

AGREEMENT

between

BROWN COUNTY BOARD OF COMMISSIONERS

and

**AFSCME, MINNESOTA COUNCIL NO. 65 LOCAL UNION NO. 1204
AFL-CIO**

HIGHWAY UNIT

Term:

JANUARY 1, 2017 - DECEMBER 31, 2019

TABLE OF CONTENTS

<u>ARTICLE</u>		
	PREAMBLE	3
ARTICLE 1	RECOGNITION	3
ARTICLE 2	DEFINITIONS	3
ARTICLE 3	UNION SECURITY	3
ARTICLE 4	MANAGEMENT RIGHTS	4
ARTICLE 5	WORK RULES	4
ARTICLE 6	HOURS OF WORK	5
ARTICLE 7	OVERTIME AND CALL BACK	5
ARTICLE 8	HOLIDAYS	6
ARTICLE 9	VACATIONS	7
ARTICLE 10	SICK LEAVE	8
ARTICLE 11	LEAVES OF ABSENCE	8
ARTICLE 12	SENIORITY	10
ARTICLE 13	PROMOTIONS AND TRANSFERS	11
ARTICLE 14	DISCIPLINE AND DISCHARGE	11
ARTICLE 15	GRIEVANCE PROCEDURE	12
ARTICLE 16	RESIGNATION AND RETIREMENT	14
ARTICLE 17	SAFETY	14
ARTICLE 18	INSURANCE	15
ARTICLE 19	COMPENSATION	16
ARTICLE 20	GENERAL PROVISIONS	17
ARTICLE 21	SAVINGS CLAUSE	18
ARTICLE 22	MUTUAL CONTINGENCY	18
ARTICLE 23	SIGNATURE PAGE	18

PREAMBLE

Section A.

This Agreement, entered into by and between Brown County, hereinafter referred to as the "EMPLOYER", and Local Union No. 1204, affiliated with Minnesota Council 65, American Federation of State, County and Municipal Employees, AFL-CIO, hereinafter referred to as the "UNION", has as its purpose the promotion of harmonious relations between the EMPLOYER and the UNION; the establishment of an equitable and peaceful procedure for the resolution of differences; and the establishment of rates of pay, hours of work, and other terms and conditions of employment.

Section B.

This Agreement is pursuant to and in compliance with the Minnesota Public Employment Labor Relations Act of 1971, as amended.

ARTICLE 1 RECOGNITION

Section A.

Pursuant to the Certification of the State of Minnesota, Bureau of Mediation Services, the EMPLOYER recognizes the UNION as the sole and exclusive bargaining agent for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment for:

1. All employees of the Brown County Highway Department, New Ulm, Minnesota, whose employment service exceeds the lesser of fourteen (14) hours per week or thirty-five percent (35%) of the normal work week and more than sixty-seven (67) work days per year, excluding clerical, technical, supervisory and confidential employees; and

Section B.

The EMPLOYER shall not enter into any agreement with the employees coming under the jurisdiction of this Agreement, either individually or collectively, which in any way conflicts with the terms or conditions of this Agreement or with the role of the UNION as the sole and exclusive representative for said employees, without the mutual consent of both parties pursuant to the meet and confer process.

ARTICLE 2 DEFINITIONS

EMPLOYEE: A person who is in the bargaining unit that is defined in Article 1, Recognition, Section A.

(TRAINING PHASE) EMPLOYEE: An employee who has not completed the required training phase period.

REGULAR EMPLOYEE: An employee who has completed the required training phase period and who works an average 40 hour week.

PART TIME EMPLOYEE: An employee who has completed the required training phase period and is scheduled to work an average of less than 40 hours per week.

ARTICLE 3 UNION SECURITY

Section A.

The EMPLOYER agrees to deduct from the wages of employees who authorize such deduction

in writing an amount to equal monthly UNION dues and forward such monies each month to the designated officer of the UNION, together with a list of the names of the employees from whose wages deductions were made along with employee member number, status, hourly rate, hours per pay period, year to date hours, number of pay periods and current dues deduction. Effective January 2011 the deduction of dues shall commence 30 working days after initial employment with the Employer subject to receipt of signed authorization card.

Section B.

When requested to do so by the UNION, the EMPLOYER shall deduct from the wages of those employees not members of the UNION a fair share fee in accordance with MN Stat. 179A.06 Subd. 3.

Section C.

The Union shall provide the formula or schedule (if applicable) to calculate the actual dues deduction to the Employer and will provide a spreadsheet that can be used to calculate the actual dues by an electronic format or via U.S. mail.

Section D.

UNION stewards and UNION representatives shall have access to the premises of the EMPLOYER at reasonable times and subject to reasonable rules to investigate grievances and for other reasonable purposes.

Section E.

The UNION agrees to indemnify and hold the EMPLOYER harmless against any and all claims, suits, orders or judgments, including attorney's fees, 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.

ARTICLE 4
MANAGEMENT RIGHTS

It is recognized that, except as expressly stated herein, the EMPLOYER shall retain whatever rights and authority are necessary for it and available to it pursuant to law to operate and direct the affairs of the County in all of its various aspects, including, but not limited to, the right to direct working forces; to plan, direct and control all the operations and services of all employees; to determine the methods, means, organization and number of personnel by which such operations and services are to be conducted; to assign overtime; to assign and transfer employees; to schedule working hours; to determine whether goods or services should be made or purchased; to hire, promote, demote, suspend, discipline, discharge, or relieve employees due to lack of work or other legitimate reasons; and to make and enforce reasonable rules and regulations, to change or eliminate methods, equipment or facilities.

ARTICLE 5
WORK RULES

The EMPLOYER may establish, alter or amend any work rule not in conflict with this Agreement without prior conference with the UNION.

Copies of all written rules currently in effect or hereafter established by the EMPLOYER and any written changes therein shall, upon adoption, be furnished to the UNION and posted on employee bulletin boards. The UNION may express its view thereon at any UNION-Management committee meeting.

ARTICLE 6
HOURS OF WORK

Section A.

The normal work week and work day for the months of November through March shall consist of forty (40) hours, five (5) eight (8) hour days, 8:00 a.m. to 4:00 p.m., Monday through Friday. The months of April through October shall consist of a 40 hour work week, four ten-hour days, 7:00 a.m. to 5:00 p.m., Monday through Thursday. This schedule may be altered by the EMPLOYER due to weather conditions which warrant the changing of work projects as mutually agreed upon between the EMPLOYER and the UNION.

Section B.

Except for emergency situations, work schedules shall not be changed unless the changes are mutually agreed upon by the UNION and the EMPLOYER.

In the event of an emergency when not all of the employees are called in prior to their normal starting time, those employees who are called in prior to their normal starting time shall be allowed to work at least an eight (8) hour day or until the Engineer has declared the emergency ended, whichever is greater.

Section C.

All employees shall receive a fifteen (15) minute rest period during each one-half (1/2) shift. The rest period shall be scheduled at the middle of each one-half (1/2) shift whenever this is feasible.

Section D.

For the purpose of transition from the regular work week to summer hours and vice versa, the following shall apply:

- (1) In the spring to transition from working eight hour days, 40 hours will be worked from Friday to Thursday. The following Friday shall not be a regular day of work and the following Monday through Thursday employees will begin working four 10 hour days.
- (2) In the fall to transition from working 10 hours, 40 hours will be worked from Monday to Thursday. Work on the following Friday will be 8 hours as the beginning of transition to five 8 hour days Friday to Thursday.

ARTICLE 7
OVERTIME AND CALL BACK

Section A.

Employees shall have the choice of being paid at the rate of one and one-half (1-1/2) times the employee's regular base hourly rate of pay or receiving compensatory time at the rate of one and one-half times the hours worked for work performed under any of the following conditions, but compensation shall not be paid twice for the same hours:

1. All work performed in excess of forty (40) hours in any work week.
2. All work performed on Saturdays and Sundays.

An employee shall not be required to take time off during the normal work week to avoid payment of overtime.

Section B.

All work performed on any holiday shall be paid at two and one-half (2-1/2) times the employee's base hourly rate of pay.

Section C.

Employees will be paid a minimum of three (3) hours at the regular hourly rate when called back to work outside of the regular scheduled shift.

Section D.

Overtime generally will be on a voluntary basis. If the overtime work cannot be covered on a voluntary basis, then employees will be required to work overtime. In the case of emergency, overtime is required.

Section E.

All holidays and paid leave time shall be considered time worked for the purpose of computing overtime.

Section F.

Employees shall be allowed to accumulate a maximum of 240 hours of compensatory time. Compensatory time shall be used in the same manner as vacation. Upon severance of employment, an employee shall be paid his/her accrued compensatory time.

**ARTICLE 8
HOLIDAYS**

Section A.

All employees are guaranteed to receive eleven (11) days annually as paid holidays to be determined at the discretion of the County Board from the following list:

New Year's Day	Labor Day
Martin Luther King Day	Veterans Day
President's Day	Thanksgiving Day
Good Friday (afternoon)	Friday after Thanksgiving
Memorial Day	Christmas Eve (afternoon)
Independence Day	Christmas Day

Employees shall be paid their current hourly rate of pay times the number of hours in their normal work day for each of the holidays above on which they perform no work. Employees shall be paid for all holidays that occur on Friday or Saturday while employees are working four ten-hour days, Monday through Thursday. Employees shall be paid their base rate of pay. Said hours will not be used in the computation of overtime.

Section B.

Whenever New Year's Day, Independence Day, Veterans Day or Christmas Day falls on a Saturday, the preceding Friday shall be observed as the holiday.

Whenever New Year's Day, Independence Day, Veterans Day or Christmas Day falls on a Sunday, the succeeding Monday shall be observed as the holiday.

Section C.

When a paid holiday falls during an employee's vacation period, that employee shall receive an additional day of paid vacation.

ARTICLE 9
VACATIONS

Section A.

Regular employees shall earn vacation according to the following schedule of years of completed employment:

<u>Years Completed</u>	<u>Hours Per Month</u>	<u>Hours Per Year</u>
Less than 5 years	8.47	101.66
5 years but less than 10 years	10.83	130
10 years but less than 15 years	13.11	157.30
15 years but less than 20 years	15.45	185.38
20 years or more	16.79	201.50

Section B.

Training Phase employees shall accrue vacation from their date of hire, but shall not be entitled to use such vacation until they have satisfactorily completed six (6) months of service.

Section C.

On or before April 1st of each calendar year, all regular employees entitled to a vacation during that year shall indicate their respective preferences in writing to the Department Head or his authorized supervisors. In cases where, at the discretion of the Department Head, the number of employees on vacation must be limited, the senior employee(s) shall have preference on vacation times. Employees not signing up for vacation periods prior to April 1st shall be able to request vacation at a later date, however, those requests will be treated on a first come, first serve basis, and seniority shall not govern.

Section D.

Vacation days may be accumulated up to a maximum of two hundred (200) hours.

Section E.

Upon severance of employment, an employee with more than six (6) months service will receive payment of accrued vacation leave at current rate of pay. Unused vacation pay will not be paid to a person who does not give a two week notice prior to leaving the employment of the County.

Section F.

Should an employee contract any illness or disability during vacation that requires the attention of a physician, the period of sickness or disability shall be charged as sick leave, and the charge against vacation leave reduced accordingly. The illness or disability must be verified by a signed certificate from a physician.

Section G.

The EMPLOYER may request employees to work during their vacation period in the event of an emergency, provided the employee is given future time off at the employee's option.

Section H.

The rate of vacation pay shall be the employee's regular rate of pay.

Section I.

Vacation leave will not be approved in an amount of less than one-half (1/2) hour.

ARTICLE 10
SICK LEAVE

Section A.

Regular and Training Phase employees shall accrue sick leave at the rate of one (1) working day for each month of service. Sick leave will be accumulated up to an unlimited total. Sick leave will not be approved in an amount of less than one-half (1/2) hour.

Section B.

Accrued sick leave may be used for illness, injury, medical or dental appointments, immediate family illness, or because of exposure to contagious disease where the health of other employees might be endangered by reporting to work. Immediate family, for the purpose of this Article, shall mean the employee's spouse, father, father-in-law, mother, mother-in-law, child, sister, sister-in-law, brother, brother-in-law, and grandchildren and as further may be defined in Minnesota Statute 181.9413.

Section C.

Employees shall notify their immediate supervisor or department head as soon as practicable of their request for sick leave. The EMPLOYER may require a report from a recognized physical or mental health authority attesting to the necessity of the leave upon three (3) consecutive days illness or when the EMPLOYER has reasonable cause to suspect abuse of sick leave. Leaves of absence covered by the Family and Medical Leave Act will be handled in accordance with the County FMLA policy.

Section D.

An employee who incurs a work related illness or injury during their performance of duty for the EMPLOYER and thereby rendered unable to work for the EMPLOYER will be paid the difference between the employee's monthly net pay and Worker's Compensation insurance payments while employed by the County. Such payment by the EMPLOYER will not be charged to the employee's vacation, sick leave, or other accumulated paid benefits. The EMPLOYER may require the employee to submit a physical examination by a doctor or doctors selected by the EMPLOYER to determine whether the employee is capable of returning to full-time duty or if the employee should be retired or given a less strenuous assignment in the department. If it is determined that the employee is no longer physically fit for full-time active duty on the employee's former or new assignment in the department and retirement is indicated in the best interest of the employee and the department, the employee shall be retired. It is understood that EMPLOYER'S obligation to pay the difference between the employee's net pay and Worker's Compensation payments shall cease upon termination of employment.

Section E.

Upon death, disability, or upon severance of an employee in good standing after fifteen (15) years of employment, an employee or employee's estate shall be paid twenty-five percent of unused sick leave based upon then effective employee's current rate of pay. Upon separation of an employee in good standing who upon separation has been employed by the County for ten or more years, employee or employee's estate shall be paid ten (10) percent of the employee's recorded unused sick leave based upon the employee's current rate of pay.

ARTICLE 11
LEAVES OF ABSENCE

Section A. General Conditions

1. Employees shall be eligible for a leave of absence after six (6) months service with the EMPLOYER.

2. Any request for a leave of absence shall be submitted in writing by the employee to his department head. The request shall state the reason the leave of absence is being requested and the approximate length of time the employee desires.
3. Authorization for a leave of absence shall be answered promptly; requests for immediate leaves (for example, family illness or death) shall be answered before the end of the shift during which the request is submitted, if possible.
4. Authorization of a leave of absence, if granted, shall be furnished to the employee by the EMPLOYER in writing.

Section B. Paid Leaves

1. Funeral Leave. An employee shall be allowed a maximum of three (3) days for a death in the immediate family as defined in Article X, Section B, including significant other. For the death of an employee's grandparent, the employee shall be granted one (1) day funeral leave. All other funeral leaves will be granted at the discretion of the department head or personnel director and such time shall be deducted from other leave benefits.
2. Jury Duty. Any employee shall be granted a leave of absence with pay for service on a jury. Such employee shall return fees for such jury service to the EMPLOYER. If excused, he shall immediately return to work for the balance of the day. The employee shall be allowed to retain mileage expense.
3. Military Leave. Employees who are members of a reserve force of the United States or of this State and who are ordered by the appropriate authorities to attend a training program or perform other duties under the supervision of the United States or this State shall be granted a paid leave of absence in accordance with Federal and State Statutes.
4. In addition to accruing seniority while on any paid leave of absence granted under the provisions of this Section, employees shall be reinstated to the position they held at the time the leave of absence was requested.

Section C. Unpaid Leaves of Absence

1. Disability and Personal Leave. A leave of absence without compensation may be granted upon good cause shown to the department head with the approval of the County Board. Seniority pursuant to Section B4 of this Article shall be granted for unpaid leave time only as follows:
 - a) Disability and personal leave up to six (6) months or for up to eighteen (18) months in the case of a work related Workers Compensation absence.
 - b) For a child care leave of up to six (6) months.
2. Parental Leave. A parental leave of absence shall be granted to a natural or adoptive parent who requests such leave in conjunction with the birth or adoption of a child and as further may be defined in Minnesota Statute 181.9413. The leave shall continue up to six months, provided that such leave may be extended up to a maximum of one (1) year by mutual consent between the employee and the EMPLOYER.
3. Union Leave. Upon written request of the UNION, leave shall be granted to employees elected to any UNION office or selected by the UNION to do work which takes them from their employment with the EMPLOYER.

4. Educational Leave. After two years of employment, a request for educational leave without pay shall be considered on a case by case basis by the department head, with approval by the County Board.

ARTICLE 12 SENIORITY

Section A.

Seniority means an employee's length of continuous service with the EMPLOYER since his last date of hire. An employee's continuous service record shall only be broken by voluntary resignation, discharge, retirement or failure to return from a leave of absence. There shall be no deduction from continuous service for any time lost which does not constitute a break in continuous service.

Section B.

All newly hired or rehired employees shall serve a six (6) month training phase period, during which time they may be terminated at the sole discretion of the EMPLOYER. All newly or rehired employees, employees transferring or experiencing a promotion shall not be required to change their residence for the purpose of adhering to the response time measured as a five mile radius from the shop, for the first nine months of their employment in the position.

Section C.

On January 1st of each year, the Brown County Highway Department shall post on all bulletin boards a seniority list showing the continuous service of each employee, including date of employment.

Section D.

An employee promoted out of the bargaining unit shall retain his seniority until he achieves permanent status in the promoted position.

Section E.

Employees to be laid off will be given at least three (3) weeks notice. In the event of layoff, training phase, temporary, seasonal and part-time employees will be laid off prior to the laying off of regular employees. In the event a layoff of regular employees in any classification of work becomes necessary, the employee with the least seniority in the classification of work affected by the layoff shall be the employee laid off. The employee laid off shall then have the opportunity to bump the least senior employee in any classification that the employee in the opinion of the County Highway Engineer is qualified to fill, provided that the employee has more seniority than the employee he intends to bump.

Section F.

Employees shall be recalled from layoff in accordance with the following procedure:

1. Employees having exercised bumping privileges shall first have the option of being reinstated in the position from which they were laid off, to the extent such positions have been re-established. No moving expenses will be paid as a result of the application of this provision.
2. Employees shall be recalled in the inverse order of their layoff.
3. No new employees shall be rehired until all employees on layoff status desiring to return to work have been recalled. Recall notices shall be mailed via registered mail, return receipt requested, to the employee's last known address.
4. Recalled employees shall return to work within seven (7) days following the date the recall notice is received.

Section G.

Laid off employees shall continue to receive all insurance benefits they had at the time of their

layoff in accordance with MSA 62A, 17, Subd. 2 and the Consolidated Omnibus Reconciliation Act of 1985, Pub. L. No. 99-272 (1986)

Section H.

Employees displaced by the elimination of jobs through layoffs, consolidation (combining the duties of two or more jobs), the installation of new equipment or machinery, the curtailment or replacement of existing facilities or for any other reason, shall be permitted to exercise their seniority rights to transfer to another job which they are qualified to fill in the Brown County Highway Maintenance Department. Any employee transferred as a result of the application of this provision may be required to change his place of residence as a result of the transfer. If a change of residence is required by the County Board, the EMPLOYER agrees to pay moving expenses up to a maximum of \$500.00, provided the employee produces receipts for all such expenses.

ARTICLE 13
PROMOTIONS AND TRANSFERS

Section A.

The EMPLOYER will post a notice for ten (10) days when a vacancy occurs. Employees desiring to transfer to a new job or to fill a vacancy shall submit a written application to the Department Head. The EMPLOYER will fill the vacancy by promoting or transferring the most senior employee who applies for the job. The promoted or transferred employee shall then serve a ninety (90) day trial period in the new job. The EMPLOYER may return the employee to the previous position during the trial period if employee is not able to carry out the duties of the position to which employee has been promoted or transferred. The employee may also choose to return to employee's former position during the first thirty (30) days in the position to which employee has been promoted or transferred.

Section B.

From the first day of work in the new position, employees will be paid the minimum rate for the new position or the next highest rate in the scale for the new position above the employee's rate of pay prior to promotion, whichever is the greater.

ARTICLE 14
DISCIPLINE AND DISCHARGE

Section A.

Employees shall be disciplined or discharged only for just cause. Disciplinary action shall be progressive and follow the steps listed below:

1. Oral warning
2. Written warning
3. Suspension
4. Discharge

In cases of gross misconduct, discipline need not be progressive and may for the first offense involve an appropriate suspension or dismissal.

Section B.

The EMPLOYER shall not question the employee during an investigation that will lead to disciplinary action unless the employee has been given the opportunity to have a representative of the UNION present at such questioning.

Section C.

A written record of all disciplinary actions shall be entered into the employee's personnel record. All disciplinary entries in the personnel office record shall state the corrective action expected of the employee. Each employee shall receive a copy of all evaluative and disciplinary entries into the personnel office record and shall be entitled to have the employee's written response therein.

Section D.

Discharge or suspension of an employee will automatically be referred to a special conference between the UNION and the Brown County Highway Engineer. The special conference shall be held within three (3) days from date of discharge or suspension, if possible.

ARTICLE 15
GRIEVANCE PROCEDURE

Section A.

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

Section B.

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.

Section C.

It is recognized and accepted by the UNION and the EMPLOYER that the processing of grievances as hereinafter provided is limited to the job duties and responsibilities of the employee and shall therefore be accomplished during normal working hours only when consistent with such employee duties and responsibilities. The aggrieved employee and the UNION representative shall be allowed a reasonable amount of time without loss of pay when a grievance is investigated and presented to the EMPLOYER during normal working hours, provided that the employee and the UNION have notified and received the approval of the designated supervisor who has determined that such absence is reasonable and would not be detrimental to the work program of the EMPLOYER.

Section D.

Grievances shall be resolved in conformance with the following procedure:

- STEP 1. The UNION steward, with or without the employee, shall take up the grievance within twenty-one (21) days of its occurrence or the employee's knowledge of its occurrence with the employee's supervisor. The supervisor shall attempt to adjust the matter and shall respond to the steward within three (3) working days.
- STEP 2. In the event the grievance is not resolved to the satisfaction of the UNION in Step 1, it shall be presented in writing within seven (7) days to the County Highway Engineer who may conduct a new hearing and who shall submit a written decision to the UNION and the employee within ten (10) days thereafter.
- STEP 3. In the event no settlement is reached, the grievance shall be presented in writing to the County Administrator. The County Administrator will respond in writing to the UNION within ten (10) days.
- STEP 4. A grievance not resolved in Step 3 of the grievance process may be submitted to the Bureau of Mediation Services by mutual agreement. It is recognized by the parties that

the intervention of the Bureau of Mediation Services does not preclude either party from proceeding to arbitration. The use of the Bureau of Mediation Services is for a possible mediated resolution only.

STEP 5. If the grievance remains unresolved, the UNION may, within seven (7) calendar days after the response of the County Administrator, by written notice to the EMPLOYER, request arbitration of the grievance. The arbitration proceedings shall be conducted by an arbitrator to be selected by mutual agreement of the EMPLOYER and the UNION. If the parties fail to mutually agree upon an arbitrator within seven (7) calendar day, either party may request the Bureau of Mediation Services to submit a panel of five (5) arbitrators. Both the EMPLOYER and the UNION shall have the right to strike two (2) names from the panel. The party requesting arbitration shall strike the first name, and the other party shall then strike one name. The process will be repeated, and the remaining person shall be the arbitrator. A hearing on the grievance shall be held promptly by the arbitrator, and a decision shall be rendered by him within thirty (30) days of the date of hearing. All expenses of the cost of the arbitrator shall be duly shared and assessed equally by the parties. If either party desires a verbatim record of the proceedings, it may cause such a record to be made, provided it pays for the record.

Section E.

The arbitrator shall have no right to amend, modify, nullify, ignore, add to, or subtract from the provisions of this Agreement. He shall consider and decide only the specific issue(s) submitted to him by the EMPLOYER and the UNION, and shall have no authority to make decision on any other issue not so submitted to him. The arbitrator shall 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 decision shall be based solely upon the arbitrator's interpretation or application of the express terms of this Agreement and on the facts of the grievance presented. The decision of the arbitrator shall be final and binding on the EMPLOYER and the UNION and the employees, to the extent established by the PELPA of 1971, as amended.

Section F.

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 upon 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.

Section G. Election of Remedies:

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 either to Step 5 of Article XV, or a procedure such as: Veterans Preference, Human rights or Civil Service. If appealed to any procedure other than Step 5, the grievance is not subject to the arbitration procedure as provided in Step 5. The aggrieved employee shall indicate in writing which procedure is to be utilized Step 5 or another appeal procedure and shall sign a statement to the effect that the choice of any other hearing precludes the aggrieved employee from making a subsequent appeal through Step 5.

An employee pursuing a remedy pursuant to a statute under the jurisdiction of the United States Equal Employment Opportunity Commission is not precluded from also 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, the italicized portion of this Section shall be deleted.

ARTICLE 16
RESIGNATION AND RETIREMENT

Section A.

Employees may resign at any time and when so resigning, must give at least two (2) weeks notice.

ARTICLE 17
SAFETY

Section A.

It shall be the policy of the EMPLOYER to provide for the safety of its employees by providing safe work conditions, safe work areas, and safe work methods.

Section B.

An employee will not be required to operate an unsafe piece of equipment or perform a dangerous task if there is a real, imminent danger of death or serious physical injury. All unsafe equipment or job conditions will be brought to the attention of the Department Head. The unsafe condition shall then be corrected within a reasonable period of time.

Section C.

The employees shall have the responsibility to use all provided safety equipment, including seat belts, and procedures in their daily work and shall cooperate in all safety and accident prevention programs.

Section D.

All rules and regulations that the EMPLOYER deems necessary to enforce shall be written and posted on all employee bulletin boards so that the employees are aware of the safety rules and regulations that the EMPLOYER intends to enforce.

Section E.

The EMPLOYER shall provide employees with five (5) safety-colored T-shirts (t-shirts shall not be of the mesh variety) per year, up to one jacket per year to be replaced as needed based on approval of Highway Engineer, and one vest to be replaced as needed based on approval of the County Engineer. In all other respects, selection and issuance of said garments shall be the right and obligation of the EMPLOYER. The EMPLOYER shall also provide employees with protective safety glasses and, in the case of employees with prescription lenses, EMPLOYER shall provide prescription safety lenses and frames, all at EMPLOYER'S expense. In the case of employees with prescription lenses, the EMPLOYER shall pay medically required changes of lenses (as needed). In all cases, EMPLOYER shall repair or replace at EMPLOYER'S expense all lenses and frames damaged or destroyed from work related activities or incidents. Employees will also wear safety shoes as required and paid for by the EMPLOYER. If the EMPLOYER requires an employee to wear a uniform, protective clothing, or any type of protective device as a condition of employment, such uniform, protective clothing, or device shall be furnished by the EMPLOYER.

Section F.

The EMPLOYER agrees to provide protective clothing for employees engaged in crack sealing operations. The Department Head and employee representative shall mutually agree upon the items of

protective clothing provided.

ARTICLE 18 INSURANCE

Section A.

The EMPLOYER agrees to provide mutually agreed upon insurance benefits. Such coverage shall be subject to the limitations, benefits and conditions established by the contracts with the insurance carriers.

Section B.

Each full-time employee shall be offered medical health insurance. Effective January 1, 2017 the County shall contribute \$640.58 monthly toward the single coverage premium for the high deductible with HSA plan (currently HP \$2,600, HSA). Effective January 1, 2017 the County shall contribute \$1,452.76 monthly toward the cost of health insurance premium for family coverage for the base plan high deductible with HSA plan (currently HP \$2,600, HSA). The County will provide an HSA health insurance option. In the event of married couples, each of whom are employed by the County, the County will not provide duplicate insurance coverage but will only provide one employee with family coverage. The County will however, provide each with single coverage as requested. In addition, employees participating in this high deductible basic plan will receive \$1,550 annually in two equal installments into the HSA for single and \$1,650 annually in two equal installments into the HSA for family.

Thereafter, for 2018 and 2019 the Employer shall pay 60% and employee shall pay 40% of the increase cost in the health insurance premium for single and family coverage for the high deductible basic plan.

The County agrees to maintain a 125 flex plan which will include the employee contribution to be paid with pretax dollars. The covered employees agree to allow payroll deduction for the employee share of such premiums.

Section C.

The EMPLOYER shall pay the premiums for group life, accidental death and dismemberment and loss of sight, and weekly indemnity insurance for regular employees.

Section D.

EMPLOYER shall permit employees who have attained the age of 55 and who have served in the EMPLOYER'S employ for 15 years or more to remain covered by the group at employee's expense up to age 65.

Section E.

According to the Consolidated Omnibus Reconciliation Act of 1985, Pub. L No. 99-272 (1986), employees and their families are entitled to temporary extension of group health insurance coverage, at group rates, when qualifying circumstances occur. Such employees must pay all premiums thereof.

Section F.

The EMPLOYER agrees to establish an insurance committee on which the UNION shall have pro rata representation comparing its membership number to the total number of Brown County employees, but in no case less than one (1) representative. It is agreed that this committee shall function as a meet and confer input group which shall provide a forum for an exchange of information about insurance benefit programs currently available and potentially available. Potential insurance changes that may be desired by either the employees or the EMPLOYER and such other matters as may be mutually agreed are appropriate for such meetings. The EMPLOYER shall be responsible for scheduling such meetings in accordance with an appropriate time table relating to insurance contract terms and dates.

Attendance at insurance committee meetings held at a time which would normally be duty time for a Union appointed employee will constitute paid time.

Section G.

Regular part-time employees working 30+ hours per week year around shall be eligible to participate in the County's group health insurance with the County paying 75% of the cost for single coverage premium which may be applied to family coverage.

Section H.

Affordable Care Act. In the event the health insurance provisions of this Agreement fail to meet the requirements of the Affordable Care Act and its related regulations or cause the Employer to be subject to a penalty, tax or fine, the Union and the Employer will meet immediately to bargain over alternative provisions so as to comply with the Act and avoid any penalties, taxes or fines for the Employer.

ARTICLE 19
COMPENSATION

Section A.

Employees shall be paid in accordance with the wage schedule attached to this Agreement and marked Appendix A. Annual performance appraisals shall be conducted by the County with a copy of said appraisal on file with the County Personnel Department. Said performance appraisals (format) shall be in accordance with Addendum C of the current Brown County Personnel Policy effective 1992.

1. Reclassification to a Higher Grade

When a position description is reclassified up, to a higher grade, incumbent employee will move to the step on the new job grade (class) line which is closest to, but not below, present salary. If a position is classified through the rotational review and goes up a grade or more, salary placement will be closest step plus one. The step placement and movement, for reclassification, is according to the accelerated step process which utilizes Steps 1-2-3-4-5-8-12-16-21-26. Each year on their anniversary date thereafter, the employee shall move one step up until the employee has attained the level of credited years of service in that position. Upon reaching the accelerated step closest to the years of service in that position, the following year placement will be at the actual years of service. Incumbent will retain present anniversary date (month and day will remain the same but the year shall change).

2. Reclassification to a Lower Grade

When a position description is rewritten and the PAC repoints the job to a lower grade, the new points will be recognized and the position placed on the lower grade, with the incumbent maintaining present salary until the steps on the lower grade catch up. Incumbent will retain present anniversary date (month and day will remain the same, but the year shall change).

3. Voluntary Demotion to a Lower Classified Job

When an employee elects to apply for a job in a lower job classification, a voluntary demotion, the employee would transfer or demote to the minimum of the new salary range. Exceptions should be made only when the employee brings to the job working experience and qualifications above the basic requirements needed to perform the work satisfactorily. Occasionally, for the skills and experience required, it will become necessary to pay above the minimum as a starting salary. This is a decision for the County Board, based on recommendations of the Personnel Committee, to make, in the individual case. The employee will acquire a new anniversary date.

4. Promotions

With a promotion to a new job, the employee will move to, at a minimum, the step on the new grade that is closest to, but not below, the present salary. A new anniversary date will be assigned, and will be the effective date of the appointment to the new position by the County

Board. The month and day will remain the same, but the year will change.
Employees assigned as acting crew chiefs shall receive an additional \$.75 per hour above the regular hourly rate.

5. Effective January 1, 2017, 2.0% general increase. Effective January 1, 2018, 2.0% general increase. Effective January 1, 2019, 2.5% general increase. Employees eligible for step increases will be granted such increases upon meeting the requirements of the collective bargaining agreement for 2017, 2018, and 2019.

Retroactive payment shall apply to employees employed as of the date of County Board approval of this Agreement.

The County will implement revised County step plan effective January 1, 2003.

ARTICLE 20 GENERAL PROVISIONS

Section A.

The provisions of this Agreement shall be applied equally to all employees in the bargaining unit without discrimination as to age, sex, marital status, race, color, creed, national origin, political belief, religious belief, or UNION or non-UNION membership. The UNION shall share equally with the EMPLOYER the responsibility to applying this provision of the Agreement.

All references to employees in the Agreement designate both sexes, and wherever either gender is used, it shall be construed to include male and female employees.

Section B.

The EMPLOYER shall allow a maximum of three (3) members to be paid for attending a negotiating meeting during working hours.

Section C.

The EMPLOYER agrees to furnish and maintain suitable bulletin boards in convenient places in each work area which can be used by the UNION. The UNION shall limit its posting of notices and bulletins to such bulletin boards.

Section D.

Any subject matter submitted by the EMPLOYER to an employee's personnel file which could be detrimental to the employee's future promotion, transfer, present or future employment, shall be served upon the employee in writing. Such matters shall then be a proper subject for the grievance procedure.

All employees shall have the right to inspect their personnel file during working hours in the presence of the EMPLOYER.

Section E.

If the EMPLOYER requires an employee to utilize his own vehicle in the performance of his job, said employee shall be reimbursed by the County at the same mileage rate paid by the County to all other County employees.

Section F.

The UNION recognizes the right of contracting and subcontracting is vested in the EMPLOYER. The right to contract or subcontract shall not be used for the purpose or intention of undermining the UNION, nor to discriminate against any of its employees.

Section G.

The EMPLOYER shall install and maintain a telephone in each outlying shop.

Section H.

A labor/management committee shall be established. The minimum on the committee shall consist of one county board member, the county administrator and the county engineer. The Union shall select three members to participate on the committee. The committee shall meet on or about January 1st and July 1st of each calendar year. Additional meetings may be called by written request of either party. Said committee is not designed to handle grievances or contract interpretation.

ARTICLE 21
SAVINGS CLAUSE

Section A.

Should any article, section or portion thereof of this Agreement be held unlawful and unenforceable by any court of competent jurisdiction or is in violation of legislation or administrative regulations, such decision of the court shall apply only to the specified article, section or portion thereof directly specified in the decision; upon the issuance of such a decision, the parties agree immediately to negotiate a substitute for the invalidated article, section or portion thereof.

ARTICLE 22
MUTUAL CONSENT CONTINGENCY

Section A.

This Agreement may be amended any time during its life upon the mutual consent of the EMPLOYER and the UNION. Such amendment, to be enforceable, must be in writing and attached to all executed copies of this Agreement.

ARTICLE 23
DURATION

This Agreement shall be effective as of the first day of January, 2017, and shall remain in full force and effect until the thirty-first day of December, 2019. It shall be automatically renewed from year to year thereafter unless either party shall give sixty (60) days notice prior to the anniversary date of its desire to amend or terminate this Agreement. This Agreement shall remain in full force and effect until a new agreement is reached.

IN WITNESS WHEREOF, the parties have set their hands this 17th of NOVEMBER, 2016.

BROWN COUNTY, MINNESOTA

[Signature]
Board Chairman

[Signature]
Attest: Administrator

[Signature]
Attest: HR Director

HwyContract 2017-2019 signature copy.docx

LOCAL 1204, MINNESOTA COUNCIL
65, AMERICAN FEDERATION OF
STATE, COUNTY & MUNICIPAL
EMPLOYEES, AFL-CIO

[Signature]
President

[Signature]
Council 65 Representative

2017 SALARY RANGE SCHEDULE
HIGHWAY EMPLOYEES

GRADE	RANGE	Minimum Starting	Midpoint																										MAXIMUM Percent 26 Change
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25		
IV	146 - 160	20,574	21,201	21,828	22,455	23,082	23,709	24,336	24,963	25,590	26,217	26,844	27,471	28,098	28,725	29,352	29,979	30,606	31,233	31,860	32,487	33,114	33,741	34,368	34,995	35,622	36,249	36,876	
	161 - 175	31,061	31,688	32,315	32,942	33,569	34,196	34,823	35,450	36,077	36,704	37,331	37,958	38,585	39,212	39,839	40,466	41,093	41,720	42,347	42,974	43,601	44,228	44,855	45,482	46,109	46,736	47,363	47,990
V	176 - 190	41,548	42,175	42,802	43,429	44,056	44,683	45,310	45,937	46,564	47,191	47,818	48,445	49,072	49,699	50,326	50,953	51,580	52,207	52,834	53,461	54,088	54,715	55,342	55,969	56,596	57,223	57,850	58,477
	191 - 205	52,035	52,662	53,289	53,916	54,543	55,170	55,797	56,424	57,051	57,678	58,305	58,932	59,559	60,186	60,813	61,440	62,067	62,694	63,321	63,948	64,575	65,202	65,829	66,456	67,083	67,710	68,337	68,964
VI	206 - 220	62,522	63,149	63,776	64,403	65,030	65,657	66,284	66,911	67,538	68,165	68,792	69,419	70,046	70,673	71,300	71,927	72,554	73,181	73,808	74,435	75,062	75,689	76,316	76,943	77,570	78,197	78,824	79,451
	221 - 235	73,009	73,636	74,263	74,890	75,517	76,144	76,771	77,398	78,025	78,652	79,279	79,906	80,533	81,160	81,787	82,414	83,041	83,668	84,295	84,922	85,549	86,176	86,803	87,430	88,057	88,684	89,311	89,938
VII	236 - 250	83,496	84,123	84,750	85,377	86,004	86,631	87,258	87,885	88,512	89,139	89,766	90,393	91,020	91,647	92,274	92,901	93,528	94,155	94,782	95,409	96,036	96,663	97,290	97,917	98,544	99,171	99,798	100,425
	251 - 265	93,983	94,610	95,237	95,864	96,491	97,118	97,745	98,372	98,999	99,626	100,253	100,880	101,507	102,134	102,761	103,388	104,015	104,642	105,269	105,896	106,523	107,150	107,777	108,404	109,031	109,658	110,285	110,912
VIII	266 - 280	104,950	105,577	106,204	106,831	107,458	108,085	108,712	109,339	109,966	110,593	111,220	111,847	112,474	113,101	113,728	114,355	114,982	115,609	116,236	116,863	117,490	118,117	118,744	119,371	120,000	120,627	121,254	121,881
	281 - 295	115,437	116,064	116,691	117,318	117,945	118,572	119,199	119,826	120,453	121,080	121,707	122,334	122,961	123,588	124,215	124,842	125,469	126,096	126,723	127,350	127,977	128,604	129,231	129,858	130,485	131,112	131,739	132,366
IX	296 - 310	125,900	126,527	127,154	127,781	128,408	129,035	129,662	130,289	130,916	131,543	132,170	132,797	133,424	134,051	134,678	135,305	135,932	136,559	137,186	137,813	138,440	139,067	139,694	140,321	140,948	141,575	142,202	142,829
	311 - 325	136,387	137,014	137,641	138,268	138,895	139,522	140,149	140,776	141,403	142,030	142,657	143,284	143,911	144,538	145,165	145,792	146,419	147,046	147,673	148,300	148,927	149,554	150,181	150,808	151,435	152,062	152,689	153,316
X	326 - 340	146,840	147,467	148,094	148,721	149,348	149,975	150,602	151,229	151,856	152,483	153,110	153,737	154,364	154,991	155,618	156,245	156,872	157,499	158,126	158,753	159,380	160,007	160,634	161,261	161,888	162,515	163,142	163,769
	341 - 355	157,327	157,954	158,581	159,208	159,835	160,462	161,089	161,716	162,343	162,970	163,597	164,224	164,851	165,478	166,105	166,732	167,359	167,986	168,613	169,240	169,867	170,494	171,121	171,748	172,375	173,002	173,629	174,256
XI	356 - 370	167,780	168,407	169,034	169,661	170,288	170,915	171,542	172,169	172,796	173,423	174,050	174,677	175,304	175,931	176,558	177,185	177,812	178,439	179,066	179,693	180,320	180,947	181,574	182,201	182,828	183,455	184,082	184,709
	371 - 385	178,267	178,894	179,521	180,148	180,775	181,402	182,029	182,656	183,283	183,910	184,537	185,164	185,791	186,418	187,045	187,672	188,299	188,926	189,553	190,180	190,807	191,434	192,061	192,688	193,315	193,942	194,569	195,196
XII	386 - 400	188,710	189,337	189,964	190,591	191,218	191,845	192,472	193,099	193,726	194,353	194,980	195,607	196,234	196,861	197,488	198,115	198,742	199,369	199,996	200,623	201,250	201,877	202,504	203,131	203,758	204,385	205,012	205,639
	401 - 415	199,197	199,824	200,451	201,078	201,705	202,332	202,959	203,586	204,213	204,840	205,467	206,094	206,721	207,348	207,975	208,602	209,229	209,856	210,483	211,110	211,737	212,364	212,991	213,618	214,245	214,872	215,499	216,126
XIII	416 - 430	209,120	209,747	210,374	210,999	211,626	212,253	212,880	213,507	214,134	214,761	215,388	216,015	216,642	217,269	217,896	218,523	219,150	219,777	220,404	221,031	221,658	222,285	222,912	223,539	224,166	224,793	225,420	226,047
	431 - 445	219,607	220,234	220,861	221,488	222,115	222,742	223,369	223,996	224,623	225,250	225,877	226,504	227,131	227,758	228,385	229,012	229,639	230,266	230,893	231,520	232,147	232,774	233,401	234,028	234,655	235,282	235,909	236,536
XIV	446 - 460	230,530	231,157	231,784	232,411	233,038	233,665	234,292	234,919	235,546	236,173	236,800	237,427	238,054	238,681	239,308	239,935	240,562	241,189	241,816	242,443	243,070	243,697	244,324	244,951	245,578	246,205	246,832	247,459
	461 - 475	241,017	241,644	242,271	242,898	243,525	244,152	244,779	245,406	246,033	246,660	247,287	247,914	248,541	249,168	249,795	250,422	251,049	251,676	252,303	252,930	253,557	254,184	254,811	255,438	256,065	256,692	257,319	257,946
XV	476 - 490	251,480	252,107	252,734	253,361	253,988	254,615	255,242	255,869	256,496	257,123	257,750	258,377	259,004	259,631	260,258	260,885	261,512	262,139	262,766	263,393	264,020	264,647	265,274	265,901	266,528	267,155	267,782	268,409
	491 - 505	261,967	262,594	263,221	263,848	264,475	265,102	265,729	266,356	266,983	267,610	268,237	268,864	269,491	270,118	270,745	271,372	271,999	272,626	273,253	273,880	274,507	275,134	275,761	276,388	277,015	277,642	278,269	278,896
XVI	506 - 520	272,410	273,037	273,664	274,291	274,918	275,545	276,172	276,799	277,426	278,053	278,680	279,307	279,934	280,561	281,188	281,815	282,442	283,069	283,696	284,323	284,950	285,577	286,204	286,831	287,458	288,085	288,712	289,339
	521 - 535	282,897	283,524	284,151	284,778	285,405	286,032	286,659	287,286	287,913	288,540	289,167	289,794	290,421	291,048	291,675	292,302	292,929	293,556	294,183	294,810	295,437	296,064	296,691	297,318	297,945	298,572	299,199	299,826
XVII	536 - 550	293,320	293,947	294,574	295,201	295,828	296,455	297,082	297,709	298,336	298,963	299,590	300,217	300,844	301,471	302,098	302,725	303,352	303,979	304,606	305,233	305,860	306,487	307,114	307,741	308,368	308,995	309,622	310,249
	551 - 565	303,807	304,434	305,061	305,688	306,315	306,942	307,569	308,196	308,823	309,450	310,077	310,704	311,331	311,958	312,585	313,212	313,839	314,466	315,093	315,720	316,347	316,974	317,601	318,228	318,855	319,482	320,109	320,736
XVIII	566 - 580	314,250	314,877	315,504	316,131	316,758	317,385	318,012	318,639	319,266	319,893	320,520	321,147	321,774	322,401	323,028	323,655	324,282	324,909	325,536	326,163	326,790	327,417	328,044	328,671	329,298	329,925	330,552	331,179
	581 - 595	324,737	325,364	325,991	326,618	327,245	327,872	328,499	329,126	329,753	330,380	331,007	331,634	332,261	332,888	333,515	334,142	334,769	335,396	336,023	336,650	337,277	337,904	338,531	339,158	339,785	340,412	341,039	341,666
XIX	596 - 610	335,160	335,787	336,414	337,041	337,668	338,295	338,922	339,549	340,176	340,803	341,430	342,057	342,684	343,311	343,938	344,565	345,192	345,819	346,446	347,073	347,700	348,327	348,954	349,581	350,208	350,835	351,462	352,089
	611 - 625	345,647	346,274	346,901	347,528	348,155	348,782	349,409	350,036	350,663	351,290	351																	

2019 SALARY RANGE SCHEDULE
HIGHWAY EMPLOYEES

One percent for 8 thru 8 and 34 percent from 9 to 26

GRADE	RANGE	Minimum Starting	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26 Change	MAXIMUM Percent				
IV	146 - 180	21,510	22,280	23,050	23,820	24,590	25,360	26,130	26,900	27,670	28,440	29,210	29,980	30,750	31,520	32,290	33,060	33,830	34,600	35,370	36,140	36,910	37,680	38,450	39,220	40,000	40,770	41,540	38%				
	181 - 175	24,142	24,912	25,682	26,452	27,222	27,992	28,762	29,532	30,302	31,072	31,842	32,612	33,382	34,152	34,922	35,692	36,462	37,232	38,002	38,772	39,542	40,312	41,082	41,852	42,622	43,392	44,162	44,932	38%			
V	176 - 190	26,779	27,549	28,319	29,089	29,859	30,629	31,399	32,169	32,939	33,709	34,479	35,249	36,019	36,789	37,559	38,329	39,099	39,869	40,639	41,409	42,179	42,949	43,719	44,489	45,259	46,029	46,799	47,569	48,339	38%		
	191 - 205	32,815	33,585	34,355	35,125	35,895	36,665	37,435	38,205	38,975	39,745	40,515	41,285	42,055	42,825	43,595	44,365	45,135	45,905	46,675	47,445	48,215	48,985	49,755	50,525	51,295	52,065	52,835	53,605	54,375	39%		
VII	206 - 220	38,452	39,222	39,992	40,762	41,532	42,302	43,072	43,842	44,612	45,382	46,152	46,922	47,692	48,462	49,232	50,002	50,772	51,542	52,312	53,082	53,852	54,622	55,392	56,162	56,932	57,702	58,472	59,242	60,012	38%		
	221 - 235	44,089	44,859	45,629	46,399	47,169	47,939	48,709	49,479	50,249	51,019	51,789	52,559	53,329	54,099	54,869	55,639	56,409	57,179	57,949	58,719	59,489	60,259	61,029	61,799	62,569	63,339	64,109	64,879	65,649	39%		
IX	236 - 250	50,722	51,492	52,262	53,032	53,802	54,572	55,342	56,112	56,882	57,652	58,422	59,192	59,962	60,732	61,502	62,272	63,042	63,812	64,582	65,352	66,122	66,892	67,662	68,432	69,202	69,972	70,742	71,512	72,282	39%		
	251 - 265	56,359	57,129	57,899	58,669	59,439	60,209	60,979	61,749	62,519	63,289	64,059	64,829	65,599	66,369	67,139	67,909	68,679	69,449	70,219	70,989	71,759	72,529	73,299	74,069	74,839	75,609	76,379	77,149	77,919	39%		
XI	266 - 280	62,012	62,782	63,552	64,322	65,092	65,862	66,632	67,402	68,172	68,942	69,712	70,482	71,252	72,022	72,792	73,562	74,332	75,102	75,872	76,642	77,412	78,182	78,952	79,722	80,492	81,262	82,032	82,802	83,572	39%		
	281 - 295	67,649	68,419	69,189	69,959	70,729	71,499	72,269	73,039	73,809	74,579	75,349	76,119	76,889	77,659	78,429	79,199	79,969	80,739	81,509	82,279	83,049	83,819	84,589	85,359	86,129	86,899	87,669	88,439	89,209	90,000	39%	
XIII	296 - 310	73,932	74,702	75,472	76,242	77,012	77,782	78,552	79,322	80,092	80,862	81,632	82,402	83,172	83,942	84,712	85,482	86,252	87,022	87,792	88,562	89,332	90,102	90,872	91,642	92,412	93,182	93,952	94,722	95,492	39%		
	311 - 325	79,569	80,339	81,109	81,879	82,649	83,419	84,189	84,959	85,729	86,499	87,269	88,039	88,809	89,579	90,349	91,119	91,889	92,659	93,429	94,199	94,969	95,739	96,509	97,279	98,049	98,819	99,589	100,359	101,129	101,900	39%	
XV	326 - 340	85,482	86,252	87,022	87,792	88,562	89,332	90,102	90,872	91,642	92,412	93,182	93,952	94,722	95,492	96,262	97,032	97,802	98,572	99,342	100,112	100,882	101,652	102,422	103,192	103,962	104,732	105,502	106,272	107,042	39%		
	341 - 355	91,119	91,889	92,659	93,429	94,199	94,969	95,739	96,509	97,279	98,049	98,819	99,589	100,359	101,129	101,899	102,669	103,439	104,209	104,979	105,749	106,519	107,289	108,059	108,829	109,599	110,369	111,139	111,909	112,679	113,449	39%	
XVII	356 - 370	97,029	97,799	98,569	99,339	100,109	100,879	101,649	102,419	103,189	103,959	104,729	105,499	106,269	107,039	107,809	108,579	109,349	110,119	110,889	111,659	112,429	113,199	113,969	114,739	115,509	116,279	117,049	117,819	118,589	119,359	39%	
	371 - 385	102,666	103,436	104,206	104,976	105,746	106,516	107,286	108,056	108,826	109,596	110,366	111,136	111,906	112,676	113,446	114,216	114,986	115,756	116,526	117,296	118,066	118,836	119,606	120,376	121,146	121,916	122,686	123,456	124,226	125,000	39%	
XIX	386 - 400	108,202	108,972	109,742	110,512	111,282	112,052	112,822	113,592	114,362	115,132	115,902	116,672	117,442	118,212	118,982	119,752	120,522	121,292	122,062	122,832	123,602	124,372	125,142	125,912	126,682	127,452	128,222	128,992	129,762	130,532	39%	
	401 - 415	113,789	114,559	115,329	116,099	116,869	117,639	118,409	119,179	119,949	120,719	121,489	122,259	123,029	123,799	124,569	125,339	126,109	126,879	127,649	128,419	129,189	129,959	130,729	131,499	132,269	133,039	133,809	134,579	135,349	136,119	136,889	39%
XXI	416 - 430	119,376	120,146	120,916	121,686	122,456	123,226	123,996	124,766	125,536	126,306	127,076	127,846	128,616	129,386	130,156	130,926	131,696	132,466	133,236	134,006	134,776	135,546	136,316	137,086	137,856	138,626	139,396	140,166	140,936	141,706	142,476	39%
	431 - 445	124,963	125,733	126,503	127,273	128,043	128,813	129,583	130,353	131,123	131,893	132,663	133,433	134,203	134,973	135,743	136,513	137,283	138,053	138,823	139,593	140,363	141,133	141,903	142,673	143,443	144,213	144,983	145,753	146,523	147,293	148,063	39%
XXIII	446 - 460	130,550	131,320	132,090	132,860	133,630	134,400	135,170	135,940	136,710	137,480	138,250	139,020	139,790	140,560	141,330	142,100	142,870	143,640	144,410	145,180	145,950	146,720	147,490	148,260	149,030	149,800	150,570	151,340	152,110	152,880	153,650	39%
	461 - 475	136,137	136,907	137,677	138,447	139,217	139,987	140,757	141,527	142,297	143,067	143,837	144,607	145,377	146,147	146,917	147,687	148,457	149,227	149,997	150,767	151,537	152,307	153,077	153,847	154,617	155,387	156,157	156,927	157,697	158,467	159,237	160,007

Percentage Over 2018 Schedule

