

# AGREEMENT

between

COUNTY OF GRANT

AND

AMERICAN FEDERATION OF STATE,  
COUNTY AND MUNICIPAL EMPLOYEES  
(AFSCME)  
MINNESOTA COUNCIL 65,  
LOCAL 1830  
AFL-CIO

Effective January 1, 2017 through December 31, 2019

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## **ARTICLE I. PURPOSE OF AGREEMENT**

This Agreement is entered into between the County of Grant hereinafter called the "Employer", and Local Union No. 1830, affiliated with Minnesota Council 65, of the American Federation of State, County and Municipal Employees, AFL-CIO, hereinafter referred to as the "Union".

This Agreement has as its purpose the establishment of an equitable and peaceful procedure for resolution of differences; and the establishment of rates of pay, hours of work and other conditions of employment; and to express the full and complete understanding of the parties pertaining to all terms and conditions of employment.

The parties agree that this Agreement is not intended to modify any of the authority of discretion vested in the County by the statutes of the State of Minnesota, except as expressly provided by this Agreement.

## **ARTICLE II. RECOGNITION**

- 2.1 The Employer recognizes the Union as the exclusive representative for all employees of the Grant County Highway, Elbow Lake, Minnesota, who are public employees within the meaning of Minn. Stat. 179.03, subd. 14, excluding the County Engineer, and Assistant County Engineer.
- 2.2 In the event the Employer and the Union are unable to agree as to the inclusion or exclusion of a new or modified job class, the issue shall be submitted to the Bureau of Mediation Services (BMS) for determination as provided in the PELRA.

## **ARTICLE III. DEFINITIONS**

- 3.1 **UNION:** Local Union No. 1830, affiliated with Minnesota Council 65, of the American Federation of State, County and Municipal Employees, AFL-CIO.
- 3.2 **EMPLOYEE:** A member of the exclusively recognized bargaining unit defined in the Agreement.
- 3.3 **EMPLOYER:** Grant County Board of Commissioners and its designated representatives.
- 3.4 **REGULAR PART-TIME EMPLOYEE:** A regular-part time employee is defined as a person receiving wages or a salary from Grant County on the basis of fifty-two (52) weeks per year who works a minimum average of fourteen (14) hours per week or thirty-five percent (35%) of the normal work week computed annually, and has completed the required probationary period. In order to be eligible to receive any benefits under this Agreement, a regular part-time employee is required to work a minimum average of thirty (30) hours per week.

Regular part-time employees who work a minimum average of thirty (30) hours per week shall be entitled to step increases, longevity increases, and vacation accrual increases on their anniversary dates.

- 3.5 **REGULAR FULL-TIME EMPLOYEE:** An employee regularly scheduled to work the normal full-time work week established for the department, who has successfully completed the probationary period established in Section 9. 1.

#### **ARTICLE IV. EMPLOYER SECURITY**

- 4.1 During the duration of this Agreement, the employees covered by the Agreement will not engage, encourage, sanction, support or suggest any strikes, slow downs, absenteeism, sympathy strike, 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 inducing, influencing or coercing a change in the terms, conditions or compensation of the rights, privileges or obligations of employment. Violations of the terms of this Article shall subject the employee to discharge or other disciplinary action.
- 4.2 The Employer agrees not to interfere with the rights of employees to become members of the Union, that there shall be no discrimination, interference, restraint, or coercion by the Employer against any employee because of Council membership or non-membership or because of any employee activity in an official capacity on behalf of the Council.

#### **ARTICLE V. EMPLOYER AUTHORITY**

- 5.1 The Employer retains the full and unrestricted right to operate and manage all manpower, facilities and equipment; to establish functions and programs; to set and amend budgets; to determine the utilization of technology; to plan, direct and control the operations and services of the department; to select direct and determine the number of personnel; to assign and transfer employees; to determine whether goods and services should be made or provided by employees, purchased or contracted out for; to establish work schedules and assign overtime; to hire, promote or relieve employees; to demote, suspend, discipline or discharge for just cause; to enforce rules and regulations which are not in conflict with this Agreement; and to perform any inherent managerial function not specifically limited by this Agreement.
- 5.2 Any term and condition of employment not specifically established or modified by this Agreement shall remain solely within the discretion of the Employer to modify, establish, or eliminate.

#### **ARTICLE VI. UNION SECURITY**

##### **6.1 DUES DEDUCTION**

In recognition of the Union as the exclusive representative, the Employer shall:

6. 11 The Employer agrees to deduct each month the dues and other Union approved deductions of those employees who individually request in writing that such deductions be made. The amount to be deducted shall be certified to the Employer by the Union, and the aggregate deductions of all employees shall be remitted monthly, together with an itemized statement, to the Treasurer of the Union after such deductions are made. The Union shall provide standard authorization cards for check off of dues and
6. 1 2 Deduct fair share fees in accordance with the provisions of Minnesota Statutes, Section 179A.06, Subd 3;
6. 1 3 Remit monthly such deductions to the appropriate designated officer of the Union with a list of the names of the employees from whose wages deductions were made.
- 6.2 DESIGNATION OF UNION REPRESENTATIVES: The Union may designate not more than three (3) employees from the bargaining unit to act as Union representatives and shall inform the Employer, in writing, of such choice.
- 6.3 NEW EMPLOYEES: The Employer agrees to notify the Union of the hire of any new employee in any unit covered by this Agreement.
- 6.4 The Union, in the responsibility of the exclusive representative of employees, represents all employees without discrimination, interference, restraint, or coercion.
- 6.5 HOLD HARMLESS CLAUSE: The Union agrees to indemnify and hold the Employer harmless against any and all claims, suits, orders or judgments brought or issued against the Employer as a result of any action taken or not taken by the Employer, under the provisions of this Article.
- 6.6 The Employer agrees to allow the Union to use designated bulletin boards for the purpose of posting notices of Union meetings, Union elections, Union election returns, Union appointments of office, and Union recreational or social affairs and other items specifically approved by the Employer.
- 6.7 It is agreed that the Employer's obligation to provide for dues deduction and/or fair share fee assessment shall continue only for the period of time that such deductions are non negotiable and required by PELRA.

## **ARTICLE VII. EMPLOYEE RIGHTS - GRIEVANCE PROCEDURE**

### **7.1 DEFINITIONS:**

- 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 .

- b. **GRIEVANT:** The grievant is defined as the employee or employees claiming he/she/they has/have been aggrieved by the violation of a term or condition of this Agreement.
- c. **DAYS:** Days are defined as calendar days excluding Saturday, Sunday and unit holidays as defined by Article 13.
- d. **COMPUTATION OF TIME:** In computing any period of time prescribed or allowed herein, the date of the act, event, or default from which the designated period of time begins to run shall not be included. The last day of the period so computed shall be counted, unless it is a Saturday, Sunday, or a unit holiday as defined in Article 13, in which event the period runs until the end of the next day which is not a Saturday, Sunday or a unit holiday.
- e. **SERVICE:** Service is defined to mean personal service or service by certified mail.

7.2 **UNION REPRESENTATIVES:** The Employer will recognize representatives designated by the Union as the grievant's representative 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 their successors when so designated, as provided by Section 6.2 of this Agreement. The aggrieved employee(s) and the Union representative shall be allowed a reasonable amount of time, as determined by the Employer, during normal working hours without loss of pay to both investigate and present a grievance to the Employer.

7.3 **DENIAL OF GRIEVANCE:** Failure by the Employer or its representative to issue a decision within the time periods provided herein shall constitute a denial of the grievance and the employee may appeal it to the next level.

7.4 **PROCEDURE:** Grievances as defined in Section 7.1 shall be resolved in conformance with the following procedure:

**STEP 1.** Department Head: An employee claiming a violation concerning the interpretation or application of this Agreement shall within twenty-one (21) days after such alleged violation has occurred, present such grievance 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 to the employee's department head as designated by the Employer.

The Employer designated-representative will discuss and give an answer to such Step I grievance within ten (10) days after receipt.

A grievance not resolved in Step I and appealed to Step 2 within ten (10) days after the Employer designated representative's final answer in Step 1.

Any grievance not appealed in writing to Step 2 by the Union within ten (10) days shall be considered waived.

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

**STEP 3.** Arbitration: A grievance unresolved in Step 2 and appealed to Step 3 by the Union shall be submitted to arbitration subject to the provisions of the Public Employment Labor Relations Act (PELRA) as amended. The parties may agree to each submit a list of five (5) names. If one name is common to both lists, then that arbitrator shall be selected for the hearing. If more than one name is common to the list, then the parties shall flip a coin to determine who has the option of striking first, and then proceed to strike names on an alternate basis until only one name is left. That arbitrator shall herein decide the grievance.

**7.5 PAYCHECK GRIEVANCES:** Notwithstanding any other provision to the contrary, the parties expressly agree that in the event of a dispute, grievance, or error regarding the amount of compensation an employee receives, including the amount of a paycheck, the employee must file a grievance within two (2) years of receiving the paycheck or notice of the amount of compensation. Employees are precluded from contesting the amount of compensation received more than two (2) years prior to filing a grievance on that issue.

**7.6 ARBITRATOR'S AUTHORITY:**

- a. The arbitrator shall have no right to amend, modify, nullify, ignore, rewrite, add to or subtract from the terms and conditions of this Agreement. The arbitrator shall consider and decide only the specific issues submitted in writing and shall have no authority to make a decision on any other issue not so submitted.
- b. The arbitrator shall be without power to take 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 shall be submitted in writing within thirty (30) days following the close of the hearing or the submission of briefs by the parties, whichever be later, unless the parties agree to an extension. The decision shall be binding on both the Employer and the Union and shall be based solely on the arbitrator's interpretation or application of the express terms of this Agreement and to the facts of the grievance presented.
- c. The arbitrator must make written findings of fact and conclusions based on competent and relevant evidence introduced at the hearing.
- d. The fees and expenses for the arbitrator's services and proceedings shall be borne equally by the Employer and the Union, provided that each party shall be responsible for compensating its own representatives and witnesses.

If either party desires a verbatim record of the proceedings, it may cause such a record to be made, provided it pays for the record. If both parties desire a verbatim record of the proceedings, the cost shall be shared equally.

- 7.7. **WAIVER:** If a grievance is not presented within the time limits set forth above, it shall be considered waived. If a grievance is not appealed to the next step within the specified time limit or any agreed extension thereof, it shall be considered settled on the basis of the Employer's last answer. If the Employer does not answer a grievance or an appeal thereof within the specified time limits, the Union may elect to treat the grievance as denied at the 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 Union in each step.
- 7.8 **CHOICE OF REMEDY:** If as a result of the written Employer response in Step 2 the grievance remains unresolved, then the grievant may have a choice to appeal either to Step 3 of the grievance procedure or utilize some other remedy such as the Veterans Preference Act. If the grievance is appealed through any procedure other than Step 3 of the grievance procedure, then the grievance shall no longer be subject to the arbitration procedure provided in Step 3. The aggrieved employee shall indicate in writing which procedure is to be utilized. The employee shall sign a statement to the effect that the choice of any other hearing procedure, with the exception of a Human Rights Department complaint, precludes the aggrieved employee from making a subsequent appeal through Step 3 of the grievance procedure.

## **ARTICLE VIII. SAVINGS CLAUSE**

- 8.1 This Agreement is subject to the laws of the United States and the State of Minnesota. In the event that any provision of this contract shall be held contrary to the law by a court of competent jurisdiction, from the final judgment or decree, no appeals having been taken within the time provided, such provision 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 IX. PROBATIONARY PERIOD, DISCIPLINE, SENIORITY AND LAYOFF**

### **9.1 PROBATIONARY STATUS**

- a. **PROBATIONARY PERIOD.** All new employees shall be on probation for a period of six (6) months with up to an additional six (6) months extended probation period at the discretion of the Department Head or the County Board of Commissioners. Should the Department Head or Board in its discretion require an extension, the employee and the exclusive representative shall be notified. While the new employee is within the probationary period they may be discharged without cause and such action is not subject to the grievance procedure.



Upon completion of the probationary period, an employee shall be considered a regular employee or regular part-time employee and shall be subject to discharge only for cause.

- b. If an employee is promoted to a different classification or duty, said employee shall be on probation for a period of six (6) months with up to an additional six (6) months extended probation, at the discretion of the Department Head or the County Board of Commissioners. Should an extension be required by the Department Head or the Board, the employee and the exclusive representative shall be notified. Said employee shall complete the probationary period in that particular position or may be reinstated to their former position during said six (6) months or extend the probationary period up to an additional six (6) months if required by the Department Head and/or County Board of Commissioners, at the Employer's discretion.

## 9.2 DISCIPLINE

- a. The Employer will discipline employees for just cause only. Discipline will be in one (1) or more of the following forms: .
  - 1. Oral Reprimand;
  - 2. Written reprimand;
  - 3. Suspension;
  - 4. Demotion; or
  - 5. Discharge.

Both the Employer and the Union agree that the above list of types of discipline is not meant to imply a sequence of events. .

- b. Suspensions, demotions and discharges will be in written form.
- c. Written reprimands, notices of suspension and notices of discharge to become part of an employee's personnel file shall be read and acknowledged by the signature of the employee. Employees and the Union steward will receive a copy of such reprimands and/or notices.
- d. Employees may examine their individual personnel files at reasonable times under the direct supervision of the Employer.
- e. The Employer shall not discharge any regular employee without just cause. If the Employer reasonable believes there is just cause for discharge, the employee and the Union steward shall be notified, in writing, that the employee may be discharged and shall be furnished the reason(s) therefore. The employee will be afforded an opportunity to hear an explanation of the evidence against him/her, to present his/her side of the story and is entitled to Union representation at such meeting upon request.

- f. The Union shall have the right to be present at any questioning of an employee concerning an investigation for disciplinary action against the employee. The Employer has no obligation to inform the employee of this right.
- g. Grievances relating to a suspension or discharge shall be initiated by the Union at Step 3 of the Grievance Procedure, under Article 7.

### 9.3 SENIORITY

- a. Total Seniority. The length of continuous employment with the Employer.
- b. Classification Seniority. The length of continuous full-time employment in a particular classification within the bargaining unit. In addition, for layoff purposes only, an employee shall retain classification seniority in such previously held bargaining unit class.
- c. Seniority List. The Employer shall post and furnish the Union a copy of the seniority roster annually.
- d. Upon completion of the probationary period, employees who become regular employees within the meaning of the Agreement shall be credited with classification seniority dating from the first day of continuous employment with the Employer.
- e. The Employer is committed to hiring the most qualified candidate for County service. If all other job relevant qualifications are equal, the most senior applicant shall receive a promotion. Job vacancies shall be posted in the unit for ten (10) work days.

### 9.4 LAYOFF:

- a. A reduction of work force shall be accomplished by inverse order of classification seniority provided all seasonal, temporary and part-time Highway Department employees are laid off first. Employees to be laid off shall receive a thirty (30) calendar day notice.
- b. An employee who is laid off may bump an employee within the department in an equal or lower classification provided they have the necessary qualifications to perform the duties of the job involved.
- c. An employee on layoff shall have an opportunity to return to work in his/her classification within two (2) years of his/her layoff before a new employee is hired for that classification, except that any employee on lay off who is notified by registered mail (at his/her last known address) to return to work shall have five (5) work days to indicate intent to return and ten (10) work days to return. An employee who fails to meet these time limits shall be considered to have voluntarily terminated employment with the Employer. An employee on layoff who is returned to work under the provisions of this section shall return at the same wage step that he/she was receiving at the time of layoff.

## ARTICLE X. WORK SCHEDULES

10.1 The Employer shall have the sole authority to set work schedules.

10.2 The normal work week will be thirty-seven and one-half (37½) hours, excluding lunch breaks.

### **Work Schedule – Office Staff and Techs**

Four (4) eight (8) hour days, Monday through Thursday, from 7:00 a.m. to 3:30 p.m.  
and one (1) five and one-half (5 ½) hour day on Friday, from 7:00 a.m. to 12:30 p.m..

There will be no unpaid lunch break on Friday unless the work day is extended due to an emergency or other extenuating circumstances.

**Winter Schedule – Maintenance Staff** from Fall daylight savings ending time to Spring daylight savings time:

Four (4) eight (8) hour days, Monday through Thursday, from 7:00 a.m. to 3:30 p.m.  
and one (1) five and one-half (5 ½) hour day on Friday, from 7:00 a.m. to 12:30 p.m.

There will be no unpaid lunch break on Friday unless the work day is extended due to an emergency or other extenuating circumstances

**Summer Schedule- Maintenance Staff** - From Spring daylight savings time to Fall daylight savings ending time Maintenance Staff shall work 40 hours a week. the normal work day Monday through Thursday to-nine (9) hours and decreasing the normal work day on Fridays to no less than four (4) hours Maintenance Staff shall work 4-10 hour days Monday through Thursday 6:30 am to 5 pm from at least the Sunday closest to May 1 until the last Saturday in September. The 4-10s schedule may be started earlier or extended later during the summer schedule

10.3 Authorized hours worked in excess of forty (40) hours within a normal work week or in excess of the normal work day shall be compensated and computed on the basis of one and one-half (1-1/2) times the regular base rate of pay computed on an hourly basis.

During the winter schedule, hours worked in excess of the normal work day shall mean hours worked in excess of eight (8) hours per day.

During the summer schedule, hours worked in excess of the normal work day shall mean hours worked in excess of following. If employees are working a forty (40) hour work week comprised of four (4) nine (9) hour days, Monday through Thursday, and one (1) four (4) hour day on Friday, hours worked in excess of the normal work day shall mean hours worked in excess of nine (9) hours Monday through Thursday and hours worked in excess of four (4) hours on Friday. If the employees are working forty (40) hours a week, ten (10) hour days hours worked in excess of the normal day shall mean hours worked in excess of ten (10) hours

All compensated hours shall be considered as time worked for the purpose of computing overtime. Compensatory time shall be granted in lieu of overtime pay, at the employee's option, on a basis of one and one-half (1-1/2) times the hour(s) worked. Compensatory hours may be accumulated over eighty

(80) hours, but must be down to eighty(80) hours by the last payroll period in December. Any hours over eighty (80) will be paid out. Employees leaving employment shall be paid for their unused compensatory hours based on the employee's base salary at the time of termination of employment. For employees leavening employment with ten (10) or more years of service, the payment for unused compensatory hours shall be deposited into their Health Care Savings Plan account administered by the Minnesota State Retirement System.

- 10.4 Authorized hours worked on Saturdays, Sundays, or holidays shall be compensated and computed on the basis of one and one-half (1-1/2) times the regular base rate of pay computed on an hourly basis. Compensatory time shall be granted in lieu of overtime pay, at the employee's option, on a basis of one and one half (1-1/2) times the hour(s) worked.
- 10.5 Overtime shall be assigned at the discretion of the Employer and will be distributed as equally as practicable. For the purpose of computing overtime compensation, overtime hours worked shall not be pyramided, compounded or paid twice for the same hours worked. Whenever possible the Employer will provide a 24 hour notice of the availability of overtime.
- 10.6 Employees covered by this Agreement shall be given two (2) fifteen (15) minute rest periods in each shift at times designated by the supervisors.
- 10.7 The County shall pay training fees and expenses as mandated and deemed necessary by the Engineer to all Grant County Highway Department employees. Employees shall receive additional compensation for attending training on scheduled time off at one and one-half (1-1/2) times the employee's regular rate of pay. Employees shall be entitled to compensation at their base rate of pay for any training which may be personally beneficial to their careers which is held during scheduled time off, when authorized by employer.
- 10.8 An employee assigned to snow watch duties on Holidays and weekends shall receive \$2.50 per hour for those hours on snow watch duty. Weekend hours shall start at 1:30 p.m. on Fridays and end at 3:00 a.m. on the next Monday. Holiday hours shall start at the end of the scheduled work day preceding the observed holiday and end at 3:00 a.m. on the day following the observed holiday(s). Employees shall not receive the \$2.50 per hour, when scheduled on snow watch, and are actually performing duties for which they will earn their regular hourly rate.

**ARTICLE XI. VACATIONS**

11.1 All regular full-time employees will earn vacation benefits according to the following schedule:

<u>Years of Service</u>	<u>Hours of Earned Vacation Per Year</u>
0 through 1	Ninety-six (96) hours
2 through 4	One hundred four (104) hours
5 through 9	One Hundred Twenty-eight (128) hours
10 through 17	One Hundred Sixty (160) hours
Beginning of 18 <sup>th</sup> thru 24	One Hundred Seventy-six (176) hours
Beginning of 25 <sup>th</sup> thru 29	One Hundred Ninety-two (192) hours
Beginning of 30 <sup>th</sup> or more	Two Hundred Eight (208) hours

Vacations will be based on anniversary date of employment years. The above schedule reflects a forty (40) hour work week. Employees working less than forty (40) hours per

week will receive prorated vacation hours based upon hours worked.

Regular part-time employees working a minimum average of thirty (30) hours per week shall earn prorated vacation benefits based on their years of service and hours worked.

- 11.2 Unused vacation time may be accumulated up to but not exceeding 272 hours. Hours earned over 272 hours will be lost, unless the employee has requested and been denied a vacation request based upon the needs of the department or the employee agrees to a request to work on a scheduled vacation day, in which case the vacation time shall be paid to the employee in cash. Employees leaving employment shall be paid for the unused vacation days based on the employee's base salary at the time of termination of employment.
- 11.3 If an employee transfers to another position within the County, the Employee may be able to use accrued vacation during the probationary period for the new position, at the discretion of the Department Head.
- 11.4 No employee is permitted to waive vacation time for the purpose of receiving double pay.
- 11.5 All vacation time must be requested by submitting a vacation request to the Department Head in such time that the request may be approved in advance of the date of time requested. Subject to the needs of the service, the wishes of the employee may be respected as to the time of taking vacations. Thereafter, any modifications are subject to the discretionary authority of the Department Head to approve or not approve of the modification. Requests for vacation time must be a minimum of one-half (1/2) hour.
- 11.6 Probationary employees shall earn pro-rated vacation benefits from the start of their employment but may not use vacation until after completion of the probationary period.
- 11.7 Vacation pay and usage will be paid based on the normal hours of work scheduled for the day(s) the vacation time is taken. However, total vacation time granted in one week shall not exceed regularly scheduled hours.
- 11.8 Employees leaving employment shall be paid for their unused vacation days based on the employee's base salary at the time of termination of employment. For employees leaving employment with ten (10) or more years of service, the payment for unused vacation days shall be deposited into their Health Care Savings Plan account administered by the Minnesota State Retirement System.

## **ARTICLE XII. LEAVES OF ABSENCE**

### **12.1 SICK LEAVE**

- a. All regular full-time employee shall be credited with up to eight hours (8) hours of sick leave for each month of service based upon a forty (40) hour work week.  
Employees will be credited sick leave based upon actual hours worked. Regular part-time employees working a minimum average of thirty (30) hours per week shall earn prorated sick leave benefits based upon hours worked. Sick leave may be used in one-half (1/2) hour increments. A day of sick leave for the purpose of this Section will be paid based on the normal hours of work scheduled for the day(s) the sick leave is taken at the employee's regular straight time rate of pay. When the employee is unable to report to work, the employee shall notify the Department Head no later than the normal starting time if possible.
- b. During the probationary period, employees earn, but may not use vacation. Sick leave benefits shall be earned and may be used during this period up to the amount accrued.
- c. Sick leave may be accumulated without limit, provided:
- 1) When the amount for any one employee has accumulated to a total of eight hundred (800) hours, then one-half (1/2) of any additional amount accumulated shall be added to sick leave accumulation and one-half (1/2) of the cash equivalent of any additional accumulation shall be deposited into the Employee's Health Care Savings Plan administered by the Minnesota State Retirement System.
  - 2) When the amount for any one (1) employee drops below the accumulated figure of eight hundred (800) hours, then no sick leave accumulation may be added to the Employee's Health Care Savings Plan until the eight hundred (800) hours is again reached.
- d. Whenever an employee's absence is found to have been due to illness or disability which prevented the employee's attendance at work and performance of duty, the employee's salary and Employer contribution towards insurance benefits will continue if the employee has earned sick leave equal to the period of time of the illness and/or disability.
- e. An eligible employee may use accrued sick leave to obtain medical, dental or optical care for the employee or the employee's spouse or minor children, or parent if such medical, dental or optical care cannot be obtained outside of normal work hours. Accrued sick leave may be used for attendance of such Employee's spouse, child, or parent for serious sickness or injury or in the event of the illness of an employee's child's daycare provider, in which event usage shall be limited to twenty-four (24) hours per calendar year.  
**Employees shall be able to use sick leave according to MN statute 181.9413**
- f. No additional time off will be allowed for any holidays occurring during an employee's sick leave.
- g. While an employee is using earned sick leave, vacation time or drawing Worker's

Compensation payments, the employee shall be considered to be working for the purpose of accumulating of additional sick leave and vacation time.

- h. When sick leave in excess of three (3) days is requested, the Employer may upon notice require a medical certification from a qualified medical authority attesting to the need for sick leave.
- i. Any employee who is injured in the performance of his/her duties shall submit a Worker's Compensation claim and upon the determination of the claim stating the employee cannot return to work, the employee is then entitled to receive Worker's Compensation benefits and shall not be entitled to injury sick leave pay from the County, except in the amount sufficient to equal the employee's full-time pay or monthly salary. Notwithstanding the above, an employee may use vacation leave prior to exhausting his/her sick leave only if failure to vacation leave would result in the loss of vacation leave. After an employee has exhausted all accrued sick leave, the employee may use accrued vacation leave or compensatory time in amount sufficient to equal the employee's full-time pay or monthly salary.
- j. All regular full-time employees and regular part-time employees who have worked a minimum average of thirty (30) hours per week over the entire course of their employment with ten (10) or more years of consecutive service shall be granted, upon separation except 1) dismissal for cause or 2) resignation pending charges of misconduct which could have led to disciplinary action or discharge, accrued sick leave up to eight hundred (800) hours to employee's credit as severance pay, paid at the rate of 25% of the employee's average hourly rate over the previous ten (10) year period.

The above referenced employees with twenty (20) or more years of consecutive service shall be granted, upon separation except 1) dismissal for cause or 2) resignation pending charges of misconduct which could have led to disciplinary action or discharge, accrued sick leave up to eight hundred (800) hours to employee's credit as severance pay, paid at the rate of 50% of the employee's hourly rate of pay at the time of severance.

An employee's severance pay shall be deposited into his/her Health Care Savings Plan account administered by the Minnesota State Retirement System.

## 12.2 FUNERAL LEAVE

- a. All regular employee full-time employees and regular part-time employees working a minimum average of thirty (30) hours per week shall be granted up to three (3) days paid leave following the death of the employee's spouse, child, parent, spouse's parent, sibling, grandparent, grandchild, ward, parent of a spouse, sibling of a spouse or grandparent of spouse.
- b. Additional days of funeral leave may be taken from accumulated vacation, sick leave, or compensatory time.

- c. Funeral attendance of a fellow employee, employed by the Employer at the time of death shall be allowed without loss of pay.
  - d. When an employee is using funeral leave, the employee shall be paid for the numbers of hours the employee was scheduled to work.
- 12.3 GENERAL LEAVE: The County may grant a general leave of absence without pay or benefits to any employee upon written request. There shall be a written statement of all conditions of the leave. The initial length of the leave shall be up to one (1) year, and may be extended upon written request and County approval.
- 12.4 JURY DUTY: Any employee subpoenaed as a witness in the ordinary course of business or called and selected for jury duty, shall receive his/her regular compensation and other benefits for such duty. Pay received for court duty must be given to the County by the employee. Reimbursement for jury duty expenses may be kept by the employee.
- 12.5 GENERAL LEAVE REGULATIONS: All employees covered by this Agreement are encouraged to give as much prior notice for any leave of absence as possible so that the Employer can make appropriate adjustments to staff, to ensure a continuation of service to the citizens of Grant County. During an unpaid leave of absence an employee shall not accrue seniority or longevity.
- 12.6 MILITARY LEAVE: Employees shall be entitled to the following:
- a. Leave of absence shall be granted to participate in National Guard or Reserve training units of the State or Federal Government when ordered by the appropriate authorities and shall be allowed the difference in pay by the Employer for the days absent. During such leave there shall be no loss of seniority, sick leave or vacation rights.
  - b. Leave of absence without pay shall be granted for military service in time of war, national or state emergency as proclaimed by the proper Federal or State authorities with reinstatement at the expiration of such leave.
- 12.7 RETURN FROM LEAVE OF ABSENCE/FMLA/EXTENDED SICK LEAVE: An employee returning from work from a Leave of Absence, Family Medical Leave, or Extended Sick Leave shall provide Human Resources with a doctor's note clearing the employee to return to work and setting forth any restrictions upon such a return. No employee shall be allowed to work until the doctor's note has been provided.

### **ARTICLE XIII. HOLIDAYS**

- 13.1 All regular full-time employees and regular part-time employees who work a minimum average of thirty (30) hours per week shall be entitled to the following paid holidays: New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, 4th of July,



Labor Day, Veterans Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve (1/2 day) and Christmas Day.

13.2 When employees are working a thirty seven and one-half (37 1/2) hour work week this holiday schedule applies. When any of the above holidays fall on a Sunday, the following day shall be observed as the holiday. When the holiday falls on a Saturday, it shall be observed on the previous Friday. Because Friday is a five and one-half (5 1/2) hour work day, whenever any of the above holidays (except Christmas Eve) fall on or are observed on a Friday, employees shall be allowed to leave two and one-half (2 1/2) hours early on the preceding Thursday so that the employees receive eight (8) hours of holiday pay for such holiday.

Whenever Christmas Eve falls on a Friday, employees shall be allowed to leave 6 and one-half (6 1/2) hours early on the preceding Thursday (two and one-half (2 1/2) hours for the Christmas holiday plus four (4) for the Christmas Eve holiday) However, the employee working on the actual holiday shall also be compensated at one and one-half (1 1/2) times the employee's regular rate of pay.

When employees are working a forty (40) hour work week(not ten hour days) this holiday schedule applies. When any of the above holidays fall on a Sunday, the following day shall be observed as the holiday. When the holiday falls on a Saturday, it shall be observed on the previous Friday. Because Friday is a four (4) work day, whenever any of the above holidays (except Christmas Eve) fall on or are observed on a Friday, employees shall be allowed to leave five (5) hours early on the preceding Thursday so that the employees receive nine (9) hours of holiday pay for such holiday. Whenever Christmas Eve falls on a Friday, employees shall be allowed to leave 9 (9) hours early on the preceding Thursday (5 (5) hours for the Christmas holiday plus four (4) for the Christmas Eve holiday) When employee are working 10 hour days the employees shall receive 8 hours of Holiday pay and may at the employee's discretion use 2 hours of comp-time or 2 hours of vacation to make the full forty hour work week. If the Holiday falls on a Friday the holiday will be observed on the preceding Thursday. However, the employee working on the actual holiday shall also be compensated at one and one-half (1 1/2) times the employee's regular rate of pay.

13.3 When a paid holiday falls during an employee's vacation period, the holiday shall not be counted as a vacation day. When a holiday falls on a regular scheduled day off, the employee shall receive an additional day off.

13.4 No additional time off will be allowed for any holiday occurring during sick leave.

13.5 All work performed on a paid holiday shall be paid at one and one-half (1 1/2) times the employee's regular straight time hourly rate of pay, in addition to the holiday pay as provided in Article 13.1 - Holidays.

## **ARTICLE XIV. INSURANCE**

14.1 The Employer contribution and employee eligibility and participation in the Cafeteria Plan herein specified shall be governed by the following provisions:

- A. Eligible employees shall participate in one of the health insurance plans offered by the Employer through the Public Employees Insurance Program or other such plans as determined by the Employer. If an employee can show proof of coverage for Medical Insurance through another Group Plan, the employee is not required to participate in the Employer's group health insurance plan.
- B. The Employer shall maintain a Cafeteria Plan, within the meaning of Section 125 of the Internal Revenue Code of 1986, as may be amended for the purpose of permitting employees who participate in such plan the choice between certain "qualified benefits," as the term is defined under Section 125(f) of the code or additional taxable compensation. The qualified benefits available through such plan shall include at least single Group Health Insurance offered through the Employer, unless proof of insurance through another group plan is shown.
- C. The Employer shall contribute a monthly amount on behalf of each eligible employee who participates in the Cafeteria Plan. The contribution shall be:
  - 1. used by the employee to pay all or a portion of the cost of health insurance available through the Employer, if the employee cannot prove coverage under another Group Plan;
  - 2. used to pay all or a portion of other available qualified benefit plans available through the Employer (i.e. dental insurance, disability insurance, life insurance, cancer insurance, etc.); or
  - 3. taken as additional taxable compensation, this amount will either be the difference in the Employer contribution and the cost of health insurance premiums and the cost of other elected qualified benefits or the entire amount less the cost of other elected qualified benefits, if the employee can prove other group Health Insurance Coverage.

The Cafeteria Plan shall also provide salary reduction by participants to cover the portion of the cost of qualified benefits available through the Cafeteria Plan which exceeds the Employer contribution.

- D. Regular employees who work a minimum average of thirty (30) hours per week or more are eligible to participate in the Cafeteria Plan. Full-time employees shall receive the entire Cafeteria Plan contribution. Regular part-time employees who work a minimum average of thirty (30) hours per week will receive a pro-rated contribution based upon the number of hours the employee was hired to work.

- E. The Employer's contribution to the Cafeteria Plan shall be eight hundred dollars (\$850.00) per month (or the pro-rated portion thereof) to eligible employees.
  - F. The Union and the County agree to reopen the contract to strictly look at making changes to the County's contribution to the Cafeteria Plan for 2019.
- 14.2 The County shall provide \$10,000 of term life insurance for each regular and probationary full-time employee and each regular part-time employee who works a minimum average of thirty (30) hours per week. Those employees who wish to carry the life insurance on dependents may do so through a payroll deduction.
- 14.3 The County will pay up to the sum of \$3.15 per month toward the premium for a disability insurance policy for each regular and probationary full-time employee who qualifies for and is enrolled in the County's disability insurance plan. This takes effect the first day of the month following the date of employment. Those employees who wish additional disability insurance may do so with the same company through a monthly payroll deduction.
- 14.4 When an employee is on a Leave of Absence, the employee is responsible for paying the insurance premiums after sick leave and vacation time is used.
- 14.5 The Employer shall, at its sole discretion, select the insurance carrier from whom the insurance coverage referenced in this contract is purchased.
- 14.6 It is understood that the Employer's only obligation is to purchase insurance policies as referenced in the agreement and pay such amounts as agreed to herein and no claim shall be made against the Employer as a result of a denial of insurance by an insurance carrier.
- 14.7 INSURANCE COMMITTEE:
- a. Creation: Grant County will have an insurance committee.
  - b. Composition: The committee will be formed of a representative from each of the employee groups of the County, both organized under the PELRA and unorganized groups including supervisor, confidential employees and department heads. The County Board will designate their representative for this committee. AFSCME agrees to replace its representative on the committee when he/she has served three (3) consecutive years subsequent to August 1, 2007.
  - c. Purpose: The Committee will meet on a regular basis to discuss and explore insurance coverage, changes to coverage and coverage options.

The Insurance Committee's designee will:

- 1) Gather data regarding health and hospitalization insurance options for the County.
  - 2) Gather costing information regarding different options.
  - 3) Obtain analysis of the effect of premiums if health and hospitalization insurance policies were amended to include cost saving provisions.
  - 4) Present the recommendations of the committee in writing to the County Board regarding efforts to contain the cost of health and hospitalization insurance for the County.
- d. Powers: The Insurance Committee has the power to bind the various employee groups that are represented to changes in the health and hospitalization insurance policy used by the County for group insurance by a majority vote of the Insurance Committee. The decision of the Insurance Committee will be forwarded to the County Board as its recommendation for County Board's review and consideration.

If the County Board approves the recommendation, then the changes in the insurance coverage will be placed in specifications which will be used to purchase new group insurance coverage for health and hospitalization insurance.

In the event the County Board rejects the recommendations, then the Insurance Committee will reconvene to consider the County Board's rejection and determine if other options exist for changes in the health and hospitalization insurance coverage.

14.8 Employees who work less than full-time shall have the option of health insurance coverage to be paid by the Employee to the extent allowed by the carrier.

14.9 Upon obtaining twelve (12) years of service and currently employed by the County with a minimum of fifty-five (55) years of age, the County will pay fifty (50%) of the single health insurance coverage through the County's group plan until age 65. In the event that the age for Medicare eligibility is raised, the minimum age for eligibility for County-paid insurance contribution shall increase correspondingly (i.e. if Medicare is raised to age 70, the minimum age for eligibility under this section will be raised to age sixty (60)).

## **ARTICLE XV. RATE OF PAY**

15.1 WAGES: Employees shall be paid in accordance with the Wage Schedule attached hereto as Schedule A and placed on the appropriate grade and step as identified in Schedule B.. Regular full time employees and regular part-time employees who work a minimum average of thirty (30) hours per week shall receive step increases on their anniversary dates. All other regular part-time employees shall receive step increases upon working 2080 hours. Employees

shall advance to the next step on their anniversary date.

15.2 LONGEVITY: Employees shall receive longevity pay on the following basis:

- a. Beginning 6<sup>th</sup> year of continuous employment with Grant County, the employees shall receive \$.25/hr.
- b. Beginning 11<sup>th</sup> year of continuous employment with Grant County, the employees shall receive \$.35/hr.
- c. Beginning 16<sup>th</sup> year of continuous employment with Grant County, the employees shall receive \$.45/hr.
- d. Beginning 20<sup>th</sup> year of continuous employment with Grant County, the employees shall receive \$.55/hr.
- e. Beginning 25<sup>th</sup> year of continuous employment with Grant County, the employees shall receive \$.65/hr.

Longevity will not be added to base pay when negotiating percentage increases in hourly wages.

15.3 CALL BACK PAY: 3 hour minimum at time and one half.

15.4 NEW HIRES/BEGINNING WAGES: Ordinarily, a newly hired employee will be paid at the beginning of the salary schedule which has been established in this Agreement for the job classification they are being hired into.

If the Employer wishes to give a new employee credit for applicable education, training or experience and to place the new hire at a higher step than the starting step, the Employer may do so as long as:

- a. The pay for the new hire is not greater than Step 3 on the pay schedule for that job class, and
- b. No other current employee in the same job class with similar education, training and/or experience is paid less than the new hire.

In order to place a new hire above starting pay, the Employer will increase any current employee's pay to match the new hire's higher pay if they have similar education, training and/or experience.

If the Employer determines it needs to deviate from these requirements or limitations to set the pay of a new hire, the Employer will seek the bargaining unit's permission to do so.

## **ARTICLE XVI. TRAVEL, MEALS and CLOTHING**

16.1 The Employer shall reimburse employees for the use of their personal vehicles at the prevailing IRS rate.

- 16.2 Employees shall be reimbursed for all approved expenses incurred in accordance with County policy.
- 16.3 Any protective equipment or clothing, e.g., safety glasses or other types of eye protection, safety shoes, safety helmets, safety vest, welding gloves and aprons, etc, shall be provided and maintained by the County whenever such equipment is required as a condition of employment either by the County or by OSHA. **Employee will be eligible for 2 pair of steel toes shoes a year. The shoes shall be purchased at an agreed upon place of business**

## **ARTICLE XVII. RESIGNATION AND RETIREMENT**

- 17.1 Employees must give written notice of not less than fourteen (14) calendar days. Failure to give such notice will result in forfeiting all vacation pay benefits and/or will result in the deduction of final pay.
- 17.2 Employees leaving the employment of the Employer shall be paid for the number of unused vacation days accumulated at the time of the Employee's resignation as stated in Article 11.2 of this contract.
- 17.2 Up to five (5) vacation days can be used during the fourteen (14) day resignation, but only if approved by the Department Head.

## **ARTICLE XVIII. WAIVER**

- 18.1 Any and all prior agreements, resolutions, practices, policies, rules and regulations regarding terms or conditions of employment, to the extent inconsistent with the terms of this Agreement are hereby superseded.
- 18.2 The parties mutually acknowledge that during the negotiations which resulted in this Agreement each had the unlimited right and opportunity to make demands 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 not specifically referred to or covered by this Agreement, unless such terms or conditions may not have been within the knowledge or the contemplation of either or both parties at the time this contact was negotiated or executed. All terms and conditions of this Agreement shall be binding on both parties hereto for the duration of the Agreement The parties also acknowledge that all agreements and understandings arrived at are contained within this Agreement.

## **ARTICLE XIX. DURATION**

During the period after this Agreement expires and prior to the date when a new contract is agreed upon, the terms of this Agreement may continue in effect as provided in the Minnesota Public Employees Labor Relations Act.

This Agreement shall be effective beginning January 1, 2017, and will remain in full force and effect until December 31, 2019. In witness thereof, the parties have caused this agreement to be executed this \_\_\_\_\_ day of \_\_\_\_\_, 2017.

**FOR GRANT COUNTY**

**FOR AFSC ME MN COUNCIL 65  
LOCAL 1830**

*Keith Swanson*  
*Chad Vanfaster*  
\_\_\_\_\_  
\_\_\_\_\_

*Teresa L Joppa*  
*Robert Young*  
*[Signature]*  
\_\_\_\_\_  
\_\_\_\_\_

AFSCME Council 65  
Staff Attorney  
11-30-17

2017 Wage Schedule

Grade	Step												
	1	2	3	4	5	6	7	8	9	10	11	12	13
1	13.27	13.64	14.01	14.40	14.80	15.20	15.62	16.05	16.49	16.94	17.41	17.89	18.38
2	14.07	14.46	14.85	15.26	15.68	16.11	16.56	17.01	17.48	17.96	18.46	18.96	19.48
3	14.91	15.32	15.75	16.18	16.62	17.08	17.55	18.03	18.53	19.04	19.56	20.10	20.65
4	15.81	16.24	16.69	17.15	17.62	18.11	18.60	19.12	19.64	20.18	20.74	21.31	21.89
5	16.76	17.22	17.69	18.18	18.68	19.19	19.72	20.26	20.82	21.39	21.98	22.58	23.21
6	17.76	18.25	18.75	19.27	19.80	20.34	20.90	21.48	22.07	22.68	23.30	23.94	24.60
7	18.83	19.35	19.88	20.43	20.99	21.56	22.16	22.77	23.39	24.04	24.70	25.38	26.07
8	19.96	20.51	21.07	21.65	22.25	22.86	23.49	24.13	24.80	25.48	26.18	26.90	27.64
9	21.16	21.74	22.34	22.95	23.58	24.23	24.90	25.58	26.28	27.01	27.75	28.51	29.30
10	22.43	23.04	23.68	24.33	25.00	25.68	26.39	27.12	27.86	28.63	29.41	30.22	31.05
11	23.77	24.42	25.10	25.79	26.50	27.22	27.97	28.74	29.53	30.34	31.18	32.04	32.92
12	25.20	25.89	26.60	27.33	28.09	28.86	29.65	30.47	31.30	32.17	33.05	33.96	34.89
13	26.71	27.44	28.20	28.97	29.77	30.59	31.43	32.29	33.18	34.10	35.03	36.00	36.99
14	28.31	29.09	29.89	30.71	31.56	32.42	33.32	34.23	35.17	36.14	37.14	38.16	39.21
15	30.01	30.84	31.68	32.55	33.45	34.37	35.32	36.29	37.28	38.31	39.36	40.45	41.56
16	31.81	32.69	33.58	34.51	35.46	36.43	37.43	38.46	39.52	40.61	41.72	42.87	44.05
17	33.72	34.65	35.60	36.58	37.58	38.62	39.68	40.77	41.89	43.04	44.23	45.44	46.69
18	35.74	36.73	37.74	38.77	39.84	40.94	42.06	43.22	44.41	45.63	46.88	48.17	49.50
19	37.89	38.93	40.00	41.10	42.23	43.39	44.58	45.81	47.07	48.37	49.70	51.06	52.47
20	40.16	41.27	42.40	43.57	44.76	46.00	47.26	48.56	49.89	51.27	52.68	54.13	55.61
21	42.57	43.74	44.94	46.18	47.45	48.75	50.10	51.47	52.89	54.34	55.84	57.37	58.95
22	45.12	46.37	47.64	48.95	50.30	51.68	53.10	54.56	56.06	57.60	59.19	60.82	62.49
23	47.83	49.15	50.50	51.89	53.31	54.78	56.29	57.84	59.43	61.06	62.74	64.46	66.24



2018 Wage Schedule

Grade	Step												
	1	2	3	4	5	6	7	8	9	10	11	12	13
1	13.54	13.91	14.29	14.69	15.09	15.51	15.93	16.37	16.82	17.28	17.76	18.25	18.75
2	14.35	14.75	15.15	15.57	16.00	16.44	16.89	17.35	17.83	18.32	18.82	19.34	19.87
3	15.21	15.63	16.06	16.50	16.96	17.42	17.90	18.39	18.90	19.42	19.95	20.50	21.07
4	16.13	16.57	17.02	17.49	17.97	18.47	18.98	19.50	20.03	20.58	21.15	21.73	22.33
5	17.09	17.56	18.05	18.54	19.05	19.58	20.11	20.67	21.24	21.82	22.42	23.04	23.67
6	18.12	18.62	19.13	19.65	20.20	20.75	21.32	21.91	22.51	23.13	23.77	24.42	25.09
7	19.21	19.73	20.28	20.83	21.41	22.00	22.60	23.22	23.86	24.52	25.19	25.88	26.60
8	20.36	20.92	21.49	22.08	22.69	23.32	23.96	24.62	25.29	25.99	26.70	27.44	28.19
9	21.58	22.17	22.78	23.41	24.05	24.71	25.39	26.09	26.81	27.55	28.30	29.08	29.88
10	22.87	23.50	24.15	24.81	25.50	26.20	26.92	27.66	28.42	29.20	30.00	30.83	31.68
11	24.25	24.91	25.60	26.30	27.03	27.77	28.53	29.32	30.12	30.95	31.80	32.68	33.58
12	25.70	26.41	27.13	27.88	28.65	29.43	30.24	31.08	31.93	32.81	33.71	34.64	35.59
13	27.24	27.99	28.76	29.55	30.37	31.20	32.06	32.94	33.85	34.78	35.73	36.72	37.73
14	28.88	29.67	30.49	31.33	32.19	33.07	33.98	34.92	35.88	36.86	37.88	38.92	39.99
15	30.61	31.45	32.32	33.21	34.12	35.06	36.02	37.01	38.03	39.08	40.15	41.25	42.39
16	32.45	33.34	34.26	35.20	36.17	37.16	38.18	39.23	40.31	41.42	42.56	43.73	44.93
17	34.39	35.34	36.31	37.31	38.34	39.39	40.47	41.59	42.73	43.91	45.11	46.35	47.63
18	36.46	37.46	38.49	39.55	40.64	41.75	42.90	44.08	45.29	46.54	47.82	49.13	50.49
19	38.65	39.71	40.80	41.92	43.07	44.26	45.48	46.73	48.01	49.33	50.69	52.08	53.52
20	40.96	42.09	43.25	44.44	45.66	46.91	48.21	49.53	50.89	52.29	53.73	55.21	56.73
21	43.42	44.62	45.84	47.10	48.40	49.73	51.10	52.50	53.95	55.43	56.95	58.52	60.13
22	46.03	47.29	48.59	49.93	51.30	52.71	54.16	55.65	57.18	58.76	60.37	62.03	63.74
23	48.79	50.13	51.51	52.93	54.38	55.88	57.41	58.99	60.61	62.28	63.99	65.75	67.56

2019 Wage Schedule

Grade	1	2	3	4	5	6	7	8	9	10	11	12	13
1	13.81	14.19	14.58	14.98	15.39	15.82	16.25	16.70	17.16	17.63	18.11	18.61	19.12
2	14.64	15.04	15.45	15.88	16.32	16.77	17.23	17.70	18.19	18.69	19.20	19.73	20.27
3	15.52	15.94	16.38	16.83	17.30	17.77	18.26	18.76	19.28	19.81	20.35	20.91	21.49
4	16.45	16.90	17.36	17.84	18.33	18.84	19.36	19.89	20.43	21.00	21.57	22.17	22.78
5	17.43	17.91	18.41	18.91	19.43	19.97	20.52	21.08	21.66	22.26	22.87	23.50	24.14
6	18.48	18.99	19.51	20.05	20.60	21.17	21.75	22.35	22.96	23.59	24.24	24.91	25.59
7	19.59	20.13	20.68	21.25	21.83	22.44	23.05	23.69	24.34	25.01	25.69	26.40	27.13
8	20.76	21.34	21.92	22.53	23.15	23.78	24.44	25.11	25.80	26.51	27.24	27.99	28.76
9	22.01	22.62	23.24	23.88	24.53	25.21	25.90	26.61	27.35	28.10	28.87	29.66	30.48
10	23.33	23.97	24.63	25.31	26.01	26.72	27.46	28.21	28.99	29.78	30.60	31.44	32.31
11	24.73	25.41	26.11	26.83	27.57	28.32	29.10	29.90	30.73	31.57	32.44	33.33	34.25
12	26.22	26.94	27.68	28.44	29.22	30.02	30.85	31.70	32.57	33.47	34.39	35.33	36.30
13	27.79	28.55	29.34	30.14	30.97	31.83	32.70	33.60	34.52	35.47	36.45	37.45	38.48
14	29.46	30.27	31.10	31.95	32.83	33.73	34.66	35.62	36.59	37.60	38.64	39.70	40.79
15	31.22	32.08	32.96	33.87	34.80	35.76	36.74	37.75	38.79	39.86	40.95	42.08	43.24
16	33.10	34.01	34.94	35.90	36.89	37.90	38.95	40.02	41.12	42.25	43.41	44.60	45.83
17	35.08	36.05	37.04	38.06	39.10	40.18	41.28	42.42	43.59	44.78	46.02	47.28	48.58
18	37.19	38.21	39.26	40.34	41.45	42.59	43.76	44.96	46.20	47.47	48.78	50.12	51.50
19	39.42	40.50	41.62	42.76	43.94	45.14	46.39	47.66	48.97	50.32	51.70	53.12	54.59
20	41.78	42.93	44.11	45.33	46.57	47.85	49.17	50.52	51.91	53.34	54.80	56.31	57.86
21	44.29	45.51	46.76	48.05	49.37	50.72	52.12	53.55	55.03	56.54	58.09	59.69	61.33
22	46.95	48.24	49.57	50.93	52.33	53.77	55.25	56.77	58.33	59.93	61.58	63.27	65.01
23	49.76	51.13	52.54	53.98	55.47	56.99	58.56	60.17	61.83	63.53	65.27	67.07	68.91

# Grant County Minnesota Title & Grade - Final

Points	Department	Title	Proposed			
			Grade	1	7	13
100	Coordinator	Recycling Attendant	3	31,021.67	36,505.31	42,958.30
115	Social Services	Office Support Specialist	4	32,882.97	38,695.63	45,535.80
133	Social Services	Accounting Technician	4	32,882.97	38,695.63	45,535.80
150	Sheriff	Court Security Officer	5	34,855.94	41,017.37	48,267.94
150	Building Maintenance	Building Maintenance Worker	5	34,855.94	41,017.37	48,267.94
155	Social Services	Case Aide	5	34,855.94	41,017.37	48,267.94
160	Recorder	Deputy Recorder	6	36,947.30	43,478.41	51,164.02
160	Social Services	Eligibility Worker	6	36,947.30	43,478.41	51,164.02
163	Highway	Heavy Equipment Operator	6	36,947.30	43,478.41	51,164.02
178	Treasurer	Deputy Treasurer	6	36,947.30	43,478.41	51,164.02
180	Coordinator	Office Manager	6	36,947.30	43,478.41	51,164.02
180	Sheriff	Dispatcher	7	39,164.14	46,087.12	54,233.86
188	Assessor	Appraiser	7	39,164.14	46,087.12	54,233.86
190	Highway	Sign Technician/Heavy Equipment Operator	7	39,164.14	46,087.12	54,233.86
190	Highway	Office Manager/Account Technician	7	39,164.14	46,087.12	54,233.86
190	License Bureau	License Bureau Clerk/Office Manager	7	39,164.14	46,087.12	54,233.86
205	Auditor	Deputy Auditor	7	39,164.14	46,087.12	54,233.86
205	Highway	Engineering Technician I/Heavy Equipment Operator	7	39,164.14	46,087.12	54,233.86
208	Social Services	Fiscal Officer	7	39,164.14	46,087.12	54,233.86
188	Sheriff	Dispatcher/LSA/911 Coordinator	8	41,513.99	48,852.35	57,487.89
215	Social Services	Child Support Specialist	8	41,513.99	48,852.35	57,487.89
230.5	Highway	Mechanic	8	41,513.99	48,852.35	57,487.89
243	Highway	Engineering Technician II	9	44,004.83	51,783.49	60,937.17
250	Social Services	Senior Coordinator	9	44,004.83	51,783.49	60,937.17
250	Sheriff	Records Supervisor	9	44,004.83	51,783.49	60,937.17
257.5	Assessor	Deputy Assessor	9	44,004.83	51,783.49	60,937.17
275	Nutrition	Community Nutrition Coordinator	10	46,645.12	54,890.50	64,593.40
280	Veteran Services	Veteran Service Officer	10	46,645.12	54,890.50	64,593.40
290	Land Management	GIS Technician	10	46,645.12	54,890.50	64,593.40
290	Sheriff	Dispatch/Records Supervisor	10	46,645.12	54,890.50	64,593.40
303.5	Highway	Highway Maintenance Foreman	11	49,443.82	58,183.93	68,469.00
310	Social Services	Social Worker	11	49,443.82	58,183.93	68,469.00
313	Sheriff	Deputy Sheriff	11	49,443.82	58,183.93	68,469.00
323	License Bureau	License Bureau Director	11	49,443.82	58,183.93	68,469.00
337.5	Highway	Technician Supervisor/Drainage Inspector	12	52,410.45	61,674.96	72,577.14
340	Social Services	Eligibility Supervisor	12	52,410.45	61,674.96	72,577.14
345	Building Maintenance	Facilities Manager	12	52,410.45	61,674.96	72,577.14
360	Emergency Management	Emergency Manager/Safety Coordinator	12	52,410.45	61,674.96	72,577.14
365.5	Social Services	Fiscal Manager	12	52,410.45	61,674.96	72,577.14
410	Recorder	County Recorder	14	58,888.38	69,297.99	81,547.68
448	Social Services	Social Services Supervisor	15	62,421.69	73,455.87	86,440.54
460	Assessor	Assessor	15	62,421.69	73,455.87	86,440.54
485	Sheriff	Chief Deputy Sheriff	15	62,421.69	73,455.87	86,440.54
490	Human Resources	Human Resources Director	15	62,421.69	73,455.87	86,440.54
520	Land Management	Land Management Director	16	66,166.99	77,863.22	91,626.97
545	Treasurer	County Treasurer	17	70,137.01	82,535.01	97,124.59
563	Auditor	County Auditor	17	70,137.01	82,535.01	97,124.59
585	Coordinator	County Coordinator	18	74,345.23	87,487.11	102,952.06
620	Highway	County Engineer	19	78,805.94	92,736.34	109,129.19
670	Sheriff	Sheriff	19	78,805.94	92,736.34	109,129.19
680	Social Services	Social Services Director	19	78,805.94	92,736.34	109,129.19
725	County Attorney	County Attorney	20	83,534.30	98,300.52	115,676.94