

LABOR AGREEMENT BETWEEN

**MEEKER COUNTY HIGHWAY DEPARTMENT
LITCHFIELD, MINNESOTA**

AND

**LOCAL UNION NO. 940
COUNCIL 65, AFSCME, AFL-CIO**

JANUARY 1, 2019 - DECEMBER 31, 2020

TABLE OF CONTENTS

	PAGE
ARTICLE I	POLICY AND RECOGNITION3
ARTICLE II	UNION RIGHTS AND DUES CHECK OFF.....4
ARTICLE III	HOURS OF WORK5
ARTICLE IV	VACATION PROVISIONS AND HOLIDAYS6
ARTICLE V	SICK LEAVE PROVISIONS8
ARTICLE VI	EMPLOYEE CONDUCT9
ARTICLE VII	GRIEVANCE PROCEDURE10
ARTICLE VIII	SALARY SCHEDULES11
ARTICLE IX	SENIORITY12
ARTICLE X	CONTRACT DURATION.....13
APPENDIX	2019-2020 MONTHLY & HOURLY SALARY SCHEDULES ...14-15

LABOR AGREEMENT

ARTICLE I POLICY AND RECOGNITION

Section 1.

The Meeker County Board recognizes the rights of its employees to organize and designate representatives of their own choosing free from any restraint, interference or coercion, and in recognition of such right, the Meeker County Board, hereinafter called the "Board", recognizes Local Union No. 940, Council 65 of the American Federation of State, County and Municipal Employees, AFL-CIO, hereinafter called the "Union", as the sole and exclusive bargaining agent for the purpose of establishing salaries, wages, hours and other conditions of employment for all of its employees in the Highway Department excluding the county engineer, supervisory, and confidential employees.

Section 2.

The employees recognize an obligation to Meeker County to render honest and efficient performance of duties in accordance with policies established by the Board and the County Engineer.

Section 3.

The Union shall be permitted to use the employees' bulletin board located on the premises for the posting of meeting notices and non-controversial matters of interest to the employees.

Section 4.

Representatives of the Union shall have access to the premises of the Employer at reasonable times and subject to reasonable rules to investigate grievances or other problems with which there is concern, provided permission is received from the County Engineer.

**ARTICLE II
UNION RIGHTS AND DUES CHECK OFF**

Section 1. Deduction of Union Dues

The Employer shall, from the first payroll check, deduct an amount equal to the monthly Union dues, and any other Union approved deductions, from the wages of each employee who authorizes such a deduction in writing. Monthly dues so deducted, together with a list of employees from whom deductions were made, and the amount of such deductions shall be forwarded to Council 65.

Any fair share fee collected shall be processed in accordance with Minnesota Statutes, Section 179A.06, subd. 3.

The Union shall apply the terms and conditions established by this Agreement to all employees equally without regard to, or discrimination for or against, any individual because of race, color, creed, sex, age or because of membership or non-membership in the Union.

The Union and the employees agree to indemnify and hold the Employer harmless against any claim, suit, order, judgment or action taken against the Employer involving the administration of this Article.

Section 2. Union Officers

The Union may designate employees from the bargaining unit to act as Stewards and shall inform the County Administrator in writing of the names of such Stewards and of successors when so named.

The Union may designate three (3) employees from the bargaining unit to a Negotiating Committee. The employees so designated shall suffer no loss in pay for attending negotiating meetings between the Union and the Employer held during the normal work day.

Section 3.

The Business Representative of the Union shall be permitted to enter the facilities of the Employer where employees covered by this Agreement are working upon notification to the Employer or a designated representative.

Section 4.

The Employer agrees not to enter into a contract individually or collectively with employees in the bargaining unit which conflict with the terms of this Agreement.

ARTICLE III HOURS OF WORK

Section 1.

County Highway employees whose work is of such nature that they may be reasonably employed twelve months in the year will be compensated on a guaranteed monthly basis in accordance with the attached salary schedule and as provided in the following overtime plan.

Section 2.

The regular workweek shall be forty (40) hours, five (5) eight (8) hour days, Monday through Friday. Each employee shall have a regular starting and quitting time determined by the County Engineer and a one-half hour unpaid noon lunch break.

The regular work week for maintenance employees shall be forty (40) hours, five (5) eight (8) hour days, Monday through Friday, as follows:

Shop: 7:00 a.m. - 3:30 p.m. with 1/2 hour noon

Field: 7:00 a.m. - 3:30 p.m. with 1/2 hour noon

Employees may be able to work other weekly schedules upon mutual agreement between the Highway Engineer and the Employees.

Section 3.

All work which an employee is required by his/her supervisor or the County Engineer to perform in excess of forty (40) hours in any week or eight (8) hours in any day or any hours over the regularly scheduled shift as outlined in Section 2, shall be compensated at the rate of one and one-half (1 1/2) times the employee's base rate of pay. Sunday's shall be compensated at the rate of two (2) times the employee's base rate of pay. Any employee who does not explain on his time sheet the reason for working emergency overtime will not receive credit for said overtime. An employee shall not be required to take time off during the normal workweek to avoid payment of overtime.

In lieu of cash payments for overtime, employees may elect to take time off as compensation. Employees must elect cash payment or compensation time when the time sheet is submitted. A request to use accrued compensation time shall follow the same provisions as requesting the use of vacation time. The maximum compensation time balance carried forward from one calendar year to the next is 80 (eighty) hours. Excess compensation time over the 80 (eighty) hours will be paid prior to the end of the year.

Section 4.

All authorized paid leave shall be considered as time worked for the purpose of computing overtime.

Section 5. Call Back.

Any employee called back to work outside of his regular scheduled shift shall be paid for a minimum of three (3) hours at the appropriate hourly rate of pay, including premium pay.

Section 6.

When an employee works a higher job classification for at least twenty-four (24) consecutive hours, the employee will be compensated the greater of the higher job classifications starting wage or five percent (5%) more than their current wage, retro-active to the date the employee started working at the higher job classification.

**ARTICLE IV
VACATION PROVISIONS AND HOLIDAYS**

Section 1.

Employees covered by this AGREEMENT shall earn paid vacation according to the following schedule. Service shall be continuous full-time.

- 0 - 6 years of service 1 day per month
- 7 - 12 years of service 1 1/4 days per month
- 13 - 20 years of service 1 1/2 days per month
- 21+ years of service 1 3/4 days per month

No vacation shall be granted during the first six (6) months of service, but upon satisfactory completion of such period, vacation shall accrue to the employee for the full time served. Part-time employees who work a minimum of thirty-two (32) hours per week and six (6) months per year shall earn vacation on a pro-rata basis.

Section 2.

Each employee having vacation with pay to his credit in accordance with the foregoing provision, desiring to take vacation, shall make application in writing on prescribed form provided by the Department. Upon receipt of application for vacation, the Engineer or Maintenance Superintendent, at his discretion, shall approve said application, if it will not seriously affect the services of the Department. The employee making the application for vacation shall be notified by the Department within five working days after receipt of the written vacation request.

Section 3.

It shall be the policy that all employees entitled to vacation with pay shall take vacation in full each year, except that by mutual agreement between the Engineer or Maintenance Superintendent and the employee, a split vacation of less than the accrued vacation time may be taken. Accrued vacation may be accumulated not to exceed a total of 25 days, or 200 hours.

Section 4.

Payment of Accrued Vacation: Employees who have accumulated vacation time shall be eligible to receive, upon separation from service, payment of unused vacation at the employee's base rate of pay for up to 200 hours. All vacation payouts will be deposited in the employee's VEBA account, if the employee has an established account. For employees who do not have an established VEBA account, vacation payouts will be paid directly to the employee, unless the payment totals \$1,000 or more, in which case a VEBA will be setup for them and the vacation payment will be deposited into it. Employees who were part-time during the duration of their employment and were not eligible for health insurance at any time will receive their payment in a lump sum.

In the event of the death of an employee, all earned vacation of the deceased shall be paid to the employee's spouse, if living, otherwise to the estate of the deceased employee. There may be a clearance period of up to three weeks from the effective date of the employee's termination until the accrued vacation is paid. Payment for vacation or other pay may be withheld if the employee is in any way indebted to the County, or is in possession of County equipment or property.

Section 5.

Each employee shall receive ten paid holidays per year. The recognized holidays are:

- | | |
|------------------|------------------------------|
| New Years Day | Martin Luther Kings Birthday |
| Presidents Day | Memorial Day |
| Independence Day | Labor Day |
| Columbus Day | Veterans Day |
| Thanksgiving Day | *Day After Thanksgiving |
| Christmas Day | |

In lieu of the County-approved Christmas Eve holiday add the Day After Thanksgiving to the holiday schedule.

Should any of these recognized holidays fall on Saturday, employees shall have the preceding Friday off. If they fall on Sunday, the following Monday will be the paid holiday. Part-time employees who work a minimum of thirty-two (32) hours per week and six (6) months per year shall receive holidays with pay on a pro-rata basis.

Section 6.

If an employee is required to work on any of the above holidays, he shall be credited for all hours worked at two (2) times the regular rate in addition to holiday pay, or, if any of the above holidays fall during an employee's vacation, that day shall not be considered a day of paid vacation. If an employee is required to work on Sunday, he shall receive an additional hour's pay for each hour worked.

Section 7. Jury Duty.

Any employee shall be granted a leave of absence with pay for service on a jury. Such employee shall return fees for such jury duty to the Employer. The employee shall be allowed to retain mileage and meal expenses.

**ARTICLE V
SICK LEAVE PROVISIONS**

Section 1.

For Sick Leave and Funeral Leave provisions please see Meeker County Personnel Policies, with the exception of Severance Compensation as stated in Section 5 below.

Section 2.

When an employee is unable to report for work because of illness or injury or because of death in the immediate family, he shall report to the County Highway Office or cause to be reported early enough so that arrangements may be made to carry on his work. All sick leave claims shall be submitted on prescribed forms provided by the County Highway Office.

Section 3.

The County Engineer may, at any time, require evidence of the nature and extent of any injury, or the condition of any employee during illness. This may include a signed statement from the employee's physician.

Section 4.

When an employee's absence on sick leave is compensated for by the County's Worker's Compensation insurance, the employee's sick leave pay paid for by the County will be only that amount that together with Worker's Compensation insurance payments that will make a full pay check during time absent. Employees will keep their Worker's Compensation check and be paid the difference by the County as long as the employee has sick leave in his account.

Section 5.

Employees with ten or more years of consecutive service, upon retirement or separation of employment, except for dismissal for cause, shall be granted severance pay on any unused sick hours according to Table I below at the employee's current rate of pay. All sick leave payouts will be deposited into the employee's VEBA account, if the employee has an established account. For employees who do not have an established VEBA account, sick leave payments will be paid directly to the employee, unless the payment totals \$1,000 or more, in which case a VEBA will be setup for them and the sick leave payment will be deposited into it. Employees who were part-time during the duration of their employment and were not eligible for health insurance at any time will receive their payment in a lump sum. No employee shall be eligible to receive more than one sick leave payout from the County.

In the event of the death of an employee, all earned sick leave of the deceased shall be paid to the employee's spouse, if living, otherwise to the estate of the deceased employee. There may be a clearance period of up to three weeks from the effective date of the employee's termination until the accrued sick leave is paid. Payment for sick leave or other pay may be withheld if the employee is in any way indebted to the County, or is in possession of County equipment or property.

**TABLE I
MEEKER COUNTY SICK/SEVERANCE PAYOUT SCHEDULE**

% PAYOUT	MAXIMUM PAYOUT REGULAR SICK		MAXIMUM PAYOUT DEFERRED SICK	
	10+ YEARS	20+ YEARS	10+ YEARS	20+ YEARS
50%	\$7,000	\$10,000	\$3,500	\$5,000

**ARTICLE VI
EMPLOYEE CONDUCT**

Section 1.

Employees shall be disciplined, suspended or dismissed only for just cause. The following shall constitute just cause for disciplinary action, but not limited to:

- A. Failure to perform duties or follow established work rules;
- B. Insubordination and lack of cooperation;
- C. Use of intoxicating beverages on the job;
- D. Conviction of any felony or offense involving moral turpitude.

Section 2.

Any employee subjected to disciplinary action for just cause shall be given a written notice of charges which shall state the cause for such action.

Section 3.

If the Union judges the disciplinary action to have been ordered without just cause, the employee shall have the right of appeal through the grievance procedure provided herein.

Section 4.

If an O.S.H.A. citation should be presented to the County Chairman, any employee responsible for said citation and shall have been reprimanded as in Section 1 of the Article shall be disciplined in the following manner:

- First offense - Written reprimand
- Second offense - Three-day suspension
- Third offense - Discharge

**ARTICLE VII
GRIEVANCE PROCEDURE**

Section 1.

Any grievance or dispute which may arise between the parties, including the application, meaning, or interpretation of these working rules and regulations shall be settled in the following manner:

Step A.

The Union Steward, with or without the employee, shall take up the grievance, in writing, within twelve (12) calendar days of his knowledge of its occurrence, with the County Engineer or Maintenance Superintendent. The County Engineer or Maintenance Superintendent shall attempt to adjust the matter and shall respond to the Steward within twelve (12) calendar days.

Step B.

In the event the grievance is not satisfactorily resolved, it shall be presented in writing by the Union grievance committee, or its representative, to the County Administrator. The Administrator shall respond to the Union within fifteen (15) days.

Step C.

Upon completion of Step B and prior to requesting arbitration, the Union and the Employer may, by mutual agreement, request mediation of the grievance by the Bureau of Mediation Services. Such request must be made within ten (10) days following the decision in Step B. If mediation does not resolve the grievance within thirty days, arbitration may commence as hereafter provided in Step D.

Step D.

If no settlement is reached in Step B, or Step C if mediation occurs, the grievance may be submitted to arbitration as provided in M.S.A. 179, and the decision of the arbitrator shall be final and binding on the parties. If the parties are unable to agree upon the appointment of the arbitrator within five (5) days after submission of the grievance to arbitration, either party may then request the Director, Bureau of Mediation Services, State of Minnesota, to furnish a list of five (5) prospective arbitrators. From this list, each party shall in turn strike one name until one name remains, and the last remaining individual shall be designated as the arbitrator. The grieving party shall strike first. A hearing on the grievance will be held promptly by the arbitrator, and a decision shall be rendered by him within thirty (30) days after the date of the hearing. All expenses and costs of the arbitrator shall be shared and assessed equally to the parties.

Section 2.

Union Stewards appointed or elected by the Union from among employees of the County shall be recognized by the County as representatives of the employees. The Union shall notify the County of, and supply a current roster of, its stewards. Such stewards shall have the right to leave their jobs during working hours for the purpose of reviewing and/or investigating grievances or to attend grievance meetings, not to exceed one (1) hour in any one given time.

Section 3.

If the Employer or his representative fails to respond to a grievance within the time limits set forth in Section 1, the grievance shall be deemed resolved in favor of the aggrieved employee, and the adjustment sought by the employee shall be granted.

ARTICLE VIII SALARY SCHEDULES

Section 1.

Employees shall be compensated with the salary schedule attached to this Labor Agreement and marked Appendix A-16. The attached salary schedule shall be considered a part of this Agreement. Intermittent and seasonal labor classifications shall not be subject to the monthly pay schedule or any of the other overtime provisions.

Section 2.

All trucks and cars working for the County on an hourly, mileage or equipment rental basis shall carry a liability insurance policy with at least the minimum limits required by Minnesota Statutes. Employees shall be reimbursed at the current rate per mile paid by the County for all miles driven in their own vehicles on County business.

Section 3.

Travel time with personal vehicle spent in reporting to a different shop provided the assignment is made during the prior working day shall not be paid for the first fifteen (15) minutes or less. Travel time during shifts, call outs, or for more than fifteen (15) minutes shall be paid at the applicable rate. The County will also reimburse the employee for the difference in mileage required to report to another shop.

Section 4.

Health insurance benefits shall be provided in accordance with the following:

Family Coverage: Effective January 1, 2019, the EMPLOYER shall pay the first \$853.96 of which \$275 will be allocated to Employee's HSA/VEBA, plus 50% of the premium over \$853.96. Effective 2020 the EMPLOYER shall pay the first \$853.96 plus 60% of the increase from 2019 to 2020 on the Emerald single plan (Base Amount), plus 50% of the amount over the 2020 base amount. The EMPLOYER will pay for 100% of any increase over 10% for 2020.

Employee Coverage Only: Effective January 1, 2019, the EMPLOYER shall pay \$853.96 towards single coverage of which \$112.50 will be allocated to the Employee's HSA/VEBA. Effective January 1, 2020, the EMPLOYER shall pay \$853.96 plus 60% of the increase in the Emerald plan. The EMPLOYER will pay for 100% of any increase over 10% for 2020.

The County has the right to choose the health insurance carrier/plan as long as the aggregate value of the plan(s) is not reduced.

This shall apply to all employees who work a minimum of thirty-two (32) hours per week and six (6) months per year.

Section 5.

The County will furnish and maintain a \$20,000 term life insurance policy for each employee. This shall apply to all employees who work a minimum of thirty-two (32) hours per week and six (6) months per year.

Section 6.

Movement within the salary range shall occur upon the successful completion of a twelve (12) month probationary period and thereafter, on one year intervals starting on the next closest pay period.

Section 7.

The County will reimburse Employees up to \$150 per year for costs incurred for the purchase of safety glasses. Employees may carry over one year's **prescription** safety glasses dollars. Reimbursement will be provided upon proof of purchase and payment by the Employee. The Employer will provide up to \$300 per contract year for safety equipment and work clothing with proper receipt of purchase. The Highway Engineer retains final approval for said purchase(s).

ARTICLE IX SENIORITY

Section 1.

Two seniority lists will be kept and posted on the Employee's bulletin board annually. The following paragraphs define the two seniority lists:

1. The "Technician Seniority List" is defined as the number of years of service with the Meeker County Highway Department bargaining unit working as a Highway Aide or Highway Technician I, II, or III. This seniority list will be used for the purpose of reduction in force, elimination of a position, layoffs, rehiring, promoting, and transferring of Highway Aides and Highway Technicians I, II, III, or IV.
2. The "Maintenance Seniority List" is defined as the number of years of service with the Meeker County Highway Department bargaining unit working as a Maintenance Worker, Sign Person, Maintenance Foreperson, Maintenance Lead Worker, Mechanic, or Shop Foreperson. This seniority list will be used for the purpose of reduction in force, elimination of a position, layoffs, rehiring, promoting, and transferring of Maintenance Workers, Sign Persons, Maintenance Forepersons, Maintenance Lead Workers, Mechanics, and Shop Forepersons.

All regular Employees shall be granted seniority status and placed on the appropriate seniority list. All new Employees shall be placed on the appropriate seniority list upon completion of a twelve month probationary period. During said probationary period, an Employee may be discharged without cause and without causing a breach of contract or constituting a grievance.

Section 2.

Regular employees shall lose their seniority status upon voluntary resignation from employment or upon discharge for cause. The seniority of an employee on temporary layoff or absence due to illness or injury shall continue to accumulate. The seniority of an employee on authorized leave of absence for six (6) months or more shall be frozen at the date of leave, but shall accumulate upon return to employment.

Section 3.

The EMPLOYER is committed to hiring the most qualified candidate for County Service. Notice of all departmental vacancies and newly created positions shall be posted on the employee's bulletin board for a period of ten calendar days. Qualified employees within the bargaining unit who apply for a position shall be interviewed and considered along with other applicants. In the event that qualifications are determined to be equal, seniority shall be the deciding factor.

If an employee is hired from one of the two seniority lists the person shall serve a thirty (30) day trial period to determine: 1) his/her ability to perform the duties of the position; 2) his/her desire to remain in the position. If the case of rejection be either 1) or 2), the Employee shall have the right to revert back to their former position.

Section 4.

When an employee is appointed to a position outside the bargaining unit in the Meeker County Highway Department, that employee's seniority rights in the bargaining unit shall be frozen. If he/she is subsequently terminated, except for just cause or the employee chooses not to remain in the non-bargaining unit position, he may exercise his seniority rights to bump back into the bargaining unit in the same classification in which he was previously employed for a period not to exceed eighteen months (1 1/2 years).

Section 5.

With a reduction in the work force, the Employee whose position is being eliminated may "bump" another Employee with less seniority in a lateral or downward movement, provided they are qualified to perform the duties of the position. An Employee, from either lay-off list, shall have an opportunity to return to work within two (2) years of his/her lay-off provided the Employee is qualified and is capable of performing the duties of the position, before any new Employee is hired. Employees shall be recalled from lay-off on the basis of seniority. All reduction in work force situation shall use the seniority list from which the position belongs to.

**ARTICLE X
CONTRACT DURATION**

This Agreement shall be effective as of the 1st day of January, 2019, and shall remain in force and effect until the 31st day of December, 2020 and shall continue in effect from year to year thereafter, unless either party notifies the other in writing ninety (90) days prior to the termination date that it desires to modify this AGREEMENT.

IN WITNESS WHEREOF, the parties have set their hands this 18th day of December, 2018.

FOR THE BOARD:

Mark H. Hubert 12-18-18

FOR THE UNION:

Michele Sogge 12-4-18
Robert Grodzka 12-4-18
Sheila M. Potlony
12-4-18

Meeker County Highway Department- Contract

DBM Rating	Points	Previous Classification	New Classification
B22	2000	Maintenance Worker, Maintenance Foreperson	Heavy Equipment Operator
B23	2333	Highway Technician III	Engineering Technician
B23	2333	Sign Person/Maintenance Worker	Sign Person/Maintenance Worker
B24	2750	Highway Technician IV	Engineering Technician Specialist
B24	2750	Mechanic	Mechanic
B31	2750	Lead Maintenance Worker	Lead Equipment Operator
B32	3250	Shop Foreperson	Lead Mechanic

MEEKER COUNTY 2019 SALARY SCHEDULE
Hourly

DBM Rating	1	2	3	4	5	6	7	8	9	10	11
B22	\$19.64	\$20.22	\$20.83	\$21.45	\$22.09	\$22.76	\$23.44	\$24.14	\$24.87	\$25.61	\$26.38
B23	\$20.82	\$21.44	\$22.09	\$22.76	\$23.43	\$24.13	\$24.86	\$25.60	\$26.38	\$27.16	\$27.98
B31	\$22.31	\$22.98	\$23.67	\$24.38	\$25.11	\$25.87	\$26.64	\$27.44	\$28.26	\$29.11	\$29.99
B24	\$22.31	\$22.98	\$23.67	\$24.38	\$25.11	\$25.87	\$26.64	\$27.44	\$28.26	\$29.11	\$29.99
B32	\$24.10	\$24.83	\$25.67	\$26.34	\$27.12	\$27.94	\$28.77	\$29.64	\$30.53	\$31.45	\$32.39

MEEKER COUNTY 2019 SALARY SCHEDULE
Monthly

DBM Rating	1	2	3	4	5	6	7	8	9	10	11
B22	\$3,403.40	\$3,504.18	\$3,610.26	\$3,718.10	\$3,829.49	\$3,944.41	\$4,062.86	\$4,184.86	\$4,310.38	\$4,439.45	\$4,572.05
B23	\$3,608.49	\$3,716.34	\$3,829.49	\$3,944.41	\$4,061.10	\$4,183.09	\$4,308.62	\$4,437.68	\$4,572.05	\$4,708.18	\$4,849.62
B31	\$3,866.62	\$3,983.30	\$4,103.53	\$4,225.52	\$4,352.82	\$4,483.65	\$4,618.02	\$4,755.92	\$4,899.13	\$5,045.87	\$5,197.92
B24	\$3,866.62	\$3,983.30	\$4,103.53	\$4,225.52	\$4,352.82	\$4,483.65	\$4,618.02	\$4,755.92	\$4,899.13	\$5,045.87	\$5,197.92
B32	\$4,177.78	\$4,303.31	\$4,432.38	\$4,564.98	\$4,701.11	\$4,842.55	\$4,987.53	\$5,137.81	\$5,291.62	\$5,450.74	\$5,613.40

MEEKER COUNTY 2020 SALARY SCHEDULE
Hourly

DBM Rating	1	2	3	4	5	6	7	8	9	10	11
B22	\$20.13	\$20.72	\$21.35	\$21.99	\$22.65	\$23.33	\$24.03	\$24.75	\$25.49	\$26.25	\$27.04
B23	\$21.34	\$21.98	\$22.65	\$23.33	\$24.02	\$24.74	\$25.48	\$26.24	\$27.04	\$27.84	\$28.68
B31	\$22.87	\$23.56	\$24.27	\$24.99	\$25.74	\$26.51	\$27.31	\$28.12	\$28.97	\$29.84	\$30.74
B24	\$22.87	\$23.56	\$24.27	\$24.99	\$25.74	\$26.51	\$27.31	\$28.12	\$28.97	\$29.84	\$30.74
B32	\$24.71	\$25.45	\$26.21	\$26.99	\$27.80	\$28.64	\$29.49	\$30.38	\$31.29	\$32.23	\$33.19

MEEKER COUNTY 2020 SALARY SCHEDULE
Monthly

DBM Rating	1	2	3	4	5	6	7	8	9	10	11
B22	\$3,488.49	\$3,591.78	\$3,700.51	\$3,811.06	\$3,925.23	\$4,043.02	\$4,164.44	\$4,289.48	\$4,418.14	\$4,550.43	\$4,686.35
B23	\$3,698.70	\$3,809.24	\$3,925.23	\$4,043.02	\$4,162.62	\$4,287.67	\$4,416.33	\$4,548.62	\$4,686.35	\$4,825.89	\$4,970.86
B31	\$3,963.28	\$4,082.89	\$4,206.12	\$4,331.16	\$4,461.64	\$4,595.74	\$4,733.47	\$4,874.82	\$5,021.61	\$5,172.02	\$5,327.87
B24	\$3,963.28	\$4,082.89	\$4,206.12	\$4,331.16	\$4,461.64	\$4,595.74	\$4,733.47	\$4,874.82	\$5,021.61	\$5,172.02	\$5,327.87
B32	\$4,282.23	\$4,410.89	\$4,543.19	\$4,679.10	\$4,818.64	\$4,963.62	\$5,112.22	\$5,266.25	\$5,423.91	\$5,587.01	\$5,753.74