of sick leave with pay from their current sick leave account.
- 10.13 Up to a maximum of one day of the employee's regularly scheduled shift shall be granted with pay, without use of sick leave, to participate in the funeral of someone other than the employee's immediate family, or to attend the funeral of the employee's immediate family. Sick leave up to a maximum of one day of the employee's regularly scheduled shift shall be granted to attend the funeral of someone other than the employee's immediate family.

ARTICLE 11
SEVERANCE PAY

- 11.1 Employees of Kittson County covered by this agreement will be eligible for their accumulated sick leave based on the allowable maximum sick leave the County has in place at present (150) days or (1,200) hours. All severance pay would be paid upon retirement or termination or death.

Severance Schedule

<u>Years of Service</u>	<u>Percentage Paid</u>
Service after 20 years	60% = 90 days (based on 150 days)
Service after 15 years	50% = 75 days (based on 150 days)
Service after 10 years	40% = 48 days (based on 150 days)

Please Note: The after 10 year segment and after 15 year segment will be based on the average wages paid by the County during those years.

- 11.2 Upon termination or retirement 100 percent of the eligible Severance Pay, the Employee has the option to Cash Out or it can be paid, and transferred to a Minnesota Service Cooperative VEBA Plan. A VEBA Plan is a "Voluntary Employees' Beneficiary Association" under Section 501(c)(9) of the Internal Revenue Code and is established as a tax-exempt trust for the funding of health and welfare benefits.

The withdrawal of VEBA Plan monies may only be used to cover eligible medical expenses as outlined in Section 213 (d) of the IRS Code.

Monies invested in the VEBA may be invested in a money market or in one of several mutual fund options available.

If the combined total of severance pay and accrued vacation pay is less than one thousand dollars (\$1,000.00), funds will be paid directly to the employee and not transferred to a VEBA account.

- 11.3 In the event of death, severance pay shall be paid to the surviving spouse. If there is no surviving spouse, it shall then be paid to the personal representative of the deceased employee's estate.
- 11.4 Proceeds from severance pay will be subject to applicable tax rules and regulations regarding reporting of income to the employee. The Employer shall not be responsible for any tax consequences.

ARTICLE 12 LEAVES OF ABSENCE

- 12.1 Application for Leave: Any request for leave of absence shall be submitted in writing by the employee to the Employer. Their request shall state the reason for which the leave of absence is being requested and the length of time-off the employee desires. Authorization, if granted, for a leave of absence shall be furnished to the employee by the Employer and it shall be in writing. Requests for leave shall be answered within a reasonable time from the date of the leave request.
- 12.2 The Employer shall continue to pay its share of insurance benefits as provided by Article 13 for regular employees on leave of absence with pay. Regular employees on leave of absence without pay who are eligible to participate in the health insurance coverage and who choose to participate while on leave shall be able to do so and shall pay the full premium costs of such coverage to the auditor by the 25th of each month.

- 12.3 Employees on approved leave of absence must first exhaust all unused accrued vacation, sick leave, compensatory time, or any other paid leave prior to utilizing unpaid leave. Employees on leave without pay shall not accrue additional vacation and sick leave during their leave. Employees who have exhausted all paid leave may request voluntary donations of paid leave from other employees in accordance with current county policy.
- 12.4 Upon returning from leave of absence, the employee shall be reinstated in the position he/she held when leave began, or, in the event that the position is eliminated, in a comparable position. An employee returning from leave without pay shall be reinstated at the level of the salary schedule where he/she was when the leave began, with any adjustments added to the schedule during his/her leave. However, unpaid leave time shall not be credited to length of service required to complete a probationary period.
- 12.5 Jury Duty: Employees shall be granted a leave of absence any time they are required to report for jury duty or jury service. Employees shall be compensated at the regular wage for each day or jury duty. Such employees, so compensated, shall not be eligible to retain jury duty pay and shall turn any such pay received over to the Employer. If any employee is excused from jury duty before the end of his/her work shift, the employee shall return to work as directed by the Employer or make arrangements for a leave of absence.
- 12.6 Military Leave: Employees shall be entitled to military leave in accordance with State and Federal laws. The employee shall present the Employer with official copies of the order received. The employee shall apply for such leave as soon as practical after the necessity for the leave is known.
- 12.7 Unpaid Maternity, Paternity or Adoption Leave: The Employer shall grant the employee maternity, paternity or adoption leave of absence without pay for a period not to exceed sixteen (16) weeks. Maternity, paternity, or adoption leaves shall be granted to employees with regular status. The employee shall apply for such leave as soon as practical after necessity of the leave is known.
- 12.8 Weather/Road Conditions and Acts of God: Any employee not able to report for work or who must leave work because of weather and/or road conditions or an act of God beyond their control must take compensatory time or vacation leave for such time that the employee is not able to report to work, subject to approval of the Department Head. Department Heads may authorize an employee to make up time outside of normal business hours during the same pay period provided the employee has work which may be accomplished during those hours.
- 12.9 Leave of Absence: At the sole discretion of the County Administrator, a leave of absence without pay, not to exceed thirty (30) calendar days, may be granted to an employee requesting such leave in writing, provided that all accumulated annual leave is utilized prior to leave without pay status. Any absence of more than thirty (30) calendar days must be approved by the Kittson County Board of Commissioners in advance, in the Board's sole discretion.
- 12.10 Absence Without Leave: Any absence of an employee from scheduled duty that is not promptly reported to and authorized by the Employer shall be deemed an absence without leave. Any employee absent without leave will be subject to disciplinary action, and any employee absent without leave for two (2) consecutive days shall be deemed to have resigned his/her employment,

provided the Employer may grant approval for leave subsequent to the unauthorized absence, if the Employer determines the circumstances surrounding the absence warrants such action.

- 12.11 An employee on approved leave of absence may cancel the leave and return to work early with approval of the Employer. The Employer, upon prior notice to the employee, may cancel an approved leave of absence without pay at any time the Employer finds the employee is using the leave for purposes other than those specified at the time of approval.

ARTICLE 13

INSURANCE

- 13.1 Eligibility: Insurance benefits as herein specified shall apply only to employees regularly scheduled to work 30 hours or more per week.

- 13.2 Hospital/Medical Insurance:

Individual Coverage: The Employer shall pay the full cost towards the cost of an individual employee hospitalization and medical insurance group coverage plan as provided by the Employer.

Dependent Coverage: Employees may select dependent coverage as available in the group coverage plan provided that the employee pays any additional premium for such dependent coverage. Said premium must be paid by payroll deduction. Employer will pay fifty-two percent (52%) of the additional coverage premium towards dependent coverage starting January 1, 2022 with the employee paying the remaining forty-eight percent (48%).

- 13.3 Employer shall fund a Health Savings Account for any employee enrolled in the HSA eligible insurance plan. The contribution amount shall be the IRS maximum contribution amount for a single individual.
- 13.4 The Employer shall also provide, at no cost to the employee, ten thousand dollars (\$10,000.00) of term life insurance. Each employee has the option to carry additional life insurance.
- 13.5 The Employer shall provide, at no cost to the employee, six hundred dollars (\$600.00) per month disability insurance. Each employee has the option to carry additional coverage.
- 13.6 Hospital and Medical insurance coverage will be offered to the employees at the time of retirement or disablement in accordance with the provisions of the "Kittson County Employment Policy."

ARTICLE 14

PROBATIONARY PERIOD AND TRIAL PERIOD

- 14.1 All newly hired (or rehired) employees shall be probationary and shall serve a twelve (12) month probationary period. This period shall be utilized for observing the employee's work, for securing the most effective adjustment of the employee to his/her position, and for removing any employee whose performance does not meet the required work standards.
- 14.2 The Employer, at its sole discretion, may discipline or discharge a probationary employee. Such action shall not be subject to the grievance procedure.

- 14.3 Vacation and sick leave benefits shall be earned during the probationary period, but new employees may not use vacation during the first six (6) months of the probationary period. Probationary employees shall not be entitled to leaves of absence. If employment is terminated during an employee's probationary period, there will be no vacation or other benefits due him/her.
- 14.4 Upon satisfactory completion of the probationary period of providing full-time service to the Employer in positions covered by the Agreement, employees shall become regular full-time employees within the meaning of this Agreement, and shall have seniority dating from the beginning date of their full-time service.
- 14.5 All employees promoted or transferred to a new position shall serve a six (6) month trial period.
- 14.6 The Employer may return a trial period employee to a position in his/her former classification and to his/her rate of pay immediately previous to transfer or promotion.
- 14.7 A trial period employee shall have the right to revert to a position in his/her former classification and his/her former rate of pay immediately previous to transfer or promotion.
- 14.8 The intent of a probationary or trial period is to observe the employee's work. Therefore, any leave of absence granted to probationary or trial period employees, or any other extended absence from work during the probationary or trial period, shall automatically extend the probationary or trial period by the same amount of time the employee was on leave or an extended absence from work.

ARTICLE 15
SENIORITY

- 15.1 Seniority Lists: Upon request of the Union, the Employer shall establish a seniority list as of the effective date of the Agreement to include rank, in order of highest to lowest seniority, of all regular full-time and regular part-time employees in the bargaining unit.
- 15.2 There shall be two (2) types of seniority established by the Agreement. They are:
Service Seniority: Is the total length of continuous service with the County.
Classification Seniority: Is the total length of service within a work classification.
- 15.3 Except in those instances where senior employees are not qualified to perform remaining work, seniority shall determine the order of layoff as follows:

Layoff shall be based on the classification within a department, in the inverse order of classification seniority. However, an employee about to be laid off, who has served in an equal or lower paying classification in the department or in another department, shall have the right to bump (displace) the employee with the least classification seniority in such classification, provided that the Employer determines the employee who is exercising bumping rights to be adequately qualified to perform the duties of the classification into which he/she is bumping and he/she has greater service seniority than the employee who is to be bumped. In the event of a layoff affecting employees whose seniority is of identical length, Employer shall select the employee to be laid off based on performance, training, experience, and skills.

- 15.4 Recall from Layoff: Any employee on layoff shall be placed on a recall list and shall be offered re-employment in inverse order of layoff. Any laid-off employee who refused to accept a job offered will not be notified of any subsequent job vacancies. Any employee on layoff who is notified by certified mail at the last mailing address listed by the employee with the Employer to return to work and fails to do so within fourteen (14) calendar days shall be considered to have voluntarily terminated employment with the Employer. An employee's name shall be retained on the recall list for six (6) months, at which time all rights to recall shall terminate.
- 15.5 The Employer is committed to hiring the most qualified candidate for County service. When all other qualifications, as determined by the Employer, are equal, the Employer shall select the applicant with the greater service seniority for the job opening. Positions where incumbents are reclassified shall not be considered vacant or newly created for the purpose of bidding.
- 15.6 Notification (Job Posting) starts when the supervisor or employer places the notice on the bulletin board and employees shall have five (5) working days in which to apply.

ARTICLE 16
RATES OF PAY

- 16.1 Employees shall be compensated in accordance with the schedules attached hereto:
Schedule A: January 1, 2022 through December 31, 2022; and
Schedule B: January 1, 2023 through December 31, 2023.
- 16.2 Employees who successfully achieve their Accredited Minnesota Assessor (AMA) certification will be granted an additional step on the wage scale at the time the certification is achieved. Employees who successfully achieve their Senior Accredited Minnesota Assessor (SAMA) will be moved up one grade on the wage scale to the step on the higher wage scale that is closest to, and higher than, the employee's current hourly rate of pay.
- 16.3 Longevity Pay: Employees will receive this additional percentage on their current hourly rate of pay, starting January 1, 2022.
Employees will receive an additional five (5) percent of their hourly rate of pay starting on their Anniversary Date of hire on each of the following years of continuous service with Kittson County.
15 Year Employee receives a maximum of 5% added to their hourly rate of pay.
20 Year Employee receives a maximum of 10% added to their hourly rate of pay.
25 Year Employee receives a maximum of 15% added to their hourly rate of pay.
- 16.4 An employee who is specifically assigned to perform work in a which is a higher classification shall receive his regular pay for the first five (5) days of work and shall receive the higher classification rate, plus adjustments for working conditions, for each day thereafter. Days shall be calculated cumulatively on an annual basis and shall mean the employees regularly scheduled shift. Work out of classification for the purpose of this section shall mean performance of work more than fifty percent (50%) of which shall exclusively be covered by the higher classification.

- 16.5 All negotiated wage increases will start with the first payroll period of 2022 and 2023. Retroactive pay to the first payroll period of 2022 shall be paid only to employees employed as of date of County Board adoption of this Agreement.
- 16.6 All employees that are on the step system will receive a step increase the first pay period of each year of this contract until the employee has reached the top of the step system.

ARTICLE 17
DISCIPLINE

17.1 Disciplinary Procedure:

Employer shall discipline for just cause only. Discipline shall be in the following forms:

- Oral Reprimand
- Written Reprimand
- Suspension
- Discharge

17.2 Written Notices: Reprimands, suspensions, and discharges shall be in written form and will state the reason(s) for which the action is being taken. Suspension notices will set forth the time period for which the suspension shall be effective.

17.3 Disciplinary Notice: Written reprimands, notices of suspension, and notices of discharge shall be in written form and shall be read and signed by the employee. Such signature shall not constitute an admittance of wrongdoing, but shall serve to acknowledge that the employee has read and seen the notice. The Employer shall provide the employee with a copy of such notice.

17.4 Right to Representation: An employee called in for disciplinary purposes has the right to bring a representative with them.

17.5 Personnel Files: Employees may examine their own personnel file at reasonable times under the direct supervision of a representative of the Employer. An employee may place a written response to specific charges recorded in his/her file.

17.6 An employee, other than a probationary employee, may appeal a disciplinary matter through the contractual grievance procedure or some other procedure. The selection of another procedure shall preclude the use of the grievance procedure.

ARTICLE 18
NO STRIKE/NO LOCKOUT

18.1 The Union agrees that, during the life of this Agreement, neither the Union, its officers, or agents, nor any of the employees covered by this Agreement, will engage in, encourage, sanction, support, or suggest any strikes, slowdowns, mass absenteeism, sympathy strikes, the willful absence from one's position, the stoppage of work, or the abstinence in whole or in part of the full, faithful, and proper performance of the duties of employment for the purpose of including, influencing, or coercing a change in the conditions, compensation, or the rights, privileges, or obligations of employment. In the event that any employee violates this Article, the Union shall immediately notify any such employees in writing to cease and desist from such action and shall

instruct them to immediately return to their normal duties. Any and all employees who violate any of the provisions of this Article will be subject to discharge or other discipline.

- 18.2 The Employer agrees that, during the life of this Agreement, the Employer shall not lockout unit employees.

ARTICLE 19
INDIVIDUAL RIGHTS

- 19.1 The provisions of this Agreement shall be applied equally to all employees in the bargaining unit without discrimination. The Union shall share equally with the Employer the responsibility for applying this provision of the Agreement.

- 19.2 The Employer and the Union agree not to interfere with the rights of the employees to become members or non-members of the Union and there shall be no discrimination by the Employer or any employee representatives against any employee because of Union membership or non-membership.

ARTICLE 20
JOINT PREPARATION OF AGREEMENT

- 20.1 Each party has cooperated in the drafting and preparation of this Agreement. Hence, any construction to be made of this Agreement shall not be construed against any party on the basis that the party was the drafter.

ARTICLE 21
SUBCONTRACTING

- 21.1 Nothing in this Agreement shall prohibit or restrict the right of the Employer to subcontract work performed by employees covered by this Agreement. Employer will meet and confer with Union prior to any subcontracting of work covered by this Agreement.

ARTICLE 22
WAIVER

- 22.1 Any and all prior agreements, resolutions, practices, policies, rules and regulations, and terms and conditions of employment, to the extent inconsistent with the provisions of this Agreement, are hereby superseded.
- 22.2 The parties mutually acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right an opportunity to make requests and proposals with respect to any term or condition of employment not removed by law from bargaining. All agreements and understandings arrived at by the parties are set forth in writing in this Agreement for the stipulated duration of this Agreement. The Employer and the Union each voluntarily and unqualifiedly waives the right to meet and negotiate regarding any and all terms and conditions of employment referred to or covered in this Agreement or with respect to any term and condition of employment not specifically referred to or covered by this Agreement, even though such terms and conditions may not have been within knowledge or contemplation of either or both parties at the time the Agreement was negotiated or executed.

ARTICLE 23
SAVINGS CLAUSE

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

ARTICLE 24
DURATION OF AGREEMENT

24.1 Except as otherwise specifically provided, this Agreement shall be effective January 1, 2022 through December 31, 2023, and shall remain in full force and effect from year to year thereafter unless either party shall give sixty (60) days written notice prior to the termination date of its desire to amend or terminate the Agreement.

IN WITNESS WHEREOF, the parties hereto set into their hands and seals this 17th day of MAY, 2022.

KITTSOON COUNTY
Hallock, Minnesota

AMERICAN FEDERATION OF STATE, COUNTY AND
MUNICIPAL EMPLOYEES, LOCAL 3205, Council 65

By: [Signature]
County Board Chair

By: _____
Union Negotiation Team Member

By: [Signature]

By: [Signature] 05/19/2022
Union Negotiation Team Member

By: [Signature] 5/18/22
Union Negotiation Team Member

By: [Signature] 5/15/22
Christopher Kapella
Labor Representative

Kapella:JMH:sb
2008-3711
4/27/2022

KITTSOON COUNTY COURTHOUSE AND SOCIAL SERVICES EMPLOYEES

TITLES AND CLASSIFICATIONS

<u>Classification</u>	<u>Band Grade</u>
Assessor Trainee	B-22-2
Deputy Assessor (CMA/AMA)	B-31-2
Deputy Assessor (SAMA)	B-32-2
Deputy Recorder	B-22-1
Deputy Tax Services	B-22-1
Motor Vehicle Clerk	B-22-1
Payroll Benefits	B-23-1
Custodian	A-12-2
Head Custodian	B-23-2
Zoning Administrator	C-51-1
Office Manager	B-21-1
Eligibility Worker	B-22-1
Lead Eligibility Worker	B-23-1
Lead Child Support Officer	B-31-1
Social Worker	C-43-2
Fiscal Officer	B-32-1

SCHEDULE A

\$0.75/hour increase January 1, 2022 through December 31, 2022

Kitecon County - Proposed Pay Structures 2022
WC-1

Points	Rating	Starting	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Proposed Maximum	Range Spread	Est Step Increase
667	A11	\$16.09	\$16.44	\$16.78	\$17.13	\$17.47	\$17.82	\$18.16	\$18.51	\$18.85	\$19.20	\$19.54	\$19.89	24%	1.9%
1000	A12	\$17.23	\$17.61	\$17.99	\$18.36	\$18.74	\$19.12	\$19.49	\$19.87	\$20.24	\$20.62	\$21.00	\$21.37	24%	1.6%
1333	A13	\$18.36	\$18.78	\$19.19	\$19.60	\$20.01	\$20.41	\$20.82	\$21.23	\$21.64	\$22.04	\$22.45	\$22.85	24%	1.8%
1667	B21	\$18.52	\$18.94	\$19.40	\$19.84	\$20.28	\$20.71	\$21.15	\$21.59	\$22.03	\$22.47	\$22.91	\$23.35	26%	1.8%
2000	B22	\$19.66	\$20.13	\$20.60	\$21.07	\$21.54	\$22.01	\$22.48	\$22.95	\$23.42	\$23.89	\$24.36	\$24.83	26%	1.9%
2333	B23	\$21.09	\$21.60	\$22.11	\$22.61	\$23.11	\$23.61	\$24.11	\$24.61	\$25.11	\$25.61	\$26.11	\$26.61	25%	1.9%
2750	B31	\$23.23	\$23.77	\$24.31	\$24.85	\$25.39	\$25.93	\$26.47	\$27.02	\$27.56	\$28.10	\$28.64	\$29.18	26%	1.9%
3087	C41	\$24.95	\$25.53	\$26.12	\$26.71	\$27.30	\$27.89	\$28.47	\$29.06	\$29.64	\$30.23	\$30.82	\$31.41	26%	1.9%
4000	C42	\$27.02	\$27.68	\$28.34	\$28.99	\$29.65	\$30.31	\$30.96	\$31.62	\$32.27	\$32.92	\$33.57	\$34.22	26%	1.9%
4333	C43	\$28.06	\$28.85	\$29.64	\$30.43	\$31.21	\$32.00	\$32.79	\$33.58	\$34.37	\$35.16	\$35.95	\$36.74	26%	1.9%
4750	C45	\$30.08	\$30.92	\$31.75	\$32.58	\$33.41	\$34.24	\$35.07	\$35.90	\$36.73	\$37.56	\$38.39	\$39.22	27%	1.9%
5288	C52	\$31.00	\$31.93	\$32.86	\$33.79	\$34.72	\$35.65	\$36.58	\$37.51	\$38.44	\$39.37	\$40.30	\$41.23	27%	1.9%
5667	D61	\$33.23	\$34.05	\$34.88	\$35.71	\$36.54	\$37.37	\$38.20	\$39.03	\$39.86	\$40.69	\$41.52	\$42.35	27%	2.0%
5900	D62	\$34.36	\$35.22	\$36.08	\$36.94	\$37.80	\$38.66	\$39.52	\$40.38	\$41.24	\$42.10	\$42.96	\$43.82	27%	2.0%
6333	D63	\$35.52	\$36.38	\$37.27	\$38.14	\$39.02	\$39.89	\$40.77	\$41.65	\$42.52	\$43.40	\$44.27	\$45.15	27%	2.0%
6750	D74	\$36.05	\$37.06	\$38.07	\$39.08	\$40.09	\$41.10	\$42.11	\$43.12	\$44.13	\$45.14	\$46.15	\$47.16	27%	2.0%
7250	D72	\$38.56	\$39.62	\$40.68	\$41.74	\$42.80	\$43.86	\$44.92	\$45.98	\$47.04	\$48.10	\$49.16	\$50.22	27%	2.0%
7667	E51	\$40.09	\$41.09	\$42.09	\$43.08	\$44.08	\$45.08	\$46.08	\$47.08	\$48.08	\$49.08	\$50.08	\$51.08	27%	2.0%

Kitecon County - Proposed Pay Structures 2022
WC-2/WC-1 Plus \$30

Points	Rating	Starting	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Proposed Maximum	Range Spread	Est Step Increase
667	A11	\$18.39	\$18.74	\$19.08	\$19.43	\$19.77	\$20.12	\$20.46	\$20.81	\$21.15	\$21.50	\$21.84	\$22.19	23%	1.7%
1000	A12	\$17.53	\$17.91	\$18.28	\$18.66	\$19.04	\$19.42	\$19.79	\$20.17	\$20.54	\$20.92	\$21.30	\$21.67	24%	1.6%
1333	A13	\$18.68	\$19.08	\$19.48	\$19.88	\$20.28	\$20.67	\$21.07	\$21.47	\$21.87	\$22.27	\$22.67	\$23.07	24%	1.8%
1667	B21	\$19.82	\$20.28	\$20.70	\$21.14	\$21.58	\$22.01	\$22.45	\$22.89	\$23.33	\$23.77	\$24.21	\$24.65	24%	1.8%
2000	B22	\$20.96	\$21.43	\$21.90	\$22.37	\$22.84	\$23.31	\$23.78	\$24.25	\$24.72	\$25.19	\$25.66	\$26.13	25%	1.8%
2333	B23	\$22.10	\$22.60	\$23.11	\$23.61	\$24.11	\$24.61	\$25.11	\$25.61	\$26.11	\$26.61	\$27.12	\$27.62	26%	1.8%
2750	B31	\$24.33	\$24.97	\$25.61	\$26.25	\$26.89	\$27.53	\$28.17	\$28.81	\$29.45	\$30.09	\$30.73	\$31.37	25%	1.8%
3087	C41	\$26.68	\$27.30	\$27.93	\$28.56	\$29.18	\$29.81	\$30.43	\$31.06	\$31.69	\$32.31	\$32.94	\$33.56	26%	1.9%
3350	C42	\$28.06	\$28.85	\$29.64	\$30.43	\$31.21	\$32.00	\$32.79	\$33.58	\$34.37	\$35.16	\$35.95	\$36.74	26%	1.9%
3667	C43	\$29.06	\$29.95	\$30.84	\$31.73	\$32.62	\$33.51	\$34.40	\$35.29	\$36.18	\$37.07	\$37.96	\$38.85	26%	1.9%
4750	C51	\$30.30	\$31.22	\$32.15	\$33.07	\$34.00	\$34.93	\$35.86	\$36.79	\$37.72	\$38.65	\$39.58	\$40.51	26%	1.9%
5250	C52	\$32.10	\$33.08	\$34.06	\$35.04	\$36.02	\$37.00	\$38.00	\$39.00	\$40.00	\$41.00	\$42.00	\$43.00	27%	1.9%
5667	D61	\$33.53	\$34.53	\$35.53	\$36.53	\$37.53	\$38.53	\$39.53	\$40.53	\$41.53	\$42.53	\$43.53	\$44.53	27%	2.0%
6000	D62	\$34.68	\$35.62	\$36.56	\$37.50	\$38.44	\$39.38	\$40.32	\$41.26	\$42.20	\$43.14	\$44.08	\$45.02	27%	2.0%
6333	D63	\$35.82	\$36.69	\$37.57	\$38.44	\$39.32	\$40.20	\$41.07	\$41.95	\$42.82	\$43.70	\$44.57	\$45.45	27%	2.0%
6750	D74	\$37.25	\$38.15	\$39.05	\$39.95	\$40.85	\$41.75	\$42.65	\$43.55	\$44.45	\$45.35	\$46.25	\$47.15	27%	2.0%
7250	D72	\$38.86	\$39.92	\$40.88	\$41.85	\$42.81	\$43.77	\$44.73	\$45.69	\$46.65	\$47.62	\$48.58	\$49.54	27%	2.0%
7667	E51	\$40.08	\$41.30	\$42.58	\$43.86	\$45.14	\$46.42	\$47.70	\$48.98	\$50.26	\$51.54	\$52.82	\$54.10	27%	2.0%

Kittson County - Proposed Pay Structure - 2022
WC-3 (WC-1 plus \$ 75)

Points	Rating	Starting	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Proposed Maximum	Range Spread	Est Step Increase
667	A11	\$16.84	\$17.19	\$17.53	\$17.88	\$18.22	\$18.57	\$18.91	\$19.26	\$19.60	\$19.95	\$20.29	\$20.64	23%	1.7%
1000	A12	\$17.96	\$18.36	\$18.74	\$19.11	\$19.49	\$19.87	\$20.24	\$20.62	\$20.99	\$21.37	\$21.75	\$22.12	23%	1.7%
1333	A13	\$19.13	\$19.53	\$19.94	\$20.35	\$20.76	\$21.16	\$21.57	\$21.98	\$22.39	\$22.79	\$23.20	\$23.61	23%	1.8%
1667	B01	\$20.27	\$20.71	\$21.15	\$21.58	\$22.03	\$22.46	\$22.90	\$23.34	\$23.78	\$24.22	\$24.66	\$25.10	24%	1.8%
2000	B02	\$21.41	\$21.88	\$22.35	\$22.82	\$23.29	\$23.76	\$24.23	\$24.70	\$25.17	\$25.64	\$26.11	\$26.58	24%	1.8%
2333	B23	\$22.56	\$23.09	\$23.56	\$24.06	\$24.56	\$25.06	\$25.56	\$26.06	\$26.56	\$27.06	\$27.57	\$28.07	24%	1.8%
2750	B31	\$23.88	\$24.52	\$25.06	\$25.60	\$26.14	\$26.63	\$27.22	\$27.77	\$28.31	\$28.85	\$29.39	\$29.93	25%	1.8%
3050	B32	\$25.70	\$26.28	\$26.87	\$27.46	\$28.05	\$28.63	\$29.22	\$29.81	\$30.39	\$30.98	\$31.57	\$32.16	25%	1.9%
3667	C41	\$27.13	\$27.75	\$28.38	\$29.01	\$29.63	\$30.26	\$30.88	\$31.51	\$32.14	\$32.76	\$33.39	\$34.01	25%	1.9%
4000	C42	\$28.27	\$28.93	\$29.59	\$30.24	\$30.89	\$31.58	\$32.21	\$32.87	\$33.53	\$34.18	\$34.84	\$35.50	26%	1.9%
4333	C43	\$29.41	\$30.10	\$30.79	\$31.48	\$32.16	\$32.85	\$33.54	\$34.23	\$34.97	\$35.61	\$36.26	\$36.96	26%	1.9%
4750	C51	\$30.84	\$31.57	\$32.30	\$33.02	\$33.75	\$34.48	\$35.21	\$35.93	\$36.65	\$37.39	\$38.12	\$38.84	26%	1.9%
5250	C52	\$32.55	\$33.35	\$34.10	\$34.86	\$35.65	\$36.43	\$37.20	\$37.97	\$38.75	\$39.52	\$40.30	\$41.07	26%	1.9%
5667	D01	\$33.96	\$34.83	\$35.61	\$36.42	\$37.24	\$38.06	\$38.86	\$39.66	\$40.49	\$41.30	\$42.12	\$42.93	26%	1.9%
6000	D02	\$35.13	\$36.07	\$36.91	\$37.81	\$38.70	\$39.50	\$40.19	\$41.04	\$41.88	\$42.73	\$43.57	\$44.42	26%	1.9%
6333	D03	\$36.27	\$37.14	\$38.02	\$38.92	\$39.82	\$40.65	\$41.52	\$42.40	\$43.27	\$44.15	\$45.02	\$45.90	27%	1.9%
6750	D71	\$37.70	\$38.61	\$39.53	\$40.44	\$41.30	\$42.17	\$43.01	\$44.10	\$45.01	\$45.93	\$46.84	\$47.76	27%	2.0%
7250	D72	\$39.41	\$40.37	\$41.33	\$42.30	\$43.26	\$44.22	\$45.18	\$46.14	\$47.10	\$48.07	\$49.03	\$49.99	27%	2.0%
7667	E01	\$40.84	\$41.84	\$42.84	\$43.84	\$44.84	\$45.84	\$46.84	\$47.85	\$48.85	\$49.85	\$50.85	\$51.85	27%	2.0%

Kittson County - Proposed Pay Structure - 2022
WC-4 (WC-1 plus \$ 90)

Points	Rating	Starting	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Proposed Maximum	Range Spread	Est Step Increase
667	A11	\$16.68	\$17.34	\$17.68	\$18.03	\$18.37	\$18.72	\$19.06	\$19.41	\$19.75	\$20.10	\$20.44	\$20.79	22%	1.7%
1000	A12	\$18.13	\$18.51	\$18.89	\$19.28	\$19.64	\$20.02	\$20.39	\$20.77	\$21.14	\$21.52	\$21.90	\$22.27	23%	1.7%
1333	A13	\$19.28	\$19.68	\$20.09	\$20.50	\$20.91	\$21.31	\$21.72	\$22.13	\$22.54	\$22.94	\$23.35	\$23.76	23%	1.7%
1667	B01	\$20.42	\$20.88	\$21.30	\$21.74	\$22.18	\$22.61	\$23.05	\$23.48	\$23.93	\$24.37	\$24.81	\$25.25	24%	1.8%
2000	B02	\$21.56	\$22.03	\$22.50	\$22.97	\$23.44	\$23.91	\$24.38	\$24.85	\$25.32	\$25.79	\$26.26	\$26.73	24%	1.8%
2333	B23	\$22.70	\$23.20	\$23.71	\$24.21	\$24.71	\$25.21	\$25.71	\$26.21	\$26.71	\$27.21	\$27.72	\$28.22	24%	1.8%
2750	B31	\$24.13	\$24.67	\$25.21	\$25.75	\$26.29	\$26.83	\$27.37	\$27.92	\$28.46	\$29.00	\$29.54	\$30.08	25%	1.8%
3050	B32	\$25.95	\$26.43	\$27.02	\$27.61	\$28.20	\$28.78	\$29.37	\$29.95	\$30.54	\$31.13	\$31.72	\$32.31	25%	1.9%
3667	C41	\$27.28	\$27.90	\$28.53	\$29.16	\$29.78	\$30.41	\$31.03	\$31.66	\$32.29	\$32.91	\$33.54	\$34.16	25%	1.9%
4000	C42	\$28.42	\$29.08	\$29.73	\$30.39	\$31.05	\$31.71	\$32.36	\$33.02	\$33.68	\$34.33	\$34.99	\$35.65	25%	1.9%
4333	C43	\$29.58	\$30.25	\$30.94	\$31.63	\$32.31	\$33.00	\$33.69	\$34.38	\$35.07	\$35.76	\$36.45	\$37.15	26%	1.9%
4750	C51	\$30.90	\$31.72	\$32.45	\$33.17	\$33.90	\$34.63	\$35.36	\$36.08	\$36.81	\$37.54	\$38.27	\$38.99	26%	1.9%
5250	C52	\$32.10	\$33.06	\$33.85	\$34.65	\$35.45	\$36.25	\$37.05	\$37.85	\$38.65	\$39.45	\$40.25	\$41.05	26%	1.9%
5667	D01	\$33.43	\$34.36	\$35.29	\$36.21	\$37.13	\$38.05	\$38.97	\$39.89	\$40.81	\$41.73	\$42.65	\$43.57	26%	1.9%
6000	D02	\$35.28	\$36.12	\$36.96	\$37.81	\$38.65	\$39.50	\$40.34	\$41.19	\$42.03	\$42.88	\$43.72	\$44.57	26%	1.9%
6333	D03	\$36.42	\$37.29	\$38.17	\$39.04	\$39.92	\$40.80	\$41.67	\$42.55	\$43.42	\$44.30	\$45.17	\$46.05	26%	1.9%
6750	D71	\$37.85	\$38.78	\$39.68	\$40.59	\$41.51	\$42.42	\$43.34	\$44.25	\$45.16	\$46.08	\$46.99	\$47.91	27%	1.9%
7250	D72	\$39.58	\$40.52	\$41.48	\$42.45	\$43.41	\$44.37	\$45.33	\$46.29	\$47.25	\$48.22	\$49.18	\$50.14	27%	2.0%
7667	E01	\$40.99	\$41.99	\$42.99	\$43.99	\$44.99	\$45.99	\$46.99	\$48.00	\$49.00	\$50.00	\$51.00	\$52.00	27%	2.0%

SCHEDULE B

\$0.75/hour increase January 1, 2023 through December 31, 2023

Killeen County - Proposed Pay Structure - 2023
WC-1

Points	Rating	Starting	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Proposed Maximum	Range Spread	End Step Increase
657	A11	\$16.64	\$17.19	\$17.53	\$17.85	\$18.22	\$18.57	\$18.91	\$19.25	\$19.60	\$19.95	\$20.29	\$20.64	23%	1.7%
1000	A12	\$17.98	\$18.53	\$18.74	\$19.11	\$19.49	\$19.87	\$20.24	\$20.62	\$21.00	\$21.37	\$21.76	\$22.12	23%	1.7%
1333	A13	\$19.13	\$19.68	\$19.84	\$20.21	\$20.76	\$21.16	\$21.57	\$21.98	\$22.39	\$22.79	\$23.20	\$23.61	23%	1.8%
1667	B21	\$20.27	\$20.71	\$21.15	\$21.58	\$22.01	\$22.48	\$22.90	\$23.34	\$23.78	\$24.22	\$24.65	\$25.10	24%	1.8%
2000	B22	\$21.41	\$21.85	\$22.25	\$22.82	\$23.29	\$23.78	\$24.25	\$24.74	\$25.17	\$25.64	\$26.11	\$26.58	24%	1.8%
2333	B23	\$22.55	\$23.05	\$23.55	\$24.09	\$24.55	\$25.05	\$25.56	\$26.06	\$26.56	\$27.06	\$27.57	\$28.07	24%	1.8%
2750	B31	\$23.69	\$24.22	\$24.69	\$25.24	\$25.74	\$26.24	\$26.74	\$27.24	\$27.71	\$28.18	\$28.65	\$29.13	25%	1.8%
3250	B32	\$24.78	\$25.35	\$25.87	\$26.41	\$26.93	\$27.48	\$27.97	\$28.51	\$29.01	\$29.51	\$30.00	\$30.50	25%	1.8%
3667	C41	\$25.70	\$26.30	\$26.87	\$27.48	\$28.09	\$28.68	\$29.21	\$29.81	\$30.39	\$30.98	\$31.57	\$32.16	25%	1.8%
4000	C42	\$26.87	\$27.50	\$28.16	\$28.84	\$29.51	\$30.20	\$30.88	\$31.57	\$32.24	\$32.91	\$33.59	\$34.27	26%	1.9%
4333	C43	\$28.01	\$28.73	\$29.41	\$30.10	\$30.80	\$31.50	\$32.21	\$32.92	\$33.63	\$34.34	\$35.04	\$35.75	26%	1.9%
4750	C91	\$29.14	\$30.00	\$30.78	\$31.48	\$32.18	\$32.88	\$33.58	\$34.28	\$34.98	\$35.68	\$36.38	\$37.08	26%	1.9%
5250	D82	\$30.28	\$31.18	\$32.05	\$32.92	\$33.78	\$34.68	\$35.55	\$36.43	\$37.31	\$38.18	\$39.06	\$39.94	26%	1.9%
5667	D81	\$31.39	\$32.35	\$33.24	\$34.15	\$35.05	\$35.95	\$36.86	\$37.77	\$38.67	\$39.57	\$40.47	\$41.37	26%	1.9%
6000	D82	\$32.51	\$33.57	\$34.55	\$35.51	\$36.48	\$37.45	\$38.42	\$39.39	\$40.36	\$41.33	\$42.30	\$43.27	26%	1.9%
6333	D83	\$33.62	\$34.74	\$35.82	\$36.87	\$37.92	\$38.97	\$40.02	\$41.07	\$42.12	\$43.17	\$44.22	\$45.27	27%	1.9%
6750	D71	\$34.73	\$35.91	\$37.05	\$38.19	\$39.33	\$40.44	\$41.55	\$42.66	\$43.77	\$44.88	\$45.99	\$47.10	27%	2.0%
7250	D72	\$35.84	\$37.14	\$38.37	\$39.53	\$40.68	\$41.82	\$42.97	\$44.11	\$45.25	\$46.39	\$47.53	\$48.67	27%	2.0%
7667	E81	\$40.94	\$41.84	\$42.84	\$43.84	\$44.84	\$45.84	\$46.84	\$47.85	\$48.85	\$49.85	\$50.85	\$51.85	27%	2.0%

Killeen County - Proposed Pay Structure - 2023
WC-2 (WC-1 plus 1.3%)

Points	Rating	Starting	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Proposed Maximum	Range Spread	End Step Increase
657	A11	\$17.14	\$17.49	\$17.83	\$18.18	\$18.52	\$18.87	\$19.21	\$19.55	\$19.90	\$20.25	\$20.59	\$20.94	22%	1.7%
1000	A12	\$18.28	\$18.66	\$19.04	\$19.41	\$19.79	\$20.17	\$20.54	\$20.92	\$21.29	\$21.67	\$22.05	\$22.42	23%	1.7%
1333	A13	\$19.43	\$19.83	\$20.24	\$20.65	\$21.08	\$21.46	\$21.87	\$22.25	\$22.68	\$23.09	\$23.50	\$23.91	23%	1.7%
1667	B21	\$20.57	\$21.01	\$21.45	\$21.88	\$22.33	\$22.78	\$23.20	\$23.64	\$24.06	\$24.52	\$24.96	\$25.40	23%	1.8%
2000	B22	\$21.71	\$22.18	\$22.65	\$23.12	\$23.59	\$24.08	\$24.55	\$25.00	\$25.47	\$25.94	\$26.41	\$26.88	24%	1.8%
2333	B23	\$22.85	\$23.35	\$23.85	\$24.36	\$24.86	\$25.36	\$25.86	\$26.36	\$26.85	\$27.35	\$27.87	\$28.37	24%	1.8%
2750	B31	\$23.99	\$24.52	\$25.06	\$25.59	\$26.14	\$26.68	\$27.22	\$27.77	\$28.31	\$28.85	\$29.39	\$29.93	24%	1.8%
3250	B32	\$25.08	\$25.68	\$26.27	\$26.87	\$27.46	\$28.03	\$28.62	\$29.11	\$29.69	\$30.28	\$30.87	\$31.46	25%	1.8%
3667	C41	\$26.17	\$26.83	\$27.49	\$28.15	\$28.81	\$29.46	\$30.11	\$30.77	\$31.42	\$32.07	\$32.72	\$33.37	25%	1.8%
4000	C42	\$27.26	\$27.95	\$28.63	\$29.31	\$29.99	\$30.66	\$31.34	\$32.01	\$32.68	\$33.35	\$34.02	\$34.69	25%	1.8%
4333	C43	\$28.35	\$29.08	\$29.81	\$30.54	\$31.27	\$32.00	\$32.73	\$33.46	\$34.19	\$34.91	\$35.64	\$36.37	25%	1.8%
4750	C91	\$29.44	\$30.21	\$31.00	\$31.79	\$32.58	\$33.37	\$34.16	\$34.95	\$35.74	\$36.53	\$37.32	\$38.11	26%	1.9%
5250	D82	\$30.53	\$31.35	\$32.18	\$33.01	\$33.84	\$34.67	\$35.50	\$36.33	\$37.16	\$38.00	\$38.83	\$39.66	26%	1.9%
5667	D81	\$31.62	\$32.49	\$33.37	\$34.24	\$35.11	\$35.98	\$36.85	\$37.72	\$38.59	\$39.46	\$40.33	\$41.20	26%	1.9%
6000	D82	\$32.71	\$33.62	\$34.53	\$35.44	\$36.35	\$37.26	\$38.17	\$39.08	\$39.99	\$40.90	\$41.81	\$42.72	26%	1.9%
6333	D83	\$33.80	\$34.75	\$35.70	\$36.65	\$37.60	\$38.55	\$39.50	\$40.45	\$41.40	\$42.35	\$43.30	\$44.25	26%	1.9%
6750	D71	\$34.89	\$35.91	\$36.93	\$37.95	\$38.97	\$39.99	\$41.01	\$42.03	\$43.05	\$44.07	\$45.09	\$46.11	26%	1.9%
7250	D72	\$35.98	\$37.03	\$38.07	\$39.11	\$40.15	\$41.19	\$42.23	\$43.27	\$44.31	\$45.35	\$46.39	\$47.43	27%	1.9%
7667	E81	\$41.14	\$42.14	\$43.14	\$44.14	\$45.14	\$46.14	\$47.14	\$48.15	\$49.15	\$50.15	\$51.15	\$52.15	27%	2.0%

Kittson County - Proposed Pay Structure - 2023
WC-3 (WC-1 plus \$ 7.5)

Points	Rating	Starting	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Proposed Maximum	Range Spread	Est Step Increase
657	A11	\$17.08	\$17.94	\$18.28	\$18.83	\$19.97	\$19.32	\$19.68	\$20.01	\$20.35	\$20.70	\$21.04	\$21.39	22%	1.9%
1000	A12	\$18.73	\$19.11	\$19.49	\$19.86	\$20.24	\$20.62	\$20.99	\$21.37	\$21.74	\$22.12	\$22.50	\$22.87	22%	1.7%
1335	A13	\$19.00	\$20.24	\$20.69	\$21.30	\$21.91	\$22.52	\$23.13	\$23.74	\$24.35	\$24.96	\$25.57	\$26.18	23%	1.7%
1667	B21	\$21.02	\$21.48	\$21.95	\$22.34	\$22.78	\$23.21	\$23.65	\$24.08	\$24.52	\$24.97	\$25.41	\$25.85	23%	1.7%
2000	B22	\$22.18	\$22.83	\$23.10	\$23.87	\$24.51	\$25.14	\$25.78	\$26.41	\$27.04	\$27.67	\$28.30	\$28.93	23%	1.7%
2333	B23	\$23.30	\$23.80	\$24.31	\$24.61	\$25.31	\$25.81	\$26.31	\$26.81	\$27.31	\$27.81	\$28.31	\$28.81	24%	1.8%
2700	B31	\$24.73	\$25.27	\$25.81	\$26.35	\$26.89	\$27.43	\$27.97	\$28.51	\$29.05	\$29.59	\$30.14	\$30.68	24%	1.8%
3087	C41	\$27.08	\$27.63	\$28.17	\$28.72	\$29.26	\$29.81	\$30.35	\$30.89	\$31.44	\$31.98	\$32.52	\$33.07	24%	1.8%
4000	C42	\$28.02	\$28.69	\$29.13	\$29.78	\$30.38	\$31.01	\$31.63	\$32.26	\$32.89	\$33.51	\$34.14	\$34.78	25%	1.8%
4333	C43	\$29.16	\$29.85	\$30.33	\$31.54	\$32.23	\$32.91	\$33.60	\$34.29	\$34.98	\$35.67	\$36.36	\$37.05	25%	1.8%
4700	C51	\$31.59	\$32.32	\$33.05	\$33.77	\$34.50	\$35.23	\$35.95	\$36.68	\$37.41	\$38.14	\$38.87	\$39.59	26%	1.9%
5200	C52	\$33.40	\$34.08	\$34.69	\$35.65	\$36.40	\$37.16	\$37.91	\$38.67	\$39.42	\$40.17	\$40.92	\$41.67	26%	1.9%
5687	D81	\$34.73	\$35.59	\$36.26	\$37.17	\$37.85	\$38.72	\$39.59	\$40.45	\$41.32	\$42.19	\$43.06	\$43.93	26%	1.9%
6000	D82	\$35.66	\$36.66	\$37.56	\$38.41	\$39.26	\$40.10	\$40.94	\$41.79	\$42.63	\$43.48	\$44.32	\$45.17	26%	1.9%
6333	D83	\$37.02	\$37.80	\$38.72	\$39.57	\$40.44	\$41.29	\$42.15	\$43.02	\$43.88	\$44.75	\$45.61	\$46.48	26%	1.9%
6700	D71	\$38.45	\$39.26	\$40.28	\$41.19	\$42.11	\$43.02	\$43.94	\$44.85	\$45.76	\$46.68	\$47.59	\$48.51	26%	1.9%
7200	D72	\$40.18	\$41.12	\$42.08	\$43.05	\$44.01	\$44.97	\$45.93	\$46.89	\$47.85	\$48.82	\$49.78	\$50.74	26%	1.9%
7687	E81	\$41.59	\$42.59	\$43.59	\$44.59	\$45.59	\$46.59	\$47.59	\$48.59	\$49.59	\$50.60	\$51.60	\$52.60	26%	1.9%

Kittson County - Proposed Pay Structure - 2023
WC-4 (WC-1 plus \$ 9.00)

Points	Rating	Starting	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Proposed Maximum	Range Spread	Est Step Increase
657	A11	\$17.74	\$18.08	\$18.43	\$18.78	\$19.12	\$18.47	\$18.81	\$19.16	\$19.50	\$19.84	\$20.19	\$20.54	21%	1.6%
1000	A12	\$19.30	\$19.30	\$19.64	\$20.01	\$20.38	\$20.77	\$21.14	\$21.52	\$21.89	\$22.27	\$22.65	\$23.02	22%	1.7%
1335	A13	\$20.03	\$20.43	\$20.84	\$21.26	\$21.68	\$22.09	\$22.47	\$22.88	\$23.29	\$23.69	\$24.10	\$24.51	22%	1.7%
1667	B21	\$21.11	\$21.61	\$22.05	\$22.48	\$22.93	\$23.36	\$23.80	\$24.24	\$24.68	\$25.12	\$25.56	\$26.00	23%	1.7%
2000	B22	\$22.31	\$22.78	\$23.25	\$23.72	\$24.19	\$24.66	\$25.13	\$25.60	\$26.07	\$26.54	\$27.01	\$27.48	23%	1.7%
2333	B23	\$23.45	\$23.85	\$24.46	\$24.93	\$25.46	\$25.96	\$26.46	\$26.96	\$27.46	\$27.96	\$28.47	\$28.97	24%	1.5%
2700	B31	\$24.68	\$25.42	\$26.06	\$26.50	\$27.04	\$27.59	\$28.12	\$28.67	\$29.21	\$29.75	\$30.29	\$30.83	24%	1.5%
3087	C41	\$26.90	\$27.18	\$27.77	\$28.36	\$28.95	\$29.53	\$30.12	\$30.71	\$31.29	\$31.88	\$32.47	\$33.06	24%	1.5%
4000	C42	\$29.17	\$29.63	\$30.46	\$31.14	\$31.80	\$32.48	\$33.11	\$33.77	\$34.43	\$35.09	\$35.74	\$36.41	25%	1.6%
4333	C43	\$30.31	\$31.00	\$31.69	\$32.38	\$33.08	\$33.75	\$34.44	\$35.13	\$35.82	\$36.51	\$37.20	\$37.89	25%	1.6%
4700	C51	\$31.74	\$32.47	\$33.20	\$33.92	\$34.65	\$35.36	\$36.07	\$36.78	\$37.49	\$38.20	\$38.91	\$39.62	25%	1.6%
5200	C52	\$33.45	\$34.23	\$35.00	\$35.78	\$36.56	\$37.33	\$38.10	\$38.87	\$39.65	\$40.42	\$41.20	\$41.97	25%	1.6%
5687	D81	\$34.68	\$35.70	\$36.51	\$37.32	\$38.14	\$38.95	\$39.76	\$40.58	\$41.39	\$42.20	\$43.01	\$43.82	26%	1.6%
6000	D82	\$35.93	\$36.87	\$37.71	\$38.56	\$39.40	\$40.25	\$41.09	\$41.94	\$42.78	\$43.63	\$44.47	\$45.32	26%	1.6%
6333	D83	\$37.17	\$38.04	\$38.92	\$39.79	\$40.67	\$41.55	\$42.42	\$43.30	\$44.17	\$45.05	\$45.92	\$46.80	26%	1.6%
6700	D71	\$38.60	\$39.51	\$40.43	\$41.34	\$42.26	\$43.17	\$44.08	\$45.00	\$45.91	\$46.83	\$47.74	\$48.65	26%	1.6%
7200	D72	\$40.31	\$41.27	\$42.23	\$43.23	\$44.20	\$45.12	\$46.06	\$47.04	\$48.03	\$49.01	\$50.00	\$50.99	26%	1.6%
7687	E81	\$41.74	\$42.74	\$43.74	\$44.74	\$45.74	\$46.74	\$47.74	\$48.75	\$49.75	\$50.75	\$51.75	\$52.75	26%	1.6%