



Board of County Commissioners Agenda Request

4A
Agenda Item #

Requested Meeting Date: 12/17/2019

Title of Item: 2020-2021 Uniform Wage Scales, Adopt Union MOAs

<input checked="" type="checkbox"/> REGULAR AGENDA <input type="checkbox"/> CONSENT AGENDA <input type="checkbox"/> INFORMATION ONLY	Action Requested: <input type="checkbox"/> Approve/Deny Motion <input type="checkbox"/> Adopt Resolution (attach draft) <i>*provide copy of hearing notice that was published</i>	<input type="checkbox"/> Direction Requested <input type="checkbox"/> Discussion Item <input type="checkbox"/> Hold Public Hearing*
Submitted by: Bobbie Danielson		Department: Human Resources Dept.
Presenter (Name and Title): Bobbie Danielson, HR Director		Estimated Time Needed: 3 minutes
Summary of Issue: The 2020 budget includes an adjustment to the uniform wage scale. Memorandums of Agreement have been adopted by 5/6 unions. The last union, Afscome HHS, will reconsider the MOA on 12/16/2019; results of that vote will be available at Tuesday's board meeting. Implementation is contingent upon all unions adopting the MOA, to maintain the uniform wage scale. This scale modification results in "lopping off" Step A 1/1/2020 and adding a new Step O (maximum step) to the wage scale. A sample MOA is attached. More discussion will be held at the meeting. Final results are pending at time of this agenda deadline.		
Alternatives, Options, Effects on Others/Comments:		
Recommended Action/Motion: Motion to authorize the Board Chair, County Administrator, and HR Director to sign uniform wage scale MOAs with each union (6 unions).		
Financial Impact: Is there a cost associated with this request? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No What is the total cost, with tax and shipping? \$ Is this budgeted? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <i>Please Explain:</i> Salary increases for 2020 are included in the budget. There are 22 employees at scale Max that will move to the newly added step on 1/1/2020. Estimated cost = \$57,607 (in 2020 budget).		

Legally binding agreements must have County Attorney approval prior to submission.

**Memorandum of Agreement
(Uniform Wage Scale)
Local 49 Unit**

This Memorandum of Agreement is entered into between Aitkin County (hereafter "County") and International Union of Operating Engineers, Local No. 49 (hereafter "Union").

WHEREAS, the County and the Union are parties to a collective bargaining agreement negotiated pursuant to the Public Employment Labor Relations Act, with the current duration of agreement being January 1, 2019 until December 31, 2021; and

WHEREAS, Article 12, Wages, Section 12.1, currently states:

Section 12.1 Rate of Pay:

1/1/2019 One-half percent ($\frac{1}{2}\%$) General Adjustment, plus employees whose wage is below the maximum of the appropriate wage scale will advance to the next step on January 1, 2019.

(One-time special step adjustment on 3/18/2019: Adjust Jared Bobenmoyer, Mechanic, from Grade 4 Step F to Grade 4 Step G.)

1/1/2020 1% General Adjustment, plus employees whose wage is below the maximum of the appropriate wage scale will advance to the next step on January 1, 2020.

1/1/2021 One-half percent ($\frac{1}{2}\%$) General Adjustment, plus employees whose wage is below the maximum of the appropriate wage scale will advance to the next step on January 1, 2021.

1/1/2021 A special one-time Lump Sum payment to employees named below who are at the wage scale maximum and not getting a step increase in 2021. (The combined value of the adjustments shall not exceed \$5,512. The dollars will be divided amongst the following active employees on January 1, 2021 - Florian Blaszak, Allen Lundquist, Paul White, Randy Flier, David Jackman, Duane Kraemer, Randy Thompson. For example, if there are 7 active employees, each will receive a one-time lump sum payment of \$787.42. Or, if there are 6 active employees, each will receive a one-time lump sum payment of \$918.66. Etc.)

In no event shall an employee's wage be adjusted to exceed the maximum of the appropriate salary range.

All employees shall remain at their rate of pay at the expiration of this Agreement until a new Agreement is executed by the parties.

Employees who terminate employment prior to the date of County Board approval of this Agreement shall not be eligible for retroactive wage adjustments.

; and

WHEREAS, wages for calendar year 2019 have already been paid and will not be addressed in this MOA; and

WHEREAS, the Agreement contains the following 2020 and 2021 uniform wage scales in Appendix A:

2020		1% General Adjustment 1/1/2020													
Grade	Minimum/A	B	C	D	E	F	G	H	I	J	K	L	M	N	Maximum/O
20	\$ 42.50	\$ 43.75	\$ 45.05	\$ 46.38	\$ 47.75	\$ 49.16	\$ 50.61	\$ 52.11	\$ 53.66	\$ 55.25	\$ 56.88	\$ 58.57	\$ 60.30	\$ 62.09	\$ 63.41
19	\$ 40.93	\$ 42.14	\$ 43.38	\$ 44.66	\$ 45.98	\$ 47.34	\$ 48.74	\$ 50.18	\$ 51.67	\$ 53.20	\$ 54.77	\$ 56.40	\$ 58.07	\$ 59.79	\$ 61.06
18	\$ 39.36	\$ 40.52	\$ 41.72	\$ 42.95	\$ 44.22	\$ 45.52	\$ 46.87	\$ 48.26	\$ 49.68	\$ 51.15	\$ 52.67	\$ 54.23	\$ 55.83	\$ 57.49	\$ 58.70
17	\$ 37.79	\$ 38.91	\$ 40.06	\$ 41.24	\$ 42.45	\$ 43.71	\$ 45.00	\$ 46.33	\$ 47.70	\$ 49.11	\$ 50.56	\$ 52.06	\$ 53.60	\$ 55.18	\$ 56.35
16	\$ 36.23	\$ 37.29	\$ 38.39	\$ 39.52	\$ 40.69	\$ 41.89	\$ 43.12	\$ 44.40	\$ 45.71	\$ 47.06	\$ 48.45	\$ 49.89	\$ 51.36	\$ 52.88	\$ 54.00
15	\$ 34.66	\$ 35.68	\$ 36.73	\$ 37.81	\$ 38.92	\$ 40.07	\$ 41.25	\$ 42.47	\$ 43.72	\$ 45.01	\$ 46.34	\$ 47.71	\$ 49.13	\$ 50.58	\$ 51.65
14	\$ 33.09	\$ 34.06	\$ 35.06	\$ 36.10	\$ 37.16	\$ 38.25	\$ 39.38	\$ 40.54	\$ 41.74	\$ 42.97	\$ 44.24	\$ 45.54	\$ 46.89	\$ 48.28	\$ 49.30
13	\$ 31.52	\$ 32.45	\$ 33.40	\$ 34.38	\$ 35.39	\$ 36.43	\$ 37.51	\$ 38.61	\$ 39.75	\$ 40.92	\$ 42.13	\$ 43.37	\$ 44.65	\$ 45.97	\$ 46.94
12	\$ 29.95	\$ 30.83	\$ 31.74	\$ 32.67	\$ 33.63	\$ 34.62	\$ 35.63	\$ 36.68	\$ 37.76	\$ 38.88	\$ 40.02	\$ 41.20	\$ 42.42	\$ 43.67	\$ 44.59
11	\$ 28.39	\$ 29.22	\$ 30.07	\$ 30.95	\$ 31.86	\$ 32.80	\$ 33.76	\$ 34.75	\$ 35.78	\$ 36.83	\$ 37.91	\$ 39.03	\$ 40.18	\$ 41.37	\$ 42.24
10	\$ 26.82	\$ 27.60	\$ 28.41	\$ 29.24	\$ 30.10	\$ 30.98	\$ 31.89	\$ 32.83	\$ 33.79	\$ 34.78	\$ 35.81	\$ 36.86	\$ 37.95	\$ 39.06	\$ 39.89
9	\$ 25.25	\$ 25.99	\$ 26.75	\$ 27.53	\$ 28.33	\$ 29.16	\$ 30.02	\$ 30.90	\$ 31.80	\$ 32.74	\$ 33.70	\$ 34.69	\$ 35.71	\$ 36.76	\$ 37.53
8	\$ 23.68	\$ 24.37	\$ 25.08	\$ 25.81	\$ 26.57	\$ 27.34	\$ 28.14	\$ 28.97	\$ 29.82	\$ 30.69	\$ 31.59	\$ 32.52	\$ 33.47	\$ 34.46	\$ 35.18
7	\$ 22.11	\$ 22.76	\$ 23.42	\$ 24.10	\$ 24.80	\$ 25.53	\$ 26.27	\$ 27.04	\$ 27.83	\$ 28.64	\$ 29.48	\$ 30.35	\$ 31.24	\$ 32.15	\$ 32.83
6	\$ 20.54	\$ 21.14	\$ 21.75	\$ 22.39	\$ 23.04	\$ 23.71	\$ 24.40	\$ 25.11	\$ 25.84	\$ 26.60	\$ 27.38	\$ 28.18	\$ 29.00	\$ 29.85	\$ 30.48
5	\$ 18.98	\$ 19.52	\$ 20.09	\$ 20.67	\$ 21.27	\$ 21.89	\$ 22.53	\$ 23.18	\$ 23.86	\$ 24.55	\$ 25.27	\$ 26.01	\$ 26.77	\$ 27.55	\$ 28.12
4	\$ 17.41	\$ 17.91	\$ 18.43	\$ 18.96	\$ 19.51	\$ 20.07	\$ 20.65	\$ 21.25	\$ 21.87	\$ 22.51	\$ 23.16	\$ 23.84	\$ 24.53	\$ 25.25	\$ 25.77
3	\$ 15.84	\$ 16.29	\$ 16.76	\$ 17.25	\$ 17.74	\$ 18.25	\$ 18.78	\$ 19.32	\$ 19.88	\$ 20.46	\$ 21.05	\$ 21.66	\$ 22.29	\$ 22.94	\$ 23.42
2	\$ 14.27	\$ 14.68	\$ 15.10	\$ 15.53	\$ 15.98	\$ 16.44	\$ 16.91	\$ 17.40	\$ 17.90	\$ 18.41	\$ 18.95	\$ 19.49	\$ 20.06	\$ 20.64	\$ 21.07
1	\$ 12.70	\$ 13.06	\$ 13.44	\$ 13.82	\$ 14.21	\$ 14.62	\$ 15.04	\$ 15.47	\$ 15.91	\$ 16.37	\$ 16.84	\$ 17.32	\$ 17.82	\$ 18.34	\$ 18.71

2021 One-half percent (0.5%) General Adjustment 1/1/2021															
Grade	Minimum/A	B	C	D	E	F	G	H	I	J	K	L	M	N	Maximum/O
20	\$ 42.71	\$ 43.97	\$ 45.27	\$ 46.61	\$ 47.99	\$ 49.41	\$ 50.87	\$ 52.37	\$ 53.92	\$ 55.52	\$ 57.17	\$ 58.86	\$ 60.61	\$ 62.40	\$ 63.73
19	\$ 41.14	\$ 42.35	\$ 43.60	\$ 44.89	\$ 46.21	\$ 47.58	\$ 48.99	\$ 50.44	\$ 51.93	\$ 53.47	\$ 55.05	\$ 56.68	\$ 58.36	\$ 60.09	\$ 61.36
18	\$ 39.56	\$ 40.73	\$ 41.93	\$ 43.16	\$ 44.44	\$ 45.75	\$ 47.10	\$ 48.50	\$ 49.93	\$ 51.41	\$ 52.93	\$ 54.50	\$ 56.11	\$ 57.78	\$ 59.00
17	\$ 37.98	\$ 39.10	\$ 40.26	\$ 41.44	\$ 42.67	\$ 43.92	\$ 45.22	\$ 46.56	\$ 47.93	\$ 49.35	\$ 50.81	\$ 52.32	\$ 53.87	\$ 55.46	\$ 56.63
16	\$ 36.41	\$ 37.48	\$ 38.58	\$ 39.72	\$ 40.89	\$ 42.10	\$ 43.34	\$ 44.62	\$ 45.94	\$ 47.30	\$ 48.69	\$ 50.13	\$ 51.62	\$ 53.15	\$ 54.27
15	\$ 34.83	\$ 35.86	\$ 36.91	\$ 38.00	\$ 39.12	\$ 40.27	\$ 41.46	\$ 42.68	\$ 43.94	\$ 45.24	\$ 46.58	\$ 47.95	\$ 49.37	\$ 50.83	\$ 51.91
14	\$ 33.26	\$ 34.23	\$ 35.24	\$ 36.28	\$ 37.34	\$ 38.44	\$ 39.58	\$ 40.74	\$ 41.94	\$ 43.18	\$ 44.46	\$ 45.77	\$ 47.12	\$ 48.52	\$ 49.54
13	\$ 31.68	\$ 32.61	\$ 33.57	\$ 34.55	\$ 35.57	\$ 36.62	\$ 37.69	\$ 38.80	\$ 39.95	\$ 41.13	\$ 42.34	\$ 43.59	\$ 44.88	\$ 46.20	\$ 47.18
12	\$ 30.10	\$ 30.99	\$ 31.90	\$ 32.83	\$ 33.80	\$ 34.79	\$ 35.81	\$ 36.87	\$ 37.95	\$ 39.07	\$ 40.22	\$ 41.41	\$ 42.63	\$ 43.89	\$ 44.81
11	\$ 28.53	\$ 29.36	\$ 30.22	\$ 31.11	\$ 32.02	\$ 32.96	\$ 33.93	\$ 34.93	\$ 35.96	\$ 37.01	\$ 38.10	\$ 39.23	\$ 40.38	\$ 41.57	\$ 42.45
10	\$ 26.95	\$ 27.74	\$ 28.55	\$ 29.39	\$ 30.25	\$ 31.14	\$ 32.05	\$ 32.99	\$ 33.96	\$ 34.96	\$ 35.99	\$ 37.04	\$ 38.14	\$ 39.26	\$ 40.09
9	\$ 25.38	\$ 26.12	\$ 26.88	\$ 27.66	\$ 28.47	\$ 29.31	\$ 30.17	\$ 31.05	\$ 31.96	\$ 32.90	\$ 33.87	\$ 34.86	\$ 35.89	\$ 36.94	\$ 37.72
8	\$ 23.80	\$ 24.49	\$ 25.21	\$ 25.94	\$ 26.70	\$ 27.48	\$ 28.28	\$ 29.11	\$ 29.97	\$ 30.84	\$ 31.75	\$ 32.68	\$ 33.64	\$ 34.63	\$ 35.36
7	\$ 22.22	\$ 22.87	\$ 23.53	\$ 24.22	\$ 24.93	\$ 25.65	\$ 26.40	\$ 27.17	\$ 27.97	\$ 28.79	\$ 29.63	\$ 30.50	\$ 31.39	\$ 32.32	\$ 32.99
6	\$ 20.65	\$ 21.25	\$ 21.86	\$ 22.50	\$ 23.15	\$ 23.83	\$ 24.52	\$ 25.24	\$ 25.97	\$ 26.73	\$ 27.51	\$ 28.32	\$ 29.15	\$ 30.00	\$ 30.63
5	\$ 19.07	\$ 19.62	\$ 20.19	\$ 20.78	\$ 21.38	\$ 22.00	\$ 22.64	\$ 23.30	\$ 23.98	\$ 24.67	\$ 25.39	\$ 26.14	\$ 26.90	\$ 27.69	\$ 28.26
4	\$ 17.49	\$ 18.00	\$ 18.52	\$ 19.05	\$ 19.60	\$ 20.17	\$ 20.76	\$ 21.36	\$ 21.98	\$ 22.62	\$ 23.28	\$ 23.95	\$ 24.65	\$ 25.37	\$ 25.90
3	\$ 15.92	\$ 16.38	\$ 16.85	\$ 17.33	\$ 17.83	\$ 18.35	\$ 18.88	\$ 19.42	\$ 19.98	\$ 20.56	\$ 21.15	\$ 21.77	\$ 22.41	\$ 23.06	\$ 23.54
2	\$ 14.34	\$ 14.75	\$ 15.17	\$ 15.61	\$ 16.06	\$ 16.52	\$ 16.99	\$ 17.48	\$ 17.99	\$ 18.51	\$ 19.04	\$ 19.59	\$ 20.16	\$ 20.74	\$ 21.17
1	\$ 12.77	\$ 13.13	\$ 13.50	\$ 13.89	\$ 14.28	\$ 14.69	\$ 15.11	\$ 15.54	\$ 15.99	\$ 16.45	\$ 16.92	\$ 17.41	\$ 17.91	\$ 18.43	\$ 18.81

; and

WHEREAS, the employer is interested in modifying the 2020 uniform wage scale by locking off Step A, adjusting the scale header, and creating a new Step O (maximum step), effective January 1, 2020. The new 2020 and 2021 uniform wage scales would replace those shown above and would look like this:

MODIFIED UNIFORM WAGE SCALE, JANUARY 1, 2020																
Grade	Minimum/A	B	C	D	E	F	G	H	I	J	K	L	M	N	Maximum/O	(new 3% step)
20	\$ 42.50	\$ 43.75	\$ 45.05	\$ 46.38	\$ 47.75	\$ 49.16	\$ 50.61	\$ 52.11	\$ 53.66	\$ 55.25	\$ 56.88	\$ 58.57	\$ 60.30	\$ 62.09	\$ 63.41	\$ 65.31
19	\$ 40.93	\$ 42.14	\$ 43.38	\$ 44.66	\$ 45.98	\$ 47.34	\$ 48.74	\$ 50.18	\$ 51.67	\$ 53.20	\$ 54.77	\$ 56.40	\$ 58.07	\$ 59.79	\$ 61.06	\$ 62.89
18	\$ 39.36	\$ 40.52	\$ 41.72	\$ 42.95	\$ 44.22	\$ 45.52	\$ 46.87	\$ 48.26	\$ 49.68	\$ 51.15	\$ 52.67	\$ 54.23	\$ 55.83	\$ 57.49	\$ 58.70	\$ 60.47
17	\$ 37.79	\$ 38.91	\$ 40.06	\$ 41.24	\$ 42.45	\$ 43.71	\$ 45.00	\$ 46.33	\$ 47.70	\$ 49.11	\$ 50.56	\$ 52.06	\$ 53.60	\$ 55.18	\$ 56.35	\$ 58.04
16	\$ 36.23	\$ 37.29	\$ 38.39	\$ 39.52	\$ 40.69	\$ 41.89	\$ 43.12	\$ 44.40	\$ 45.71	\$ 47.06	\$ 48.45	\$ 49.89	\$ 51.36	\$ 52.88	\$ 54.00	\$ 55.62
15	\$ 34.66	\$ 35.68	\$ 36.73	\$ 37.81	\$ 38.92	\$ 40.07	\$ 41.25	\$ 42.47	\$ 43.72	\$ 45.01	\$ 46.34	\$ 47.71	\$ 49.13	\$ 50.58	\$ 51.65	\$ 53.20
14	\$ 33.09	\$ 34.05	\$ 35.06	\$ 36.10	\$ 37.16	\$ 38.25	\$ 39.38	\$ 40.54	\$ 41.74	\$ 42.97	\$ 44.24	\$ 45.54	\$ 46.89	\$ 48.28	\$ 49.30	\$ 50.77
13	\$ 31.52	\$ 32.46	\$ 33.40	\$ 34.38	\$ 35.39	\$ 36.43	\$ 37.51	\$ 38.61	\$ 39.75	\$ 40.92	\$ 42.13	\$ 43.37	\$ 44.65	\$ 45.97	\$ 46.94	\$ 48.35
12	\$ 29.95	\$ 30.83	\$ 31.74	\$ 32.67	\$ 33.63	\$ 34.62	\$ 35.63	\$ 36.68	\$ 37.76	\$ 38.88	\$ 40.02	\$ 41.20	\$ 42.42	\$ 43.67	\$ 44.59	\$ 45.93
11	\$ 28.39	\$ 29.22	\$ 30.07	\$ 30.95	\$ 31.86	\$ 32.80	\$ 33.76	\$ 34.75	\$ 35.78	\$ 36.83	\$ 37.91	\$ 39.03	\$ 40.18	\$ 41.37	\$ 42.24	\$ 43.51
10	\$ 26.82	\$ 27.60	\$ 28.41	\$ 29.24	\$ 30.10	\$ 30.98	\$ 31.89	\$ 32.83	\$ 33.79	\$ 34.78	\$ 35.81	\$ 36.86	\$ 37.95	\$ 39.06	\$ 39.89	\$ 41.08
9	\$ 25.25	\$ 25.99	\$ 26.75	\$ 27.53	\$ 28.33	\$ 29.16	\$ 30.02	\$ 30.90	\$ 31.80	\$ 32.74	\$ 33.70	\$ 34.69	\$ 35.71	\$ 36.76	\$ 37.53	\$ 38.66
8	\$ 23.68	\$ 24.37	\$ 25.08	\$ 25.81	\$ 26.57	\$ 27.34	\$ 28.14	\$ 28.97	\$ 29.82	\$ 30.69	\$ 31.59	\$ 32.52	\$ 33.47	\$ 34.46	\$ 35.18	\$ 36.24
7	\$ 22.11	\$ 22.76	\$ 23.42	\$ 24.10	\$ 24.80	\$ 25.53	\$ 26.27	\$ 27.04	\$ 27.83	\$ 28.64	\$ 29.48	\$ 30.35	\$ 31.24	\$ 32.15	\$ 32.83	\$ 33.81
6	\$ 20.54	\$ 21.14	\$ 21.75	\$ 22.39	\$ 23.04	\$ 23.71	\$ 24.40	\$ 25.11	\$ 25.84	\$ 26.60	\$ 27.38	\$ 28.18	\$ 29.00	\$ 29.85	\$ 30.48	\$ 31.39
5	\$ 18.98	\$ 19.52	\$ 20.09	\$ 20.67	\$ 21.27	\$ 21.89	\$ 22.53	\$ 23.18	\$ 23.86	\$ 24.55	\$ 25.27	\$ 26.01	\$ 26.77	\$ 27.55	\$ 28.12	\$ 28.97
4	\$ 17.41	\$ 17.91	\$ 18.43	\$ 18.96	\$ 19.51	\$ 20.07	\$ 20.65	\$ 21.25	\$ 21.87	\$ 22.51	\$ 23.16	\$ 23.84	\$ 24.53	\$ 25.25	\$ 25.77	\$ 26.54
3	\$ 15.84	\$ 16.29	\$ 16.76	\$ 17.25	\$ 17.74	\$ 18.25	\$ 18.78	\$ 19.32	\$ 19.88	\$ 20.46	\$ 21.05	\$ 21.66	\$ 22.29	\$ 22.94	\$ 23.42	\$ 24.12
2	\$ 14.27	\$ 14.68	\$ 15.10	\$ 15.53	\$ 15.98	\$ 16.44	\$ 16.91	\$ 17.40	\$ 17.90	\$ 18.41	\$ 18.95	\$ 19.49	\$ 20.06	\$ 20.64	\$ 21.07	\$ 21.70
1	\$ 12.70	\$ 13.06	\$ 13.44	\$ 13.82	\$ 14.21	\$ 14.62	\$ 15.04	\$ 15.47	\$ 15.91	\$ 16.37	\$ 16.84	\$ 17.32	\$ 17.82	\$ 18.34	\$ 18.71	\$ 19.28

MODIFIED UNIFORM WAGE SCALE, JANUARY 1, 2021																
One-half percent (0.5%) General Adjustment 1/1/2021																
Grade	Minimum/A	B	C	D	E	F	G	H	I	J	K	L	M	N	Maximum/O	
20	\$ 43.97	\$ 45.27	\$ 46.61	\$ 47.99	\$ 49.41	\$ 50.87	\$ 52.37	\$ 53.92	\$ 55.52	\$ 57.17	\$ 58.86	\$ 60.61	\$ 62.40	\$ 63.73	\$ 65.64	
19	\$ 42.35	\$ 43.60	\$ 44.89	\$ 46.21	\$ 47.58	\$ 48.99	\$ 50.44	\$ 51.93	\$ 53.47	\$ 55.05	\$ 56.68	\$ 58.36	\$ 60.09	\$ 61.36	\$ 63.20	
18	\$ 40.73	\$ 41.93	\$ 43.16	\$ 44.44	\$ 45.75	\$ 47.10	\$ 48.50	\$ 49.93	\$ 51.41	\$ 52.93	\$ 54.50	\$ 56.11	\$ 57.78	\$ 59.00	\$ 60.77	
17	\$ 39.10	\$ 40.26	\$ 41.44	\$ 42.67	\$ 43.92	\$ 45.22	\$ 46.56	\$ 47.93	\$ 49.35	\$ 50.81	\$ 52.32	\$ 53.87	\$ 55.46	\$ 56.63	\$ 58.33	
16	\$ 37.48	\$ 38.58	\$ 39.72	\$ 40.89	\$ 42.10	\$ 43.34	\$ 44.62	\$ 45.94	\$ 47.30	\$ 48.69	\$ 50.13	\$ 51.62	\$ 53.15	\$ 54.27	\$ 55.90	
15	\$ 35.86	\$ 36.91	\$ 38.00	\$ 39.12	\$ 40.27	\$ 41.46	\$ 42.68	\$ 43.94	\$ 45.24	\$ 46.58	\$ 47.95	\$ 49.37	\$ 50.83	\$ 51.91	\$ 53.46	
14	\$ 34.23	\$ 35.24	\$ 36.28	\$ 37.34	\$ 38.44	\$ 39.58	\$ 40.74	\$ 41.94	\$ 43.18	\$ 44.46	\$ 45.77	\$ 47.12	\$ 48.52	\$ 49.54	\$ 51.03	
13	\$ 32.61	\$ 33.57	\$ 34.55	\$ 35.57	\$ 36.62	\$ 37.69	\$ 38.80	\$ 39.95	\$ 41.13	\$ 42.34	\$ 43.59	\$ 44.88	\$ 46.20	\$ 47.18	\$ 48.59	
12	\$ 30.99	\$ 31.90	\$ 32.83	\$ 33.80	\$ 34.79	\$ 35.81	\$ 36.87	\$ 37.95	\$ 39.07	\$ 40.22	\$ 41.41	\$ 42.63	\$ 43.89	\$ 44.81	\$ 46.16	
11	\$ 29.36	\$ 30.22	\$ 31.11	\$ 32.02	\$ 32.96	\$ 33.93	\$ 34.93	\$ 35.96	\$ 37.01	\$ 38.10	\$ 39.23	\$ 40.38	\$ 41.57	\$ 42.45	\$ 43.72	
10	\$ 27.74	\$ 28.55	\$ 29.39	\$ 30.25	\$ 31.14	\$ 32.05	\$ 32.99	\$ 33.96	\$ 34.96	\$ 35.99	\$ 37.04	\$ 38.14	\$ 39.26	\$ 40.09	\$ 41.29	
9	\$ 26.12	\$ 26.88	\$ 27.66	\$ 28.47	\$ 29.31	\$ 30.17	\$ 31.05	\$ 31.96	\$ 32.90	\$ 33.87	\$ 34.86	\$ 35.89	\$ 36.94	\$ 37.72	\$ 38.85	
8	\$ 24.49	\$ 25.21	\$ 25.94	\$ 26.70	\$ 27.48	\$ 28.28	\$ 29.11	\$ 29.97	\$ 30.84	\$ 31.75	\$ 32.68	\$ 33.64	\$ 34.63	\$ 35.36	\$ 36.42	
7	\$ 22.87	\$ 23.53	\$ 24.22	\$ 24.93	\$ 25.65	\$ 26.40	\$ 27.17	\$ 27.97	\$ 28.79	\$ 29.63	\$ 30.50	\$ 31.39	\$ 32.32	\$ 32.99	\$ 33.98	
6	\$ 21.25	\$ 21.86	\$ 22.50	\$ 23.15	\$ 23.83	\$ 24.52	\$ 25.24	\$ 25.97	\$ 26.73	\$ 27.51	\$ 28.32	\$ 29.15	\$ 30.00	\$ 30.63	\$ 31.55	
5	\$ 19.62	\$ 20.19	\$ 20.78	\$ 21.38	\$ 22.00	\$ 22.64	\$ 23.30	\$ 23.98	\$ 24.67	\$ 25.39	\$ 26.14	\$ 26.90	\$ 27.69	\$ 28.26	\$ 29.11	
4	\$ 18.00	\$ 18.52	\$ 19.05	\$ 19.60	\$ 20.17	\$ 20.76	\$ 21.36	\$ 21.98	\$ 22.62	\$ 23.28	\$ 23.95	\$ 24.65	\$ 25.37	\$ 25.90	\$ 26.68	
3	\$ 16.38	\$ 16.85	\$ 17.33	\$ 17.83	\$ 18.35	\$ 18.88	\$ 19.42	\$ 19.98	\$ 20.56	\$ 21.16	\$ 21.77	\$ 22.41	\$ 23.06	\$ 23.54	\$ 24.24	
2	\$ 14.75	\$ 15.17	\$ 15.61	\$ 16.06	\$ 16.52	\$ 16.99	\$ 17.48	\$ 17.99	\$ 18.51	\$ 19.04	\$ 19.59	\$ 20.16	\$ 20.74	\$ 21.17	\$ 21.81	
1	\$ 13.13	\$ 13.50	\$ 13.89	\$ 14.28	\$ 14.69	\$ 15.11	\$ 15.54	\$ 15.99	\$ 16.45	\$ 16.92	\$ 17.41	\$ 17.91	\$ 18.43	\$ 18.81	\$ 19.37	

; and

WHEREAS, changes would apply to the following employees in this bargaining unit: [REDACTED]

[REDACTED]. Their individual wage adjustments on 1/1/2020 will be as follows:

[Employee Name] \$26.54/hour instead of \$25.77/hour
 [Employee Name] \$26.54/hour instead of \$25.77/hour
 [Employee Name] \$26.54/hour instead of \$25.77/hour

LAST NAME	FIRST NAME	2019 WAGE	2019 GRADE	2019 STEP	2020 WAGE	2020 GRADE	2020 STEP (STEP A LOPPED OFF, NEW STEP O ADDED)
BLASZAK	FLORIAN	\$ 20	4	At Max	\$ 20	4	At Max
LUNDQUIST	ALLEN	\$ 20	4	At Max	\$ 20	4	At Max
WHITE	PAUL	\$ 20	4	At Max	\$ 20	4	At Max
BOBENMOYER	JARED	\$ 50	4	G	\$ 50	4	G
JOERGER	JOSHUA	\$ 50	4	G	\$ 50	4	G
VANDERMEY	KYLE	\$ 40	4	H	\$ 40	4	H
JOHNSON	BRADLEY	\$ 50	4	I	\$ 50	4	I
PYLVANEN	SCOTT	\$ 80	4	J	\$ 80	4	J
SMITH	GREG	\$ 80	4	J	\$ 80	4	J
WILKIE	GARY	\$ 80	4	J	\$ 80	4	J
MICKELSON	BENJAMIN	\$ 80	4	K	\$ 80	4	K
BLUNT	RANDALL	\$ 90	4	M	\$ 90	4	M
COURIER	DONALD	\$ 90	4	M	\$ 90	4	M
FLIER	RICHARD	\$ 90	4	M	\$ 90	4	M
FLIER	RANDY	\$ 90	4	N	\$ 90	4	N
JACKMAN	DAVID	\$ 90	4	N	\$ 90	4	N
THOMPSON	BRYCE	\$ 10	5	J	\$ 10	5	J
JOHNSON	CARTER	\$ 90	5	M	\$ 90	5	M
BABCOCK	DAVID	\$ 10	6	M	\$ 10	6	M
KAZMERZAK	PAUL	\$ 10	6	M	\$ 10	6	M
THOMPSON	RANDALL	\$ 50	6	N	\$ 50	6	N

; and

WHEREAS, with this scale modification, the Agreement language will be modified so the 1/1/2021 special one-time Lump Sum payment (combined value of \$5,512) is distributed equally amongst all bargaining unit members (\$262.47 each) on January 1, 2021, instead of being divided amongst six employees who would have been at the wage scale maximum and not getting a step increase in 2021; and

WHEREAS, the employer is interested in maintaining a uniform wage scale, so these updated scales must be adopted by all unions or it will not apply; and

WHEREAS, funds are available in the 2020 budget to provide for this uniform wage scale adjustment.

NOW, THEREFORE, BE IT RESOLVED, Article 12, Section 12.1 will be amended as follows:

~~1/1/2020 1% General Adjustment, plus employees whose wage is below the maximum of the appropriate wage scale will advance to the next step on January 1, 2020. Employees will be paid in accordance with the uniform wage scale MOA.~~

1/1/2021 One-half percent ($\frac{1}{2}\%$) General Adjustment, plus employees whose wage is below the maximum of the appropriate wage scale will advance to the next step on January 1, 2021.

~~1/1/2021 A special one-time Lump Sum payment to employees named below who are at the wage scale maximum and not getting a step increase in 2021. (The combined value of the adjustments shall not exceed \$5,512. The dollars will be divided amongst the following active employees on January 1, 2021 - Florian Blaszak, Allen Lundquist, Paul White, Randy Flier, David Jackman, Duane Kraemer, Randy Thompson. For example, if there are 7 active employees, each will receive a one-time lump sum payment of \$787.42. Or, if there are 6 active employees, each will receive a one-time lump sum payment of \$918.66. Etc.)~~

1/1/2021 One-time lump sum payment of \$262.47 to all employees who are covered by this Agreement on January 1, 2021.

In no event shall an employee's wage be adjusted to exceed the maximum of the appropriate salary range.

All employees shall remain at their rate of pay at the expiration of this Agreement until a new Agreement is executed by the parties.

Employees who terminate employment prior to the date of County Board approval of this Agreement shall not be eligible for retroactive wage adjustments.

Furthermore, the parties agree:

1. To retain a uniform wage scale, these updated scales must be adopted by all six unions to apply and be implemented on January 1, 2020. (2 Afscome units, Local 49, and 3 Teamsters units)
2. Appendix A, wage schedules for 2020 and 2021 will be replaced as shown above.
3. Employees will be paid in accordance with the chart shown above on January 1, 2020, noting the wage will increase, but the step letter will remain the same due to the scale header being adjusted in 2020.
4. Distribution of the lump sum dollars in 2021 will be changed and paid as outlined above, \$262.47 to each bargaining unit member on January 1, 2021.
5. The contract will not be open for other modifications at this time.
6. These modifications do not set any precedence for future matters.
7. This Memorandum of Agreement constitutes the complete and total agreement of the parties regarding this matter.

IN WITNESS WHEREOF, this Memorandum of Agreement has been executed on this 17th day of December, 2019.

COUNTY OF AITKIN, MINNESOTA

I.U.O.E. LOCAL #49

Anne Marcotte, Board Chair

William Bentley, Business Agent

Jessica Seibert, County Administrator

Carter Johnson, Union Steward

Bobbie Danielson, HR Director