LABOR AGREEMENT

BETWEEN

COUNTY OF STEARNS

AND

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

AND

MINNESOTA NURSES ASSOCIATION

COVERING PERIOD OF

JANUARY 1, 2019 THROUGH DECEMBER 31, 2021

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ARTICLE 1 - Purpose Of Agreement:

This agreement is entered into as of January 1, 2019 between the County of Stearns (hereinafter called the "Employer"), and the American Federation of State, County and Municipal Employees, Council No. 65, Local No. 748D and Minnesota Nurses Association, as exclusive representative for the employees covered by this Agreement (hereinafter called the "Union").

It is the intent and purpose of this Agreement:

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

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

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

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

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

ARTICLE 2 – Recognition:

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

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

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

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

ARTICLE 3 – Definitions:

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

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

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

3.3 EMPLOYER: The County of Stearns.

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

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

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

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

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

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

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

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

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

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

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

ARTICLE 4 - No Strike/No Lockout:

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

ARTICLE 5 - Employer Authority:

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

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

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

ARTICLE 6 - Union Security:

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

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

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

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

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

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

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

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

ARTICLE 7 - Non-Regular Position Seniority And Benefits:

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

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

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

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

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

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

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

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

ARTICLE 8 – Seniority:

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

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

Classification Series:

A) Clerical and Support Classification Specification Titles

Administrative Assistant I
Client Services Specialist
Office Specialist I
Process Specialist

B) Technical Classification Specification Titles

Applications Specialist

C) Paraprofessional Classification Specification Titles

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

D) Professional Classification Specification Titles

Career Agent
Contracts Coordinator
Corrections Agent
Data Analyst
Nutrition Educator
Planning Coordinator

Public Health Coordinator
Public Health Nurse I*
Public Health Nurse II*
Registered Nurse*
Senior Agent
Social Worker I
Social Worker II
Staff Accountant

*MNA Classifications

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

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

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

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

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

When a reduction in the work force occurs, the layoff will occur on the basis of reverse seniority within a classification. Prior to the actual layoff, those affected employees shall be pre-qualified for bidding on the remaining positions. All affected employees will meet at a

designated place and time to bid in order of seniority on the remaining positions. This bidding process will be coordinated by the Human Resources Department. When a position is taken by an employee with higher seniority, remaining employees shall continue to choose positions by seniority, until all positions are filled.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

ARTICLE 9 – Discipline:

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

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

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

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

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

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

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

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

ARTICLE 10 - Normal Working Hours And Overtime:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

10.13 Flex time scheduling for other than a normal workday may occur by the mutual agreement of the Department Director or designee and the employee. The following will also apply:

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

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

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

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

10.15 Public Health Nursing Services for After Hours Care: When home or field visits are required on holidays and weekends, a Public Health Nurse or Registered Nurse will receive a minimum of two (2) hours pay or actual hours worked (whichever is greater).

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

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

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

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

ARTICLE 11 - Employee Rights - Grievance Procedure:

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

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

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

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

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

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

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

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

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

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

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

11.5 Arbitrator's Authority:

A) The arbitrator shall have no right to amend, modify, nullify, ignore, add to or subtract from the terms and conditions of this Agreement. The arbitrator shall consider and decide only the specific issue(s) submitted in writing by the Employer and the Union, and shall have no authority to make a decision on any other issue not so submitted.
B) The arbitrator shall be without power to make decisions contrary to, or inconsistent with, or modifying or varying in any way the applications of laws, rules or regulations having the force and effect of law. The arbitrator's decisions shall be submitted in writing within thirty (30) days following close of the hearing or the submission of briefs by the parties, whichever be later, unless the parties agree to an extension. The decision shall be binding on both the Employer and the Union and shall be based solely on the arbitrator's interpretation or application of express terms of this agreement and to the facts of the grievance presented.
C) The fees and expenses for the arbitrator's services and proceedings shall be borne equally by the Employer and the Union, provided that each party shall be responsible for compensating its own representatives and witnesses. If either party desires a verbatim record of the proceedings, it may cause such a record to be made, providing it pays for the record. If both parties desire a verbatim record of the proceedings, the cost shall be shared equally.

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

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

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

ARTICLE 12 – Holidays:

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

12.2 Holidays are defined as:

January 1	New Year's Day
Third Monday in January	Martin Luther King Day
Third Monday in February	President's Day
Last Monday in May	Memorial Day
July 4th	Independence Day
First Monday in September	Labor Day
November 11th	Veterans' Day
Fourth Thursday in November	Thanksgiving Day
Fourth Friday in November	Day after Thanksgiving
*December 24	Day before Christmas (when Dec. 24 is a normal work day)
December 25	Christmas Day
Personal Day Floating Day	Personal Day 0-3 Years of Service = 1 day 4-14 Years of Service = 2 days 15+ Years of Service = 3 days 4 hours
* See 12.3	

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

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

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

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

ARTICLE 13 - Paid Time Off:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

An employee who has a PTO balance over 900 hours as of December 31 in the preceding year may cash out an additional forty (40) hours in 2019, 2020 and 2021.

13.13 Severance Plan A:

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

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

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

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

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

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

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

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

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

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

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

13.14 Severance Plan B:

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

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

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

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

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

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

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

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

  If your PTO accrued balance is less than 150 hours: 0 %
  If your PTO accrued balance is 150-200 hours: 25%
  If your PTO accrued balance is 201-250 hours: 50%
  If your PTO accrued balance is 251- 350 hours: 75%
  If your PTO accrued balance is more than 350 hours: 100%

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

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

13.18 Access to use of the Extended Sick Leave Bank will be restricted to those times in which

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

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

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

AND

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

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

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

ARTICLE 14 - Insurance Benefits:

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

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

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

Part-time employees who are budgeted to work 26-29 (twenty-six to twenty-nine) hours per week will receive prorated PTO, holidays, cafeteria benefits, a VEBA or HSA contribution (if eligible as described in Article 14.4B), and longevity at 75%.

Part-time employees who are budgeted to work 20-25 (twenty to twenty-five) hours per week will receive prorated PTO, holidays, cafeteria benefits, a VEBA or HSA contribution (if eligible as described in Article 14.4B), and longevity at 60%.

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

14.4 Employer Contribution based on Major Medical Coverage:

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

Effective January 1, 2019:
- Single Coverage: Total County Contribution is $910 per month*
- Family Coverage: Total County Contribution is $1,045 per month*

Effective January 1, 2020:
- Single Coverage: Total County Contribution is $920 per month*
- Family Coverage: Total County Contribution is $1,070 per month*

Effective January 1, 2021:
- Single Coverage: Total County Contribution is $930 per month*
- Family Coverage: Total County Contribution is $1,095 per month*

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

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

14.5 All full-time and part-time employees shall receive $300 in a VEBA account in January of each year of the contract. The VEBA shall be operated in accordance with the applicable law, including the Internal Revenue Code of 1986 (as amended) and associated regulatory guidance.

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

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

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

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

14.10 All full-time and part-time employees shall be covered under County sponsored short-term disability coverage to provide a monthly income replacement benefit (up to six month) to pay $100 per month in case of sickness or injury off the job. This basic disability coverage will be paid for by the County. These monthly benefits shall be reduced by any amounts paid or payable under Worker's Compensation, the primary disability provisions of the Federal Social Security Act and the Public Employees Retirement Act. The employee has the option to buy additional like policies at his/her own expense.

14.11 The County will provide a $1,000 lump sum payment to VEBA after fifteen (15) years of service following an eligible employee's retirement. In order to be eligible for this benefit, an employee must have at least fifteen (15) years of continuous and benefit earning experience with the County prior to retirement and must be receiving PERA pension benefits.

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

ARTICLE 15 - Leave Of Absence:

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

15.2 Eligibility:

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

15.3 Extended Medical Leave of Absence

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

15.4 Personal Leave of Absence

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

15.5 Authorization:

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

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

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

have returned to work.

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

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

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

15.6 Length of Leave:

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

15.7 Affect on Benefits and Leaves:

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

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

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

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

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

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

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

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

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

15.9 Family Medical Leave:

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

15.10 Military Leave:

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

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

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

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

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

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

15.14 An employee may attend up to sixteen (16) hours of training/conferences/seminars each year at their own expense. The sixteen (16) hours may be used in two (2) hour blocks. The particular seminar, which must be eligible for CEU's/Hours/Credits, will need employer approval with regard to time and location. Cost for attending will be paid by the employee. The employer will compensate the employee for an eight hour work day unless the training was for less than eight (8) hours. This payment will not be charged against the educational budget of that unit.

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

ARTICLE 16 - Compensation Plan:

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

A) January 1, 2019 – 2.25% general adjustment

B) January 1, 2020 – 3% general adjustment

C) January 1, 2021 – 2% general adjustment
July 1, 2021 – 1% general adjustment

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

A) Promotions

If an employee is promoted to a higher grade, the employee will be moved to the step of that grade that is at least 6 (six) % higher than current salary. (This may mean someone who was a step J might end up at step C on their new position's steps.) In no case shall such movement result in a rate which is beyond the range of the grade for the position. The individual employee will then move through the steps of the new position in an orderly annual process.

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

B) Part Time Employees

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

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

16.3 Employees will be paid at a higher rate after thirty (30) consecutive calendar days of working out of class.

16.4 In the event a position is upgraded to a new pay level through reclassification, the incumbent shall receive a grade increase. In no case may the increase in pay exceed the maximum of the new range. Such reclassification shall not change the anniversary date of the employee involved.

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

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

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

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

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

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

Eligibility conditions are as follows:

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

2) If an employee is already designating the maximum contribution allowed by the IRS, then no new dollars will be required to receive the County match. The County match will be paid in a lump sum to the employee with the first

payroll in December of each year. At the time of distribution the employee's pay will be subject to the applicable legally required deductions for the matching contribution;

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

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

Deferred Compensation Match Schedule:

Years of Service	
After 1 year	$200
After 2 years	$200
After 3 years	$200
After 4 years	$200
After 5 years	$850
After 6 years	$860
After 7 years	$870
After 8 years	$880
After 9 years	$890
After 10 years	$900
After 11 years	$910
After 12 years	$920
After 13 years	$930
After 14 years	$990
After 15 years	$1,025
After 16 years	$1,035
After 17 years	$1,045
After 18 years	$1,055
After 19 years	$1,065
After 20 years	$1,075
After 21 years	$1,095
After 22 years	$1,115
After 23 years	$1,135
After 24 years	$1,155
After 25 years	$1,200
After 26 years	$1,220
After 27 years	$1,240
After 28 years	$1,260
After 29 years	$1,280
After 30 years	$1,300
After 31 years	$1,320
After 32 years	$1,340

16.8 The cost to employees for parking in the County parking facilities (UBC lot, Zapp lot and the ramp) will not increase unless the total cost to the County in 2019 through 2021 increases by more than an additional Fifteen Dollars ($15.00) per month. Any increase over that limit will be deducted from the pay of employees.

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

The extra mileage payment will be deleted. In exchange, all employees in the bargaining unit will receive a $125 in 2019, $125 in 2020 and $150 in 2021 VEBA contribution in January of each year.

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

16.11 The County will pay for required RN licensure renewal.

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

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

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

ARTICLE 17 – Safety:

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

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

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

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

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

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

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

ARTICLE 18 - Savings Clause:

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

ARTICLE 19 - Complete Agreement And Waiver Of Bargaining:

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

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

ARTICLE 20 - Term of Agreement:

20.1 This Agreement shall be in full force and effect from January 1, 2019 to December 31, 2021 and shall automatically be renewed from year to year, thereafter, unless either party shall notify the other in writing by September 1, 2021 or September 1 prior to any subsequent anniversary date that it desires to modify or terminate this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed this 28 day of February, 2019.

FOR:
COUNTY OF STEARNS

Jasey E Perske

Jennifer A Thorsten

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

AFSCME

Amanda Hayetten

Lindsey J Zoll

PHN

Sharie Emerson PHN

Peggy J Simmons

MNA

MEMORANDUM OF UNDERSTANDING - A

To The 2019 – 2021 Labor Contract Between
County Of Stearns
And
The American Federation Of State, County And
Municipal Employees, AFL-CIO, Council #65, Local Union 748D
Human Services Unit
And
Minnesota Nurses Association

SENIOR AGENT REQUIREMENTS

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

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

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

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

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

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

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

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

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

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

IN WITNESS WHEREOF, the parties have caused this Memorandum of Understanding to be executed this 28th day of February, 2019.

FOR:
COUNTY OF STEARNS

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

AFSCME

PTN

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MNA

MEMORANDUM OF UNDERSTANDING - B

To The 2019 – 2021 Labor Contract Between
County Of Stearns
And
The American Federation Of State, County And
Municipal Employees, AFL-CIO, Council #65, Local Union 748D
Human Services Unit
And
Minnesota Nurses Association

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

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

1. Have a Social Work license and have at least four years of Social Work experience in Stearns County; or
2. Have a Master's degree in Social Work or a related field (i.e. Sociology, Psychology, Counseling, Gerontology) and have at least two years of Social Work experience in Stearns County; or
3. Have at least four years of Social Work experience in Stearns County and have 45 Continuing Education Credits (including credits, which meet Minnesota Board of Social Work criteria and/or required county training) which have been obtained since April 1, 1995.

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

- To meet #1, the original of a valid Social Work license must be presented to the Human Resources Department.
- To meet #2, original documentation of a Master's Degree must be presented to the Human Resources Department.
- To meet #3, the individual must provide a list of at least 45 CEUs/Credits obtained, including:
  - the title of the activity;
  - the number of credit hours for the activity;
  - the name of the provider or sponsor of the activity; and
  - the date and location of the course.

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

For workshops, institutes, conferences, and in-services attended:
- a copy of a certificate issued to participants by the sponsor;
- a certificate of attendance; or

- an affidavit signed by the instructor that the individual attended the activity.

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

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

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

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

Procedures for renewing Social Worker II classification:

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

An employee who does not provide the necessary documentation on a timely basis will have their rate of pay frozen until such time as the documentation is provided or the employee falls within the step and pay range of the lower classification and is again eligible for increases. The pay increase which has been delayed based on untimely documentation will be implemented on a retroactive basis for up to six months (or longer if a good cause can be shown but in no case longer than one (1) year) provided that there is no gap in the time frames which the license covers. For example: the new license has same date it would have had if it had been issued on a timely basis.

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

What follows clarifies the process of completing the requirements for meeting the requirements to becoming a Social Worker II:

1. The Social Worker must be eligible to be advanced to Social Worker II as set forth above.

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

IN WITNESS WHEREOF, the parties have caused this Memorandum of Understanding to be executed this 28th day of February, 2019.

FOR:
COUNTY OF STEARNS

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

AFSCME

DHN

MNA

MEMORANDUM OF UNDERSTANDING - C

To The 2019 – 2021 Labor Contract Between
County Of Stearns
And
The American Federation Of State, County And
Municipal Employees, AFL-CIO, Council #65, Local Union 748D
Human Services Unit
And
Minnesota Nurses Association

CAREER AGENT REQUIREMENTS

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

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

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

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

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

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

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

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

IN WITNESS WHEREOF, the parties have caused this Memorandum of Understanding to be executed this 28th day of February, 2019.

FOR:
COUNTY OF STEARNS

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

AFSCME

PHN

PHN

MNA

MEMORANDUM OF UNDERSTANDING – D

To The 2019 - 2021 Labor Contract Between
County Of Stearns
And
The American Federation Of State, County And
Municipal Employees, AFL-CIO, Council #65, Local Union 748D
Human Services Unit
And
Minnesota Nurses Association

SOCIAL WORKER ON CALL

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

WHEREAS, the County and the Union are parties to a Labor Agreement in effect January 1, 2019 to December 31, 2021; and

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

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

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

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

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

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

IN WITNESS WHEREOF, the parties have executed this Memorandum of Agreement on this 28th day of February, 2019.

FOR:
COUNTY OF STEARNS

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

AFSCME

PTN

PTN

MNA

2.25% General Adjustment

5% between Grades

Contract Year 2019

Grades		Steps A	B 1 1.03	C 2 1.03	D 3 1.03	E 4 1.03	F 5 1.03	G 6 1.03	H 7 1.03	I 8 1.03	J 9 1.03	K 10 1.04	L 11 1.04	M 12 1.04
1	Hourly	$10.7065	$11.0277	$11.3585	$11.6993	$12.0502	$12.4118	$12.7841	$13.1676	$13.5627	$13.9695	$14.5283	$15.1094	$15.7138
	Annual	22,269	22,938	23,626	24,334	25,065	25,816	26,591	27,389	28,210	29,057	30,219	31,428	32,685
2	Hourly	$11.2418	$11.5791	$11.9264	$12.2842	$12.6528	$13.0323	$13.4233	$13.8260	$14.2408	$14.6680	$15.2547	$15.8649	$16.4995
	Annual	23,383	24,084	24,807	25,551	26,318	27,107	27,920	28,758	29,621	30,509	31,730	32,999	34,319
3	Hourly	$11.8039	$12.1580	$12.5228	$12.8984	$13.2854	$13.6840	$14.0946	$14.5173	$14.9528	$15.4014	$16.0175	$16.6582	$17.3245
	Annual	24,552	25,289	26,047	26,829	27,634	28,463	29,317	30,196	31,102	32,035	33,316	34,649	36,035
4	Hourly	$12.3941	$12.7659	$13.1489	$13.5434	$13.9497	$14.3682	$14.7992	$15.2432	$15.7005	$16.1715	$16.8183	$17.4911	$18.1907
	Annual	25,780	26,553	27,350	28,170	29,015	29,886	30,782	31,706	32,657	33,637	34,982	36,381	37,837
5	Hourly	$13.0138	$13.4042	$13.8063	$14.2205	$14.6471	$15.0866	$15.5392	$16.0053	$16.4855	$16.9801	$17.6593	$18.3656	$19.1003
	Annual	27,069	27,881	28,717	29,579	30,466	31,380	32,321	33,291	34,290	35,319	36,731	38,201	39,729
6	Hourly	$13.6645	$14.0744	$14.4967	$14.9316	$15.3795	$15.8409	$16.3161	$16.8056	$17.3098	$17.8291	$18.5422	$19.2839	$20.0553
	Annual	28,422	29,275	30,153	31,058	31,989	32,949	33,938	34,956	36,004	37,084	38,568	40,111	41,715
7	Hourly	$14.3477	$14.7781	$15.2215	$15.6781	$16.1485	$16.6329	$17.1319	$17.6459	$18.1753	$18.7205	$19.4693	$20.2481	$21.0580
	Annual	29,843	30,739	31,661	32,611	33,589	34,597	35,634	36,703	37,805	38,939	40,496	42,116	43,801
8	Hourly	$15.0651	$15.5171	$15.9826	$16.4620	$16.9559	$17.4646	$17.9885	$18.5282	$19.0840	$19.6565	$20.4428	$21.2605	$22.1109
	Annual	31,335	32,275	33,244	34,241	35,268	36,326	37,416	38,539	39,695	40,886	42,521	44,222	45,991
9	Hourly	$15.8184	$16.2929	$16.7817	$17.2851	$17.8037	$18.3378	$18.8879	$19.4546	$20.0382	$20.6394	$21.4649	$22.3235	$23.2165
	Annual	32,902	33,889	34,906	35,953	37,032	38,143	39,287	40,466	41,679	42,930	44,647	46,433	48,290
10	Hourly	$16.6093	$17.1076	$17.6208	$18.1494	$18.6939	$19.2547	$19.8323	$20.4273	$21.0401	$21.6713	$22.5382	$23.4397	$24.3773
	Annual	34,547	35,584	36,651	37,751	38,883	40,050	41,251	42,489	43,763	45,076	46,879	48,755	50,705
11	Hourly	$17.4397	$17.9629	$18.5018	$19.0569	$19.6286	$20.2174	$20.8240	$21.4487	$22.0921	$22.7549	$23.6651	$24.6117	$25.5962
	Annual	36,275	37,363	38,484	39,638	40,827	42,052	43,314	44,613	45,952	47,330	49,223	51,192	53,240
12	Hourly	$18.3117	$18.8611	$19.4269	$20.0097	$20.6100	$21.2283	$21.8652	$22.5211	$23.1967	$23.8926	$24.8484	$25.8423	$26.8760
	Annual	38,088	39,231	40,408	41,620	42,869	44,155	45,480	46,844	48,249	49,697	51,685	53,752	55,902
13	Hourly	$19.2273	$19.8041	$20.3983	$21.0102	$21.6406	$22.2897	$22.9584	$23.6472	$24.3566	$25.0873	$26.0908	$27.1344	$28.2196
	Annual	39,993	41,193	42,428	43,701	45,012	46,363	47,753	49,186	50,662	52,182	54,269	56,440	58,697
14	Hourly	$20.1887	$20.7943	$21.4182	$22.0607	$22.7225	$23.4042	$24.1063	$24.8295	$25.5744	$26.3416	$27.3953	$28.4911	$29.6308
	Annual	41,992	43,252	44,550	45,886	47,263	48,681	50,141	51,645	53,195	54,791	56,982	59,262	61,632
15	Hourly	$21.1981	$21.8341	$22.4891	$23.1637	$23.8587	$24.5744	$25.3117	$26.0710	$26.8531	$27.6587	$28.7651	$29.9157	$31.1123
	Annual	44,092	45,415	46,777	48,181	49,626	51,115	52,648	54,228	55,855	57,530	59,831	62,225	64,714
16	Hourly	$22.2580	$22.9258	$23.6135	$24.3219	$25.0516	$25.8031	$26.5772	$27.3745	$28.1958	$29.0417	$30.2033	$31.4115	$32.6679
	Annual	46,297	47,686	49,116	50,590	52,107	53,671	55,281	56,939	58,647	60,407	62,823	65,336	67,949
17	Hourly	$23.3709	$24.0720	$24.7942	$25.5380	$26.3042	$27.0933	$27.9061	$28.7433	$29.6056	$30.4937	$31.7135	$32.9820	$34.3013
	Annual	48,612	50,070	51,572	53,119	54,713	56,354	58,045	59,786	61,580	63,427	65,964	68,603	71,347
18	Hourly	$24.5395	$25.2756	$26.0339	$26.8149	$27.6194	$28.4480	$29.3014	$30.1804	$31.0859	$32.0184	$33.2992	$34.6311	$36.0164
	Annual	51,042	52,573	54,151	55,775	57,448	59,172	60,947	62,775	64,659	66,598	69,262	72,033	74,914
19	Hourly	$25.7864	$26.5394	$27.3356	$28.1557	$29.0003	$29.8704	$30.7665	$31.6895	$32.6401	$33.6194	$34.9641	$36.3627	$37.8172
	Annual	53,594	55,202	56,858	58,564	60,321	62,130	63,994	65,914	67,892	69,928	72,725	75,634	78,660
20	Hourly	$27.0548	$27.8664	$28.7024	$29.5635	$30.4504	$31.3639	$32.3048	$33.2739	$34.2722	$35.3003	$36.7123	$38.1808	$39.7081
	Annual	56,274	57,962	59,701	61,492	63,337	65,237	67,194	69,210	71,286	73,425	76,362	79,416	82,593

2.25% General Adjustment

5% between Grades

Contract Year 2019

Grades		Steps A	B 1 1.03	C 2 1.03	D 3 1.03	E 4 1.03	F 5 1.03	G 6 1.03	H 7 1.03	I 8 1.03	J 9 1.03	K 10 1.04	L 11 1.04	M 12 1.04
21	Hourly	$28.4075	$29.2597	$30.1375	$31.0416	$31.9729	$32.9321	$33.9200	$34.9376	$35.9858	$37.0653	$38.5479	$40.0899	$41.6935
	Annual	59,088	60,860	62,686	64,567	66,504	68,499	70,554	72,670	74,850	77,096	80,180	83,387	86,722
22	Hourly	$29.8279	$30.7227	$31.6444	$32.5937	$33.5715	$34.5787	$35.6160	$36.6845	$37.7850	$38.9186	$40.4753	$42.0944	$43.7781
	Annual	62,042	63,903	65,820	67,795	69,829	71,924	74,081	76,304	78,593	80,951	84,189	87,556	91,059
23	Hourly	$31.3193	$32.2588	$33.2266	$34.2234	$35.2501	$36.3076	$37.3968	$38.5187	$39.6743	$40.8646	$42.4991	$44.1991	$45.9670
	Annual	65,144	67,098	69,111	71,185	73,320	75,520	77,785	80,119	82,523	84,998	88,398	91,934	95,611
24	Hourly	$32.8852	$33.8718	$34.8879	$35.9346	$37.0126	$38.1230	$39.2667	$40.4447	$41.6580	$42.9078	$44.6241	$46.4090	$48.2654
	Annual	68,401	70,453	72,567	74,744	76,986	79,296	81,675	84,125	86,649	89,248	92,818	96,531	100,392
25	Hourly	$34.5295	$35.5654	$36.6323	$37.7313	$38.8632	$40.0291	$41.2300	$42.4669	$43.7409	$45.0531	$46.8553	$48.7295	$50.6787
	Annual	71,821	73,976	76,195	78,481	80,836	83,261	85,758	88,331	90,981	93,711	97,459	101,357	105,412
26	Hourly	$36.2560	$37.3436	$38.4639	$39.6179	$40.8064	$42.0306	$43.2915	$44.5903	$45.9280	$47.3058	$49.1980	$51.1660	$53.2126
	Annual	75,412	77,675	80,005	82,405	84,877	87,424	90,046	92,748	95,530	98,396	102,332	106,425	110,682
27	Hourly	$38.0688	$39.2108	$40.3871	$41.5988	$42.8467	$44.1321	$45.4561	$46.8198	$48.2244	$49.6711	$51.6579	$53.7243	$55.8732
	Annual	79,183	81,559	84,005	86,525	89,121	91,795	94,549	97,385	100,307	103,316	107,449	111,746	116,216
28	Hourly	$39.9722	$41.1714	$42.4065	$43.6787	$44.9891	$46.3387	$47.7289	$49.1608	$50.6356	$52.1546	$54.2408	$56.4105	$58.6669
	Annual	83,142	85,636	88,206	90,852	93,577	96,385	99,276	102,254	105,322	108,482	112,821	117,334	122,027
29	Hourly	$41.9708	$43.2299	$44.5268	$45.8626	$47.2385	$48.6557	$50.1153	$51.6188	$53.1674	$54.7624	$56.9529	$59.2310	$61.6002
	Annual	87,299	89,918	92,616	95,394	98,256	101,204	104,240	107,367	110,588	113,906	118,462	123,200	128,128
30	Hourly	$44.0693	$45.3914	$46.7532	$48.1558	$49.6004	$51.0884	$52.6211	$54.1997	$55.8257	$57.5005	$59.8005	$62.1925	$64.6802
	Annual	91,664	94,414	97,247	100,164	103,169	106,264	109,452	112,735	116,118	119,601	124,385	129,360	134,535
31	Hourly	$46.2728	$47.6610	$49.0908	$50.5636	$52.0805	$53.6429	$55.2522	$56.9097	$58.6170	$60.3755	$62.7905	$65.3022	$67.9143
	Annual	96,247	99,135	102,109	105,172	108,327	111,577	114,924	118,372	121,923	125,581	130,604	135,829	141,262
32	Hourly	$48.5865	$50.0440	$51.5454	$53.0917	$54.6845	$56.3250	$58.0148	$59.7552	$61.5479	$63.3943	$65.9301	$68.5673	$71.3100
	Annual	101,060	104,092	107,214	110,431	113,744	117,156	120,671	124,291	128,020	131,860	137,135	142,620	148,325
33	Hourly	$51.0158	$52.5462	$54.1226	$55.7463	$57.4187	$59.1413	$60.9155	$62.7430	$64.6253	$66.5640	$69.2266	$71.9956	$74.8755
	Annual	106,113	109,296	112,575	115,952	119,431	123,014	126,704	130,505	134,421	138,453	143,991	149,751	155,741
34	Hourly	$53.5666	$55.1736	$56.8288	$58.5336	$60.2896	$62.0983	$63.9613	$65.8801	$67.8565	$69.8922	$72.6879	$75.5954	$78.6192
	Annual	111,418	114,761	118,204	121,750	125,402	129,165	133,039	137,031	141,142	145,376	151,191	157,238	163,528
35	Hourly	$56.2449	$57.9322	$59.6702	$61.4603	$63.3041	$65.2032	$67.1593	$69.1741	$71.2493	$73.3868	$76.3223	$79.3752	$82.5502
	Annual	116,989	120,499	124,114	127,837	131,673	135,623	139,691	143,882	148,199	152,645	158,750	165,100	171,704
36	Hourly	$59.0571	$60.8289	$62.6537	$64.5333	$66.4693	$68.4634	$70.5173	$72.6328	$74.8118	$77.0562	$80.1384	$83.3440	$86.6777
	Annual	122,839	126,524	130,320	134,229	138,256	142,404	146,676	151,076	155,609	160,277	166,688	173,355	180,290
37	Hourly	$62.0100	$63.8703	$65.7864	$67.7600	$69.7928	$71.8866	$74.0432	$76.2645	$78.5524	$80.9090	$84.1453	$87.5111	$91.0116
	Annual	128,981	132,850	136,836	140,941	145,169	149,524	154,010	158,630	163,389	168,291	175,022	182,023	189,304
38	Hourly	$65.1105	$67.0638	$69.0757	$71.1480	$73.2824	$75.4809	$77.7453	$80.0777	$82.4800	$84.9544	$88.3526	$91.8867	$95.5622
	Annual	135,430	139,493	143,678	147,988	152,427	157,000	161,710	166,562	171,558	176,705	183,773	191,124	198,769
39	Hourly	$68.3660	$70.4170	$72.5295	$74.7054	$76.9466	$79.2550	$81.6326	$84.0816	$86.6040	$89.2021	$92.7702	$96.4810	$100.3403
	Annual	142,201	146,467	150,861	155,387	160,049	164,850	169,796	174,890	180,136	185,540	192,962	200,681	208,708
40	Hourly	$71.7843	$73.9378	$76.1560	$78.4407	$80.7939	$83.2177	$85.7142	$88.2857	$90 9342	$93.6623	$97 4087	$101.3051	$105 3573
	Annual	149,311	153,791	158,404	163,157	168,051	173,093	178,286	183,634	189,143	194,817	202,610	210,715	219,143

3.0% General Adjustment

5% between Grades

Contract Year 2020

Grades		Steps A	B	C	D	E	F	G	H	I	J	K	L	M
			1	2	3	4	5	6	7	8	9	10	11	12
			1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.04	1.04	1.04
1	Hourly	$11.0277	$11.3585	$11.6993	$12.0502	$12.4118	$12.7841	$13.1676	$13.5627	$13.9695	$14.3886	$14.9642	$15.5627	$16.1852
	Annual	22,938	23,626	24,334	25,065	25,816	26,591	27,389	28,210	29,057	29,928	31,125	32,370	33,665
2	Hourly	$11.5791	$11.9264	$12.2842	$12.6528	$13.0323	$13.4233	$13.8260	$14.2408	$14.6680	$15.1081	$15.7124	$16.3409	$16.9945
	Annual	24,084	24,807	25,551	26,318	27,107	27,920	28,758	29,621	30,509	31,425	32,682	33,989	35,349
3	Hourly	$12.1580	$12.5228	$12.8984	$13.2854	$13.6840	$14.0945	$14.5173	$14.9528	$15.4014	$15.8635	$16.4980	$17.1579	$17.8442
	Annual	25,289	26,047	26,829	27,634	28,463	29,317	30,196	31,102	32,035	32,996	34,316	35,688	37,116
4	Hourly	$12.7659	$13.1489	$13.5434	$13.9497	$14.3682	$14.7992	$15.2432	$15.7005	$16.1715	$16.6566	$17.3229	$18.0158	$18.7364
	Annual	26,553	27,350	28,170	29,015	29,886	30,782	31,706	32,657	33,637	34,646	36,032	37,473	38,972
5	Hourly	$13.4042	$13.8063	$14.2205	$14.6471	$15.0866	$15.5392	$16.0053	$16.4855	$16.9801	$17.4895	$18.1890	$18.9186	$19.6733
	Annual	27,881	28,717	29,579	30,466	31,380	32,321	33,291	34,290	35,319	36,378	37,833	39,347	40,920
6	Hourly	$14.0744	$14.4967	$14.9316	$15.3795	$15.8409	$16.3161	$16.8056	$17.3098	$17.8291	$18.3639	$19.0985	$19.8624	$20.6569
	Annual	29,275	30,153	31,058	31,989	32,949	33,938	34,956	36,004	37,084	38,197	39,725	41,314	42,966
7	Hourly	$14.7781	$15.2215	$15.6781	$16.1485	$16.6329	$17.1319	$17.6459	$18.1753	$18.7205	$19.2821	$20.0534	$20.8555	$21.6898
	Annual	30,739	31,661	32,611	33,589	34,597	35,634	36,703	37,805	38,939	40,107	41,711	43,380	45,115
8	Hourly	$15.5171	$15.9826	$16.4620	$16.9559	$17.4646	$17.9885	$18.5282	$19.0840	$19.6565	$20.2462	$21.0561	$21.8983	$22.7743
	Annual	32,275	33,244	34,241	35,268	36,326	37,416	38,539	39,695	40,886	42,112	43,797	45,549	47,370
9	Hourly	$16.2929	$16.7817	$17.2851	$17.8037	$18.3378	$18.8879	$19.4546	$20.0382	$20.6394	$21.2585	$22.1089	$22.9932	$23.9130
	Annual	33,889	34,906	35,953	37,032	38,143	39,287	40,466	41,679	42,930	44,218	45,986	47,826	49,739
10	Hourly	$17.1076	$17.6208	$18.1494	$18.6939	$19.2547	$19.8323	$20.4273	$21.0401	$21.6713	$22.3215	$23.2143	$24.1429	$25.1086
	Annual	35,584	36,651	37,751	38,883	40,050	41,251	42,489	43,763	45,076	46,429	48,286	50,217	52,226
11	Hourly	$17.9629	$18.5018	$19.0569	$19.6286	$20.2174	$20.8240	$21.4487	$22.0921	$22.7549	$23.4375	$24.3750	$25.3501	$26.3641
	Annual	37,363	38,484	39,638	40,827	42,052	43,314	44,613	45,952	47,330	48,750	50,700	52,728	54,837
12	Hourly	$18.8611	$19.4269	$20.0097	$20.6100	$21.2283	$21.8652	$22.5211	$23.1967	$23.8926	$24.6094	$25.5938	$26.6176	$27.6823
	Annual	39,231	40,408	41,620	42,869	44,155	45,480	46,844	48,249	49,697	51,188	53,235	55,365	57,579
13	Hourly	$19.8041	$20.3983	$21.0102	$21.6405	$22.2897	$22.9584	$23.6472	$24.3566	$25.0873	$25.8399	$26.8735	$27.9484	$29.0664
	Annual	41,193	42,428	43,701	45,012	46,363	47,753	49,186	50,662	52,182	53,747	55,897	58,133	60,458
14	Hourly	$20.7943	$21.4182	$22.0607	$22.7225	$23.4042	$24.1063	$24.8295	$25.5744	$26.3416	$27.1319	$28.2172	$29.3459	$30.5197
	Annual	43,252	44,550	45,886	47,263	48,681	50,141	51,645	53,195	54,791	56,434	58,692	61,039	63,481
15	Hourly	$21.8341	$22.4891	$23.1637	$23.8587	$24.5744	$25.3117	$26.0710	$26.8531	$27.6587	$28.4885	$29.6280	$30.8131	$32.0457
	Annual	45,415	46,777	48,181	49,626	51,115	52,648	54,228	55,855	57,530	59,256	61,626	64,091	66,655
16	Hourly	$22.9258	$23.6135	$24.3219	$25.0516	$25.8031	$26.5772	$27.3745	$28.1958	$29.0417	$29.9129	$31.1094	$32.3538	$33.6480
	Annual	47,686	49,116	50,590	52,107	53,671	55,281	56,939	58,647	60,407	62,219	64,708	67,296	69,988
17	Hourly	$24.0720	$24.7942	$25.5380	$26.3042	$27.0933	$27.9061	$28.7433	$29.6056	$30.4937	$31.4086	$32.6649	$33.9715	$35.3304
	Annual	50,070	51,572	53,119	54,713	56,354	58,045	59,786	61,580	63,427	65,330	67,943	70,661	73,487
18	Hourly	$25.2756	$26.0339	$26.8149	$27.6194	$28.4480	$29.3014	$30.1804	$31.0859	$32.0184	$32.9790	$34.2981	$35.6701	$37.0969
	Annual	52,573	54,151	55,775	57,448	59,172	60,947	62,775	64,659	66,598	68,596	71,340	74,194	77,161
19	Hourly	$26.5394	$27.3356	$28.1557	$29.0003	$29.8704	$30.7665	$31.6895	$32.6401	$33.6194	$34.6279	$36.0130	$37.4536	$38.9517
	Annual	55,202	56,858	58,564	60,321	62,130	63,994	65,914	67,892	69,928	72,026	74,907	77,903	81,020
20	Hourly	$27.8664	$28.7024	$29.5635	$30.4504	$31.3639	$32.3048	$33.2739	$34.2722	$35.3003	$36.3593	$37.8137	$39.3262	$40.8993
	Annual	57,962	59,701	61,492	63,337	65,237	67,194	69,210	71,286	73,425	75,627	78,652	81,799	85,071

3.0% General Adjustment

5% between Grades

Contract Year 2020

Grades		Steps A	B	C	D	E	F	G	H	I	J	K	L	M
			1	2	3	4	5	6	7	8	9	10	11	12
			1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.04	1.04	1.04
21	Hourly	$29.2597	$30.1375	$31.0416	$31.9729	$32.9321	$33.9200	$34.9376	$35.9858	$37.0653	$38.1773	$39.7044	$41.2926	$42.9443
	Annual	60,860	62,686	64,567	66,504	68,499	70,554	72,670	74,850	77,096	79,409	82,585	85,889	89,324
22	Hourly	$30.7227	$31.6444	$32.5937	$33.5715	$34.5787	$35.6160	$36.6845	$37.7850	$38.9186	$40.0862	$41.6896	$43.3572	$45.0915
	Annual	63,903	65,820	67,795	69,829	71,924	74,081	76,304	78,593	80,951	83,379	86,714	90,183	93,790
23	Hourly	$32.2588	$33.2266	$34.2234	$35.2501	$36.3076	$37.3968	$38.5187	$39.6743	$40.8645	$42.0905	$43.7741	$45.5250	$47.3461
	Annual	67,098	69,111	71,185	73,320	75,520	77,785	80,119	82,523	84,998	87,548	91,050	94,692	98,480
24	Hourly	$33.8718	$34.8679	$35.9346	$37.0126	$38.1230	$39.2667	$40.4447	$41.6580	$42.9078	$44.1950	$45.9628	$47.8013	$49.7134
	Annual	70,453	72,567	74,744	76,986	79,296	81,675	84,125	86,649	89,248	91,926	95,603	99,427	103,404
25	Hourly	$35.5854	$36.6323	$37.7313	$38.8632	$40.0291	$41.2300	$42.4669	$43.7409	$45.0531	$46.4047	$48.2609	$50.1914	$52.1990
	Annual	73,976	76,195	78,481	80,836	83,261	85,758	88,331	90,981	93,711	96,522	100,383	104,398	108,574
26	Hourly	$37.3436	$38.4639	$39.6179	$40.8064	$42.0306	$43.2915	$44.5903	$45.9280	$47.3058	$48.7250	$50.6740	$52.7009	$54.8090
	Annual	77,675	80,005	82,405	84,877	87,424	90,046	92,748	95,530	98,396	101,348	105,402	109,618	114,003
27	Hourly	$39.2108	$40.3871	$41.5988	$42.8467	$44.1321	$45.4561	$46.8198	$48.2244	$49.6711	$51.1612	$53.2077	$55.3360	$57.5494
	Annual	81,559	84,005	86,525	89,121	91,795	94,549	97,385	100,307	103,316	106,415	110,672	115,099	119,703
28	Hourly	$41.1714	$42.4065	$43.6787	$44.9891	$46.3387	$47.7289	$49.1608	$50.6356	$52.1546	$53.7193	$55.8681	$58.1028	$60.4269
	Annual	85,636	88,206	90,852	93,577	96,385	99,276	102,254	105,322	108,482	111,736	116,206	120,854	125,688
29	Hourly	$43.2299	$44.5268	$45.8626	$47.2385	$48.6557	$50.1153	$51.6188	$53.1674	$54.7624	$56.4053	$58.6615	$61.0079	$63.4482
	Annual	89,918	92,616	95,394	98,256	101,204	104,240	107,367	110,588	113,906	117,323	122,016	126,896	131,972
30	Hourly	$45.3914	$46.7532	$48.1558	$49.6004	$51.0884	$52.6211	$54.1997	$55.8257	$57.5005	$59.2255	$61.5945	$64.0583	$66.6206
	Annual	94,414	97,247	100,164	103,169	106,264	109,452	112,735	116,118	119,601	123,189	128,117	133,241	138,571
31	Hourly	$47.6610	$49.0908	$50.5636	$52.0805	$53.6429	$55.2522	$56.9097	$58.6170	$60.3755	$62.1868	$64.6743	$67.2612	$69.9517
	Annual	99,135	102,109	105,172	108,327	111,577	114,924	118,372	121,923	125,581	129,349	134,522	139,903	145,499
32	Hourly	$50.0440	$51.5454	$53.0917	$54.6845	$56.3250	$58.0148	$59.7552	$61.5479	$63.3943	$65.2961	$67.9080	$70.6243	$73.4493
	Annual	104,092	107,214	110,431	113,744	117,156	120,671	124,291	128,020	131,860	135,816	141,249	146,899	152,774
33	Hourly	$52.5462	$54.1226	$55.7463	$57.4187	$59.1413	$60.9155	$62.7430	$64.6253	$66.5640	$68.5609	$71.3034	$74.1555	$77.1217
	Annual	109,296	112,575	115,952	119,431	123,014	126,704	130,505	134,421	138,453	142,607	148,311	154,243	160,413
34	Hourly	$55.1736	$56.8288	$58.5336	$60.2896	$62.0983	$63.9613	$65.8801	$67.8565	$69.8922	$71.9890	$74.8685	$77.8633	$80.9778
	Annual	114,761	118,204	121,750	125,402	129,165	133,039	137,031	141,142	145,376	149,737	155,727	161,956	168,434
35	Hourly	$57.9322	$59.6702	$61.4603	$63.3041	$65.2032	$67.1593	$69.1741	$71.2493	$73.3868	$75.5884	$78.6120	$81.7564	$85.0267
	Annual	120,499	124,114	127,837	131,673	135,623	139,691	143,882	148,199	152,645	157,224	163,513	170,053	176,856
36	Hourly	$60.8289	$62.6537	$64.5333	$66.4693	$68.4634	$70.5173	$72.6328	$74.8118	$77.0562	$79.3679	$82.5426	$85.8443	$89.2780
	Annual	126,524	130,320	134,229	138,256	142,404	146,676	151,076	155,609	160,277	165,085	171,689	178,556	185,698
37	Hourly	$63.8703	$65.7864	$67.7600	$69.7928	$71.8866	$74.0432	$76.2645	$78.5524	$80.9090	$83.3362	$86.6697	$90.1365	$93.7419
	Annual	132,850	136,836	140,941	145,169	149,524	154,010	158,630	163,389	168,291	173,339	180,273	187,484	194,983
38	Hourly	$67.0638	$69.0757	$71.1480	$73.2824	$75.4809	$77.7453	$80.0777	$82.4800	$84.9544	$87.5031	$91.0032	$94.6433	$98.4290
	Annual	139,493	143,678	147,988	152,427	157,000	161,710	166,562	171,558	176,705	182,006	189,267	196,858	204,732
39	Hourly	$70.4170	$72.5295	$74.7054	$76.9466	$79.2550	$81.6326	$84.0816	$86.6040	$89.2021	$91.8782	$95.5633	$99.3755	$103.3605
	Annual	146,467	150,861	155,387	160,049	164,850	169,796	174,890	180,136	185,540	191,107	198,751	206,701	214,969
40	Hourly	$73.9378	$76.1560	$78.4407	$80.7939	$83.2177	$85.7142	$88.2857	$90.9342	$93.6623	$96.4721	$100.3310	$104.3442	$108.5180
	Annual	153,791	158,404	163,157	168,051	173,093	178,286	183,634	189,143	194,817	200,662	208,688	217,036	225,717

2% General Adjustment

5% between Grades

Contract Year 2021

Grades		Steps A	B 1.03	C 1.03	D 1.03	E 1.03	F 1.03	G 1.03	H 1.03	I 1.03	J 1.03	K 1.04	L 1.04	M 1.04
1	Hourly	$11.2482	$11.5857	$11.9333	$12.2912	$12.6600	$13.0398	$13.4310	$13.8339	$14.2489	$14.6764	$15.2634	$15.8740	$16.5089
	Annual	23,396	24,098	24,821	25,566	26,333	27,123	27,936	28,775	29,638	30,527	31,748	33,018	34,339
2	Hourly	$11.8106	$12.1650	$12.5299	$12.9058	$13.2930	$13.6918	$14.1025	$14.5256	$14.9614	$15.4102	$16.0266	$16.6677	$17.3344
	Annual	24,566	25,303	26,062	26,844	27,649	28,479	29,333	30,213	31,120	32,053	33,335	34,669	36,056
3	Hourly	$12.4012	$12.7732	$13.1564	$13.5511	$13.9576	$14.3784	$14.8077	$15.2519	$15.7094	$16.1807	$16.8280	$17.5011	$18.2011
	Annual	25,794	26,568	27,365	28,186	29,032	29,903	30,800	31,724	32,676	33,656	35,002	36,402	37,858
4	Hourly	$13.0212	$13.4119	$13.8142	$14.2287	$14.6555	$15.0952	$15.5480	$16.0145	$16.4949	$16.9898	$17.6694	$18.3781	$19.1112
	Annual	27,084	27,897	28,734	29,596	30,483	31,398	32,340	33,310	34,309	35,339	36,752	38,222	39,751
5	Hourly	$13.6723	$14.0825	$14.5049	$14.9401	$15.3883	$15.8499	$16.3254	$16.8152	$17.3197	$17.8392	$18.5528	$19.2949	$20.0667
	Annual	28,438	29,292	30,170	31,075	32,008	32,968	33,957	34,976	36,025	37,106	38,590	40,133	41,739
6	Hourly	$14.3559	$14.7866	$15.2302	$15.6871	$16.1577	$16.6424	$17.1417	$17.6560	$18.1856	$18.7312	$19.4805	$20.2597	$21.0701
	Annual	29,860	30,756	31,679	32,629	33,608	34,616	35,655	36,724	37,826	38,961	40,519	42,140	43,826
7	Hourly	$15.0737	$15.5259	$15.9917	$16.4714	$16.9656	$17.4746	$17.9988	$18.5388	$19.0949	$19.6678	$20.4545	$21.2727	$22.1236
	Annual	31,353	32,294	33,263	34,261	35,288	36,347	37,437	38,561	39,717	40,909	42,545	44,247	46,017
8	Hourly	$15.8274	$16.3022	$16.7913	$17.2950	$17.8139	$18.3483	$18.8987	$19.4657	$20.0497	$20.6512	$21.4772	$22.3363	$23.2297
	Annual	32,921	33,909	34,926	35,974	37,053	38,164	39,309	40,489	41,703	42,954	44,673	46,459	48,318
9	Hourly	$16.6188	$17.1173	$17.6308	$18.1598	$18.7046	$19.2657	$19.8437	$20.4390	$21.0522	$21.6837	$22.5511	$23.4531	$24.3912
	Annual	34,567	35,604	36,672	37,772	38,905	40,073	41,275	42,513	43,788	45,102	46,906	48,782	50,734
10	Hourly	$17.4497	$17.9732	$18.5124	$19.0678	$19.6398	$20.2290	$20.8359	$21.4609	$22.1048	$22.7679	$23.6786	$24.6258	$25.6108
	Annual	36,295	37,384	38,506	39,661	40,851	42,076	43,339	44,639	45,978	47,357	49,252	51,222	53,270
11	Hourly	$18.3222	$18.8719	$19.4380	$20.0211	$20.6218	$21.2404	$21.8776	$22.5340	$23.2100	$23.9063	$24.8626	$25.8571	$26.8913
	Annual	38,110	39,253	40,431	41,644	42,893	44,180	45,506	46,871	48,277	49,725	51,714	53,783	55,934
12	Hourly	$19.2383	$19.8154	$20.4099	$21.0222	$21.6529	$22.3025	$22.9715	$23.6607	$24.3705	$25.1016	$26.1057	$27.1499	$28.2359
	Annual	40,016	41,216	42,453	43,726	45,038	46,389	47,781	49,214	50,691	52,211	54,300	56,472	58,731
13	Hourly	$20.2002	$20.8062	$21.4304	$22.0733	$22.7355	$23.4176	$24.1201	$24.8437	$25.5890	$26.3567	$27.4110	$28.5074	$29.6477
	Annual	42,016	43,277	44,575	45,912	47,290	48,709	50,170	51,675	53,225	54,822	57,015	59,295	61,667
14	Hourly	$21.2102	$21.8465	$22.5019	$23.1770	$23.8723	$24.5885	$25.3261	$26.0859	$26.8685	$27.6745	$28.7815	$29.9328	$31.1301
	Annual	44,117	45,441	46,804	48,208	49,654	51,144	52,678	54,259	55,886	57,563	59,866	62,260	64,751
15	Hourly	$22.2707	$22.9389	$23.6270	$24.3358	$25.0659	$25.8179	$26.5924	$27.3902	$28.2119	$29.0583	$30.2206	$31.4294	$32.6866
	Annual	46,323	47,713	49,144	50,619	52,137	53,701	55,312	56,972	58,681	60,441	62,859	65,373	67,988
16	Hourly	$23.3843	$24.0858	$24.8084	$25.5526	$26.3192	$27.1088	$27.9220	$28.7597	$29.6225	$30.5112	$31.7316	$33.0009	$34.3209
	Annual	48,639	50,098	51,601	53,149	54,744	56,386	58,078	59,820	61,615	63,463	66,002	68,642	71,388
17	Hourly	$24.5535	$25.2901	$26.0488	$26.8303	$27.6352	$28.4642	$29.3181	$30.1977	$31.1036	$32.0367	$33.3182	$34.6509	$36.0370
	Annual	51,071	52,603	54,181	55,807	57,481	59,206	60,982	62,811	64,696	66,636	69,302	72,074	74,957
18	Hourly	$25.7812	$26.5546	$27.3512	$28.1718	$29.0169	$29.8874	$30.7840	$31.7076	$32.6588	$33.6386	$34.9841	$36.3835	$37.8388
	Annual	53,625	55,234	56,891	58,597	60,355	62,166	64,031	65,952	67,930	69,968	72,767	75,678	78,705
19	Hourly	$27.0702	$27.8823	$28.7188	$29.5804	$30.4678	$31.3818	$32.3233	$33.2928	$34.2917	$35.3205	$36.7333	$38.2026	$39.7307
	Annual	56,306	57,995	59,735	61,527	63,373	65,274	67,232	69,249	71,327	73,467	76,405	79,461	82,640
20	Hourly	$28.4237	$29.2764	$30.1547	$31.0594	$31.9912	$32.9509	$33.9394	$34.9576	$36.0063	$37.0865	$38.5700	$40.1128	$41.7173
	Annual	59,121	60,895	62,722	64,603	66,542	68,538	70,594	72,712	74,893	77,140	80,226	83,435	86,772

2% General Adjustment

5% between Grades

Contract Year 2021

Grades		Steps A	B 1.03	C 1.03	D 1.03	E 1.03	F 1.03	G 1.03	H 1.03	I 1.03	J 1.03	K 1.04	L 1.04	M 1.04
21	Hourly	$29.8448	$30.7403	$31.6625	$32.6123	$33.5907	$34.5984	$35.6364	$36.7055	$37.8066	$38.9408	$40.4985	$42.1184	$43.8031
	Annual	62,077	63,940	65,858	67,834	69,869	71,965	74,124	76,347	78,638	80,997	84,237	87,606	91,111
22	Hourly	$31.3372	$32.2773	$33.2456	$34.2430	$35.2702	$36.3284	$37.4182	$38.5408	$39.6970	$40.8879	$42.5234	$44.2243	$45.9933
	Annual	65,181	67,137	69,151	71,225	73,362	75,563	77,830	80,165	82,570	85,047	88,449	91,987	95,666
23	Hourly	$32.9040	$33.8911	$34.9079	$35.9551	$37.0338	$38.1448	$39.2891	$40.4678	$41.6818	$42.9323	$44.6496	$46.4356	$48.2930
	Annual	68,440	70,494	72,608	74,787	77,030	79,341	81,721	84,173	86,698	89,299	92,871	96,586	100,449
24	Hourly	$34.5492	$35.5857	$36.6533	$37.7529	$38.8854	$40.0520	$41.2536	$42.4912	$43.7659	$45.0789	$46.8820	$48.7573	$50.7076
	Annual	71,862	74,018	76,239	78,526	80,882	83,308	85,807	88,382	91,033	93,764	97,515	101,415	105,472
25	Hourly	$36.2767	$37.3650	$38.4859	$39.6405	$40.8297	$42.0546	$43.3162	$44.6157	$45.9542	$47.3328	$49.2261	$51.1952	$53.2430
	Annual	75,455	77,719	80,051	82,452	84,926	87,474	90,098	92,801	95,585	98,452	102,390	106,486	110,745
26	Hourly	$38.0905	$39.2332	$40.4102	$41.6225	$42.8712	$44.1573	$45.4821	$46.8465	$48.2519	$49.6995	$51.6875	$53.7550	$55.9052
	Annual	79,228	81,605	84,053	86,575	89,172	91,847	94,603	97,441	100,364	103,375	107,510	111,810	116,283
27	Hourly	$39.9950	$41.1949	$42.4307	$43.7037	$45.0148	$46.3652	$47.7562	$49.1888	$50.6645	$52.1845	$54.2718	$56.4427	$58.7004
	Annual	83,190	85,685	88,256	90,904	93,631	96,440	99,333	102,313	105,382	108,544	112,885	117,401	122,097
28	Hourly	$41.9948	$43.2546	$44.5523	$45.8888	$47.2655	$48.6835	$50.1440	$51.6483	$53.1977	$54.7937	$56.9854	$59.2648	$61.6354
	Annual	87,349	89,970	92,669	95,449	98,312	101,262	104,299	107,428	110,651	113,971	118,530	123,271	128,202
29	Hourly	$44.0945	$45.4174	$46.7799	$48.1833	$49.6288	$51.1176	$52.6512	$54.2307	$55.8576	$57.5334	$59.8347	$62.2281	$64.7172
	Annual	91,717	94,468	97,302	100,221	103,228	106,325	109,514	112,800	116,184	119,669	124,456	129,434	134,612
30	Hourly	$46.2993	$47.6882	$49.1189	$50.5924	$52.1102	$53.6735	$55.2837	$56.9422	$58.6505	$60.4100	$62.8264	$65.3395	$67.9531
	Annual	96,302	99,192	102,167	105,232	108,389	111,641	114,990	118,440	121,993	125,653	130,679	135,906	141,342
31	Hourly	$48.6142	$50.0726	$51.5748	$53.1221	$54.7157	$56.3572	$58.0479	$59.7894	$61.5830	$63.4305	$65.9677	$68.6065	$71.3507
	Annual	101,118	104,151	107,276	110,494	113,809	117,223	120,740	124,362	128,093	131,935	137,213	142,701	148,409
32	Hourly	$51.0449	$52.5763	$54.1536	$55.7782	$57.4515	$59.1751	$60.9503	$62.7788	$64.6622	$66.6021	$69.2661	$72.0368	$74.9183
	Annual	106,173	109,359	112,639	116,019	119,499	123,084	126,777	130,580	134,497	138,532	144,074	149,837	155,830
33	Hourly	$53.5972	$55.2051	$56.8612	$58.5671	$60.3241	$62.1338	$63.9978	$65.9178	$67.8953	$69.9322	$72.7294	$75.6386	$78.6642
	Annual	111,482	114,827	118,271	121,820	125,474	129,238	133,115	137,109	141,222	145,459	151,277	157,328	163,621
34	Hourly	$56.2770	$57.9653	$59.7043	$61.4954	$63.3403	$65.2405	$67.1977	$69.2137	$71.2901	$73.4288	$76.3659	$79.4205	$82.5974
	Annual	117,056	120,568	124,185	127,910	131,748	135,700	139,771	143,964	148,283	152,732	158,841	165,195	171,803
35	Hourly	$59.0909	$60.8636	$62.6895	$64.5702	$66.5073	$68.5025	$70.5576	$72.6743	$74.8546	$77.1002	$80.1842	$83.3916	$86.7272
	Annual	122,909	126,596	130,394	134,306	138,335	142,485	146,760	151,163	155,697	160,368	166,783	173,454	180,393
36	Hourly	$62.0454	$63.9068	$65.8240	$67.7987	$69.8327	$71.9277	$74.0855	$76.3081	$78.5973	$80.9552	$84.1934	$87.5612	$91.0636
	Annual	129,054	132,926	136,914	141,021	145,252	149,610	154,098	158,721	163,482	168,387	175,122	182,127	189,412
37	Hourly	$65.1477	$67.1021	$69.1152	$71.1887	$73.3243	$75.5240	$77.7898	$80.1235	$82.5272	$85.0030	$88.4031	$91.9392	$95.6168
	Annual	135,507	139,572	143,760	148,072	152,515	157,090	161,803	166,657	171,656	176,806	183,878	191,234	198,883
38	Hourly	$68.4051	$70.4572	$72.5710	$74.7481	$76.9905	$79.3002	$81.6792	$84.1296	$86.6535	$89.2531	$92.8232	$96.5362	$100.3976
	Annual	142,283	146,551	150,948	155,476	160,140	164,945	169,893	174,990	180,239	185,646	193,072	200,795	208,827
39	Hourly	$71.8253	$73.9601	$76.1995	$78.4855	$80.8401	$83.2653	$85.7632	$88.3361	$90.9862	$93.7158	$97.4644	$101.3630	$105.4175
	Annual	149,397	153,879	158,495	163,250	168,147	173,192	178,387	183,739	189,251	194,929	202,726	210,835	219,268
40	Hourly	$75.4166	$77.6791	$80.0095	$82.4098	$84.8821	$87.4285	$90.0514	$92.7529	$95.5355	$98.4016	$102.3376	$106.4311	$110.6884
	Annual	156,867	161,573	166,420	171,412	176,555	181,851	187,307	192,926	198,714	204,675	212,862	221,377	230,232

1% General Adjustment

5% between Grades

Contract Year 2021 - (effective July 1)

Grades		Steps A	B 1.03	C 1.03	D 1.03	E 1.03	F 1.03	G 1.03	H 1.03	I 1.03	J 1.03	K 1.04	L 1.04	M 1.04
1	Hourly	$11.3607	$11.7015	$12.0526	$12.4142	$12.7866	$13.1702	$13.5653	$13.9722	$14.3914	$14.8232	$15.4161	$16.0327	$16.6740
	Annual	23,630	24,339	25,069	25,821	26,596	27,394	28,216	29,062	29,934	30,832	32,065	33,348	34,682
2	Hourly	$11.9288	$12.2866	$12.6552	$13.0349	$13.4259	$13.8287	$14.2436	$14.6709	$15.1110	$15.5643	$16.1869	$16.8344	$17.5077
	Annual	24,812	25,556	26,323	27,113	27,926	28,764	29,627	30,515	31,431	32,374	33,669	35,015	36,416
3	Hourly	$12.5252	$12.9009	$13.2880	$13.6866	$14.0972	$14.5201	$14.9557	$15.4044	$15.8665	$16.3425	$16.9962	$17.6761	$18.3831
	Annual	26,052	26,834	27,639	28,468	29,322	30,202	31,108	32,041	33,002	33,992	35,352	36,766	38,237
4	Hourly	$13.1514	$13.5460	$13.9524	$14.3709	$14.8021	$15.2461	$15.7035	$16.1746	$16.6599	$17.1597	$17.8460	$18.5599	$19.3023
	Annual	27,355	28,176	29,021	29,892	30,788	31,712	32,663	33,643	34,653	35,692	37,120	38,605	40,149
5	Hourly	$13.8090	$14.2233	$14.6500	$15.0895	$15.5422	$16.0084	$16.4887	$16.9834	$17.4929	$18.0176	$18.7383	$19.4879	$20.2674
	Annual	28,723	29,584	30,472	31,386	32,328	33,298	34,296	35,325	36,385	37,477	38,976	40,535	42,156
6	Hourly	$14.4995	$14.9345	$15.3825	$15.8440	$16.3193	$16.8089	$17.3131	$17.8325	$18.3675	$18.9185	$19.6753	$20.4623	$21.2808
	Annual	30,159	31,064	31,996	32,955	33,944	34,962	36,011	37,092	38,204	39,351	40,925	42,562	44,264
7	Hourly	$15.2244	$15.6812	$16.1516	$16.6362	$17.1352	$17.6493	$18.1788	$18.7241	$19.2859	$19.8644	$20.6590	$21.4854	$22.3448
	Annual	31,667	32,617	33,595	34,603	35,641	36,711	37,812	38,946	40,115	41,318	42,971	44,690	46,477
8	Hourly	$15.9857	$16.4652	$16.9592	$17.4680	$17.9920	$18.5318	$19.0877	$19.6604	$20.2502	$20.8577	$21.6920	$22.5597	$23.4620
	Annual	33,250	34,248	35,275	36,333	37,423	38,546	39,702	40,894	42,120	43,384	45,119	46,924	48,801
9	Hourly	$16.7850	$17.2885	$17.8072	$18.3414	$18.8916	$19.4584	$20.0421	$20.6434	$21.2627	$21.9006	$22.7766	$23.6878	$24.6351
	Annual	34,913	35,960	37,039	38,150	39,295	40,473	41,688	42,938	44,226	45,553	47,375	49,270	51,241
10	Hourly	$17.6242	$18.1529	$18.6975	$19.2584	$19.8362	$20.4313	$21.0442	$21.6755	$22.3258	$22.9956	$23.9154	$24.8720	$25.8669
	Annual	36,658	37,758	38,891	40,058	41,259	42,497	43,772	45,085	46,438	47,831	49,744	51,734	53,803
11	Hourly	$18.5054	$19.0606	$19.6324	$20.2214	$20.8280	$21.4528	$22.0964	$22.7593	$23.4421	$24.1454	$25.1112	$26.1156	$27.1602
	Annual	38,491	39,646	40,835	42,060	43,322	44,622	45,961	47,339	48,760	50,222	52,231	54,320	56,493
12	Hourly	$19.4307	$20.0136	$20.6140	$21.2324	$21.8694	$22.5255	$23.2012	$23.8973	$24.6142	$25.3526	$26.3667	$27.4214	$28.5183
	Annual	40,416	41,628	42,877	44,163	45,488	46,853	48,259	49,706	51,198	52,733	54,843	57,037	59,318
13	Hourly	$20.4022	$21.0143	$21.6447	$22.2940	$22.9629	$23.6518	$24.3613	$25.0921	$25.8449	$26.6203	$27.6851	$28.7925	$29.9442
	Annual	42,437	43,710	45,021	46,372	47,763	49,196	50,672	52,192	53,757	55,370	57,585	59,888	62,284
14	Hourly	$21.4223	$22.0650	$22.7269	$23.4088	$24.1110	$24.8343	$25.5794	$26.3468	$27.1372	$27.9513	$29.0693	$30.2321	$31.4414
	Annual	44,558	45,895	47,272	48,690	50,151	51,655	53,205	54,801	56,445	58,139	60,464	62,883	65,398
15	Hourly	$22.4934	$23.1682	$23.8633	$24.5792	$25.3166	$26.0761	$26.8583	$27.6641	$28.4940	$29.3488	$30.5228	$31.7437	$33.0135
	Annual	46,786	48,190	49,636	51,125	52,658	54,238	55,865	57,541	59,268	61,046	63,487	66,027	68,668
16	Hourly	$23.6181	$24.3267	$25.0565	$25.8081	$26.5824	$27.3799	$28.2013	$29.0473	$29.9187	$30.8163	$32.0489	$33.3309	$34.6641
	Annual	49,126	50,599	52,117	53,681	55,291	56,950	58,659	60,418	62,231	64,098	66,662	69,328	72,101
17	Hourly	$24.7990	$25.5430	$26.3093	$27.0986	$27.9115	$28.7489	$29.6113	$30.4997	$31.4147	$32.3571	$33.6514	$34.9974	$36.3973
	Annual	51,582	53,129	54,723	56,365	58,056	59,798	61,592	63,439	65,342	67,303	69,995	72,795	75,706
18	Hourly	$26.0390	$26.8201	$27.6247	$28.4535	$29.3071	$30.1863	$31.0919	$32.0246	$32.9854	$33.9749	$35.3339	$36.7473	$38.2172
	Annual	54,161	55,786	57,459	59,183	60,959	62,788	64,671	66,611	68,610	70,668	73,495	76,434	79,492
19	Hourly	$27.3409	$28.1611	$29.0060	$29.8762	$30.7724	$31.6956	$32.6465	$33.6259	$34.6347	$35.6737	$37.1006	$38.5847	$40.1281
	Annual	56,869	58,575	60,332	62,142	64,007	65,927	67,905	69,942	72,040	74,201	77,169	80,256	83,466
20	Hourly	$28.7080	$29.5692	$30.4563	$31.3700	$32.3111	$33.2804	$34.2788	$35.3072	$36.3664	$37.4574	$38.9557	$40.5139	$42.1345
	Annual	59,713	61,504	63,349	65,250	67,207	69,223	71,300	73,439	75,642	77,911	81,028	84,269	87,640

1% General Adjustment

5% between Grades

Contract Year 2021 - (effective July 1)

Grades		Steps A	B	C	D	E	F	G	H	I	J	K	L	M
			1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.04	1.04	1.04
21	Hourly	$30.1434	$31.0477	$31.9791	$32.9385	$33.9266	$34.9444	$35.9927	$37.0725	$38.1847	$39.3302	$40.9035	$42.5396	$44.2412
	Annual	62,698	64,579	66,517	68,512	70,567	72,684	74,865	77,111	79,424	81,807	85,079	88,482	92,022
22	Hourly	$31.6505	$32.6000	$33.5780	$34.5854	$35.6229	$36.6916	$37.7924	$38.9262	$40.0939	$41.2968	$42.9486	$44.6666	$46.4532
	Annual	65,833	67,808	69,842	71,938	74,096	76,319	78,608	80,966	83,395	85,897	89,333	92,906	96,623
23	Hourly	$33.2331	$34.2300	$35.2569	$36.3147	$37.4041	$38.5262	$39.6820	$40.8725	$42.0986	$43.3616	$45.0961	$46.8999	$48.7759
	Annual	69,125	71,198	73,334	75,534	77,801	80,135	82,539	85,015	87,565	90,192	93,800	97,552	101,454
24	Hourly	$34.8947	$35.9415	$37.0198	$38.1304	$39.2743	$40.4525	$41.6661	$42.9161	$44.2036	$45.5297	$47.3509	$49.2449	$51.2147
	Annual	72,581	74,758	77,001	79,311	81,691	84,141	86,666	89,265	91,943	94,702	98,490	102,429	106,527
25	Hourly	$36.6394	$37.7386	$38.8708	$40.0369	$41.2380	$42.4752	$43.7494	$45.0619	$46.4138	$47.8062	$49.7184	$51.7071	$53.7754
	Annual	76,210	78,496	80,851	83,277	85,775	88,348	90,999	93,729	96,541	99,437	103,414	107,551	111,853
26	Hourly	$38.4714	$39.6256	$40.8143	$42.0388	$43.2999	$44.5989	$45.9369	$47.3150	$48.7344	$50.1965	$52.2043	$54.2925	$56.4642
	Annual	80,021	82,421	84,894	87,441	90,064	92,766	95,549	98,415	101,368	104,409	108,585	112,928	117,446
27	Hourly	$40.3950	$41.6068	$42.8550	$44.1407	$45.4649	$46.8289	$48.2337	$49.6807	$51.1712	$52.7063	$54.8145	$57.0071	$59.2874
	Annual	84,022	86,542	89,138	91,813	94,567	97,404	100,326	103,336	106,436	109,629	114,014	118,575	123,318
28	Hourly	$42.4147	$43.6872	$44.9978	$46.3477	$47.7382	$49.1703	$50.6454	$52.1648	$53.7297	$55.3416	$57.5553	$59.8575	$62.2518
	Annual	88,223	90,869	93,595	96,403	99,295	102,274	105,342	108,503	111,758	115,111	119,715	124,504	129,484
29	Hourly	$44.5355	$45.8715	$47.2477	$48.6651	$50.1251	$51.6288	$53.1777	$54.7730	$56.4162	$58.1087	$60.4330	$62.8504	$65.3644
	Annual	92,634	95,413	98,275	101,223	104,260	107,388	110,610	113,928	117,346	120,866	125,701	130,729	135,958
30	Hourly	$46.7622	$48.1651	$49.6101	$51.0984	$52.6313	$54.2103	$55.8366	$57.5117	$59.2370	$61.0141	$63.4547	$65.9929	$68.6326
	Annual	97,265	100,183	103,189	106,285	109,473	112,757	116,140	119,624	123,213	126,909	131,986	137,265	142,756
31	Hourly	$49.1004	$50.5734	$52.0906	$53.6533	$55.2629	$56.9208	$58.6284	$60.3872	$62.1989	$64.0648	$66.6274	$69.2925	$72.0642
	Annual	102,129	105,193	108,348	111,599	114,947	118,395	121,947	125,605	129,374	133,255	138,585	144,128	149,894
32	Hourly	$51.5554	$53.1020	$54.6951	$56.3360	$58.0260	$59.7668	$61.5598	$63.4066	$65.3088	$67.2681	$69.9588	$72.7571	$75.6674
	Annual	107,235	110,452	113,766	117,179	120,694	124,315	128,044	131,886	135,842	139,918	145,514	151,335	157,388
33	Hourly	$54.1331	$55.7571	$57.4299	$59.1527	$60.9273	$62.7552	$64.6378	$66.5769	$68.5742	$70.6315	$73.4567	$78.3950	$79.4506
	Annual	112,597	115,975	119,454	123,038	126,729	130,531	134,447	138,480	142,634	146,913	152,790	158,902	165,258
34	Hourly	$56.8396	$58.5450	$60.3013	$62.1104	$63.9737	$65.8929	$67.8697	$69.9058	$72.0030	$74.1631	$77.1296	$80.2148	$83.4233
	Annual	118,227	121,774	125,427	129,190	133,065	137,057	141,169	145,404	149,766	154,259	160,430	166,847	173,521
35	Hourly	$59.6818	$61.4722	$63.3164	$65.2159	$67.1724	$69.1876	$71.2632	$73.4011	$75.6031	$77.8712	$80.9861	$84.2255	$87.5945
	Annual	124,138	127,862	131,698	135,649	139,719	143,910	148,227	152,674	157,254	161,972	168,451	175,189	182,197
36	Hourly	$62.6659	$64.5459	$66.4822	$68.4767	$70.5310	$72.6469	$74.8263	$77.0711	$79.3833	$81.7648	$85.0354	$88.4368	$91.9742
	Annual	130,345	134,255	138,283	142,432	146,704	151,106	155,639	160,308	165,117	170,071	176,874	183,948	191,306
37	Hourly	$65.7992	$67.7732	$69.8063	$71.9005	$74.0576	$76.2793	$78.5677	$80.9247	$83.3524	$85.8530	$89.2871	$92.8586	$96.5730
	Annual	136,862	140,968	145,197	149,553	154,040	158,661	163,421	168,323	173,373	178,574	185,717	193,146	200,872
38	Hourly	$69.0891	$71.1618	$73.2967	$75.4956	$77.7604	$80.0932	$82.4960	$84.9709	$87.5200	$90.1457	$93.7515	$97.5015	$101.4016
	Annual	143,705	148,017	152,457	157,031	161,742	166,594	171,592	176,740	182,042	187,503	195,003	202,803	210,915
39	Hourly	$72.5436	$74.7199	$76.9615	$79.2703	$81.6485	$84.0979	$86.6206	$89.2195	$91.8961	$94.6529	$98.4391	$102.3766	$106.4717
	Annual	150,891	155,417	160,080	164,882	169,829	174,924	180,171	185,576	191,144	196,878	204,753	212,943	221,461
40	Hourly	$76.1708	$78.4559	$80.8096	$83.2339	$85.7309	$88.3028	$90.9519	$93.6804	$96.4909	$99.3856	$103.3610	$107.4954	$111.7953
	Annual	158,435	163,188	168,084	173,126	178,320	183,670	189,180	194,855	200,701	206,722	214,991	223,591	232,534

Other Benefits:

- ☐ Vacation and Sick accrual OR ☑ PTO plan
- ☑ 403B or 401K
- ☐ Clothing Allowance
- ☐ Boot Allowance
- ☑ Life Insurance Amount
- ☐ Post Retirement HCSP
- ☐ Pay Differential Licensure
- ☑ Severance Payouts
- ☐ Other

Union Building Language:yes or no

No	New EE Orientation
Yes	PEOPLE Payroll Deduction
No	Union Access to Worksite/ ER Facilities
Yes	Member Information provided to Union
No	Contracting Out language

Other Wage and Benefit Improvements

PTO over 900 hours can cash out an additional 40 hours
Lots of changes to Health insurance and Leaves language to make compliant
Insurance contribution increase in 2020 and 2021
Addl $100 to VEBA, Increase to Deferred Comp contributions from ER

Did Management employ a professional negotiator? Is so, who?

No

Additional Comments:

Before mailing or email did you include:

- ☑ Signed Contract
- ☑ Word version of Contract
- ☑ Health Insurance Information
- ☑ Tentative Agreement Document
- ☑ Intent to Negotiate
- ☐ Mediation Requests
- ☐ Arbitration Requests

Stearns County
2019 Health Insurance Renewal
Sep-18

	2018	2019	% Incr	$ Increase	Enrollment	per mo contrib
Single						
2750 H S A	$ 644	$ 692	7.45%	**$ 48.00**	244	168,848
750 Ded	$ 780	$ 839	7.56%	**$ 59.00**	61	51,179
2250 Ded VEBA	$ 666	$ 716	7.51%	**$ 50.00**	394	282,104
Family						
5500 H S A	$ 1,320	$ 1,386	5.00%	**$ 66.00**	85	117,810
750 Ded	$ 1,594	$ 1,674	5.02%	**$ 80.00**	28	46,872
2250 Ded VEBA	$ 1,380	$ 1,449	5.00%	**$ 69.00**	120	173,880
						840,693

annual EE contributions		Investment Income		Expected Revenue		Claims & Admin Costs		Potential Use of Reserves
10,088,316	+	25,000	=	10,113,316	-	10,444,179	=	(330,863)