

LABOR AGREEMENT
BETWEEN
COUNTY OF KANABEC
AND
CITY EMPLOYEES' UNION LOCAL 363
(FAMILY SERVICES UNIT)

January 1, 2025 - December 31, 2027

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ARTICLE 1 PREAMBLE

This AGREEMENT, hereinafter referred to as the AGREEMENT, is entered into between the County of Kanabec, (the EMPLOYER), and the Laborers' District Council of Minnesota & North Dakota and its affiliated locals (the UNION) for the purpose of establishing the terms and conditions of employment for certain Employees of the Employer who are represented for purposes of collective bargaining by the Union and to establish procedures for the resolution of disputes between the parties.

ARTICLE 2 RECOGNITION

Section 1. The EMPLOYER recognizes the UNION as the exclusive representative for the following unit of Kanabec County Employees under the Minnesota Public Employment Labor Relations Act (M.S. 179A.01-179A.25), certified by the Bureau of Mediation Services, State of Minnesota, in BMS Case No. 99-PCE-99.

Family Service Unit (Laborers' District Council MN & ND, Local Union #363). A unit of all Employees in the Kanabec County Family Service Agency who are employed fourteen (14) hours or more per week and more than sixty-seven (67) work days per year in the classifications of:

| | |
|-------------------------------|---|
| Accounting Technician | Fiscal Officer |
| Community Support Tech | Community Support Tech- Child |
| Case Aide | Eligibility Worker |
| Child Support Officer | Lead Child Support Officer |
| Social Worker | Child Support Officer/Fraud Prevention Specialist |
| Lead Social Worker | Office Support Specialist |
| Family Based Service Provider | |

Section 2. The UNION recognizes that the Labor Relations Representative designated by the County Board, as the representative of the EMPLOYER and shall meet and negotiate exclusively with such representative, except as may be otherwise specifically provided in this AGREEMENT. No AGREEMENT establishing terms and conditions of employment or other matters made between the UNION and the EMPLOYER shall be binding upon the EMPLOYER unless the attested signature of the Kanabec County Board of Commissioners chairperson is affixed thereon. "Any Employee who is paying dues or an amount equal to dues may stop making those payments by giving written notice to both the Employer and the Union during the period not less than thirty (30) and not more than forty-five (45) days before the annual anniversary date of the employee's authorization or the date of termination of the applicable contract between the employer and the Union, whichever occurs sooner. The Employer will adhere to each employee's check-off authorization unless it is revoked in writing during the window period, irrespective of the employee's membership in the Union.";

Section 3. The EMPLOYER, in accordance with the provisions of Minnesota Statute •179A.06, subd. 1, agrees not to enter into any agreements establishing terms and conditions of employment with members of the bargaining unit under jurisdiction of this AGREEMENT individually or

collectively which in any way conflict with the terms and conditions set forth in this AGREEMENT, except through the certified representative.

Section 4. Disputes which may occur between the EMPLOYER and the UNION over the inclusion or exclusion of job classes, with respect to the bargaining unit identified in Section I of this Article, may be referred to the Bureau of Mediation Services for determination in accordance with applicable statutory provisions. Determination by the Bureau of Mediation Services shall be subject to such review and determination as provided by statute and rules and regulations promulgated thereunder.

Section 5. The Employer and Union recognize that this contract constitutes the sole agreement between the Employer and Kanabec County Family Service Agency Employees and that this contract replaces and voids any and all past agreements.

ARTICLE 3 DEFINITIONS

Section 1. The following terms used in this AGREEMENT shall be defined as follows:

3.1.1 Base Pay Rate: The Employee's basic hourly or monthly pay rate exclusive of overtime premium, shift premium, longevity, or any other special allowances.

3.1.2 Continuous Service: Unceasing service from last date of hire, including approved paid leaves of absence and periods of layoff if return from layoff was upon recall.

3.1.3 Days: Unless otherwise indicated, means working days.

3.1.4 Demotion: A change by an Employee from a position in one work classification to a position in another classification with less responsible duties and a lower salary range.

3.1.5 Department: The Family Service Agency of Kanabec County.

3.1.6 Emergency: A situation or occurrence of a serious nature developing suddenly and unexpectedly and demanding immediate action as determined by the EMPLOYER.

3.1.7 Employee: A member of the exclusively recognized bargaining unit defined in this AGREEMENT.

3.1.8 Employer: Kanabec County Board of Commissioners or its designated representatives.

3.1.9 Full Month of Service: One (1) calendar month of continuous service.

3.1.10 Layoff: Separation from service with the EMPLOYER, necessitated by lack of work, lack of funds or other reasons without reference to incompetence, misconduct or other behavioral considerations.

3.1.11 Leave of Absence: An approved absence from work duty during a scheduled work period with or without compensation.

3.1.12 Full-Time Employee: An Employee regularly scheduled to work 40 hours per week or more.

3.1.13 Regular Employee: A member of the exclusively recognized bargaining unit defined in this AGREEMENT who has completed the required probationary period for newly hired or rehired Employees.

3.1.14 Probationary Period: The first 1,040 hours of work of newly hired or rehired Employees.

3.1.15 Promotion: A change of an Employee from a position in one work classification to a position in another work classification with more responsible duties and higher compensation.

3.1.16 Pyramiding: The payment of more than one form of premium compensation for the same hours of work.

3.1.17 Temporary Employee: An Employee hired on a temporary basis to replace a regular Employee who is on a leave of absence or other leave of absence or who has been assigned to a special project. Temporary Employee shall include a special project Employee who is hired on a grant or other special project basis where the Employee has little prospect for permanent employment. Such Employees shall earn the salary rate set by the employer and shall not receive any other benefits or seniority.

3.1.18 Seniority: Length of service established by Article VII.

3.1.19 Transfer: A change of an Employee from one position to another position in the same compensation range.

ARTICLE 4 EMPLOYER AUTHORITY

Section 1. Except as limited by the specific provisions of this AGREEMENT, the EMPLOYER shall retain whatever rights and authority are necessary for it to operate and direct the affairs of Kanabec County in all of its various aspects, including but not limited to the right to direct the working forces; to plan, direct and control all the operations and services of the County; to determine the methods, means, organization and number of personnel by which such operations and services are to be conducted; to assign and transfer Employees within the

department; to schedule working hours and assign overtime; to hire, promote, suspend, discipline or discharge Employees; to lay off or relieve Employees due to lack of work or other reasons as provided herein; to make and enforce reasonable rules and regulations; to change or eliminate existing methods, equipment or facilities; to determine the utilization of technology and to take whatever actions may be necessary to carry out the missions of the County in emergencies. The prerogative and the authority which the EMPLOYER has not officially abridged, delegated or modified by this AGREEMENT are retained by the EMPLOYER.

Section 2. The UNION recognizes that all Employees covered by this AGREEMENT shall perform the services and duties prescribed by the EMPLOYER and shall be governed by the EMPLOYERS rules, regulations, directives and orders issued by .the EMPLOYER, providing that such rules, regulations and orders are not inconsistent with the provisions of this AGREEMENT or state or federal laws.

Section 3. Nothing in this AGREEMENT shall restrict the right of the EMPLOYER to contract out bargaining unit work. In the event the EMPLOYER elects to contract out bargaining unit work that will result in the displacement of current Employees, the EMPLOYER will provide the Union a minimum of ten (10) days written notice and the opportunity to meet and confer regarding the impact on the displaced Employees.

ARTICLE 5 UNION SECURITY

Section 1. In recognition of the UNION as the exclusive representative:

5.1.1 The EMPLOYER shall, once each month following receipt from the union of a deduction form listing union members, deduct an amount sufficient to provide the payment of regular dues established by the UNION from the wages of all Employees authorizing, in writing, such deduction on a form designated and furnished for such purpose by the UNION. Only the duly certified exclusive representative shall be granted payroll deduction of dues for Employees covered by this AGREEMENT.

5.1.2 The EMPLOYER shall remit such deductions monthly to the appropriate designated officer of the UNION with a list of the names of the Employees from whose wages deductions were made.

5.1.3 The UNION shall certify to the EMPLOYER, in writing, the current amount of regular dues to be withheld.

5.1.4 Such dues deductions shall be canceled by the EMPLOYER upon written notification by the UNION. The EMPLOYEE must submit a written statement to the UNION 30-45 days prior to their member anniversary date to request cancelation of dues

5.1.5 The EMPLOYER shall, once each calendar quarter or more frequently upon request of the UNION, make available to the UNION a report listing all Employees included in the bargaining unit as identified by the Article herein titled "Recognition." Such report shall contain the name, classification, pay rate, work unit and mailing address of record.

5.1.6 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 under the provisions of this Article.

Section 2. The UNION may designate Employees from the bargaining unit to act as stewards and shall inform the EMPLOYER in writing of such designation within thirty, (30) days of such designation or change or the purpose of investigating and presenting grievances to the EMPLOYER subject to the following stipulations:

5.2.1 There shall be not more than two (2) bargaining unit Employees designated as stewards.

5.2.2 Not more than one Employee representative (steward) will be authorized time off with pay to investigate or present any one grievance matter to the EMPLOYER. Nothing in this clause is intended to limit the number of UNION stewards who may request to use their own time (vacation, compensatory, or time without pay) to investigate and present grievances.

5.2.3 Bargaining unit Employee stewards may leave their work stations with the concurrence of their designated supervisor(s), and they shall notify their designated supervisor(s) upon return to their work stations. Concurrence of the supervisor to leave a work station for UNION business will be limited to the investigation and presentation of grievances to the EMPLOYER.

5.2.4 Employee representatives of the UNION shall receive paid time off to participate in joint labor-management committee meetings and meet and confer sessions with the EMPLOYER. Time off with pay under this subsection shall be limited to those activities specifically initiated and/or approved by the EMPLOYER and occurring during the Employee's regularly scheduled work time.

5.2.5 The EMPLOYER shall pay up to twenty (20) hours of compensable time (cumulative) to the union bargaining team to meet with the EMPLOYER to negotiate the terms and conditions of employment during each open contract period during business hours at the employees' regular rate of pay. Negotiations held after regular business hours shall not be compensable. Hours beyond the twenty (20) shall not be paid by the EMPLOYER.

Section 3. Non-Employee business representatives of the UNION as previously designated to the EMPLOYER as provided herein may, with concurrence of the EMPLOYER, come on the premises of the EMPLOYER for the purpose of investigating and presenting grievances. Permission will not be unreasonably withheld by the EMPLOYER.

Section 4. The EMPLOYER agrees to allow the UNION to use designated bulletin boards for the purpose of posting notices of UNION meetings, UNION elections, UNION election returns, UNION appointments to office, UNION recreational and social affairs, arbitration awards and decisions of the Bureau of Mediation Services and the courts, and other items specifically approved by the EMPLOYER. Such notices and announcements shall be submitted to the EMPLOYER or its designee for approval prior to posting. All posted materials must be UNION publications or legibly signed by an authorized UNION representative.

Section 5. The UNION may use the EMPLOYER'S facilities for UNION business with prior approval of the EMPLOYER.

Section 6. The EMPLOYER shall give all new bargaining unit Employees, at the time of the new Employee orientation, a copy of this AGREEMENT, which is to be provided by the UNION.

ARTICLE 6 GRIEVANCE PROCEDURE

Section 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.

Section 2. Processing a Grievance: The aggrieved Employee and the UNION representative shall be allowed a reasonable amount of time without loss of pay when a grievance is investigated and presented to the EMPLOYER during normal working hours provided that the Employee and the UNION representative have notified and received the approval of the department head or his/her designee who has determined that such absence is reasonable and would not be detrimental to the work program of the EMPLOYER.

Section 3. Procedure: Grievances shall be resolved in conformance with the following procedure:

Step 1. An Employee claiming a violation concerning the interpretation or application of this AGREEMENT shall, within fourteen (14) calendar days, after such alleged violation has occurred (or with the use of reasonable diligence should have had knowledge of the first occurrence of the event giving rise to the grievance), present such grievance in writing to the Employee's supervisor as designated by the EMPLOYER. The supervisor will discuss and give, in writing, an answer to such Step 1 grievance within (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 this AGREEMENT allegedly violated, the remedy requested and shall be

appealed to Step 2 within five (5) 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 five (5) calendar days shall be considered waived.

Step 2. If appealed, the written grievance shall be presented by the UNION and discussed with the County Board or its representative. The County Board shall give the UNION the EMPLOYER'S answer in writing within five (5) calendar days after meeting concerning such Step 2 grievance. A grievance not resolved in Step 2 may be appealed to Step 3 within ten (10) calendar days following the Employee's final answer in Step 2. Any grievance not appealed in writing to Step 3 by the UNION within ten (10) calendar days, after receipt of the answer (or after the answer is due), shall be considered waived.

Step 3. A grievance unresolved in Step 2 and appealed to Step 3 by the UNION shall be submitted to arbitration subject to the provisions of the Public Employment Labor Relations Act 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. Unless the parties agree to the contrary, the party striking the first name from the list shall be determined by a flip of a coin.

The parties, by mutual agreement, in writing, may extend the time limits as set forth above for Steps 1-3.

Section 4. Mediation: The UNION and EMPLOYER may, by mutual agreement, petition the Minnesota Bureau of Mediation Services, State of Minnesota for the assignment of a mediator to mediate the grievance.

Section 5. Arbitrator's Authority: The arbitrator shall not have the 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. The arbitrator shall be without power to make decisions contrary to, or inconsistent with, or modifying or varying in any way the application of laws, rules or regulations having the force and effect of law. The arbitrator's decision 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 the express terms of this AGREEMENT and to the facts of the grievance presented. The fees and expenses for the arbitrator's services and proceedings shall be borne equally, 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 borne equally.

Section 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 specified time the UNION may elect to treat the grievance as denied and move 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.

Section 7. Choice of Remedy: If, as a result of the written EMPLOYER response in Step 2 or mediation at Step 3, the grievance remains unresolved and if the grievance involves the suspension, demotion or discharge of an Employee who has completed the required probationary period, the grievance may be appealed either to Step 3 or a procedure such as: Civil Service or Veterans Preference. If appealed to any procedure other than Step 3, the grievance is not subject to the arbitration procedure as provided in Step 3. The aggrieved Employee shall indicate in writing which procedure is to be utilized, Step 3 or another appeal procedure.

ARTICLE 7 SENIORITY

Section 1. For the purpose of this AGREEMENT, seniority shall be defined as follows:

7.1.1 County seniority shall be the length of continuous regular employment with the EMPLOYER, excluding, unpaid absences of over three continuous working days.

7.1.2 Classification seniority shall be the continuous length of regular employment in a particular classification within the bargaining unit.

Section 2. In the event of layoff of Employees, Employees shall be laid off by classification seniority in reverse order of their classification seniority, provided that the Employees who remain are qualified as determined by the EMPLOYER to perform all the work that remains. The EMPLOYER shall give written notice of an indefinite layoff to the Employee to be laid off with a copy to the UNION at least ten (10) calendar days prior to the effective date of the layoff. An indefinite layoff shall be defined as a layoff made for an indeterminate period at the time of notice or any layoff of forty-five (45) or more days.

Section 3. An Employee being laid off from the bargaining unit retains seniority in the bargaining unit for a period of two (2) years. Employees shall be recalled from layoff according to their classification seniority. No new Employee shall be hired in a classification where Employees are on layoff, until all Employees in the laid off classification desiring to return to the classification have been recalled. Notice of recall shall be sent to the Employee at the Employee's last known address by certified or registered mail. Failure by an Employee to return to work as directed by the EMPLOYER in the recall notice shall be considered as a resignation. It shall be the responsibility of the Employee in layoff status to maintain on file with the County Coordinator the Employee's most current address and phone number.

Section 4. Accrued benefits for an Employee laid off pursuant to Section 3 will be handled

as follows:

- A. Compensatory time will be paid off at the time of layoff.
- B. PTO time will be paid off after four months if the Employee has not been given a recall notice. The payoff will be at the Employee's rate of pay on the last regular working day.
- C. Sick leave balance will be held until:
 - 1. the Employee is recalled, at which time the sick leave balance is restored to the Employee, or
 - 2. until recall rights expire, at which time the balance is lost.
- D. Once compensatory time and PTO time are paid off, a recalled Employee will retain their pre-lay off earning rates, but will have a balance of zero hours due to the pay off

Section 5. Upon completion of the probationary period, new Employees shall become regular Employees and shall be credited with the appropriate seniority dating from the first date of continuous employment to a regular position with the EMPLOYER.

Section 6. During the initial probationary period, an Employee shall earn PTO benefits but such PTO shall not be used until regular status has been attained, unless approved by a supervisor.

Section 7. Failure to successfully complete a six month trial period upon promotion shall not be grievable, but an Employee shall be given the reasons therefore in writing. An Employee shall be assigned to a position in his/her previous or comparable classification, upon failure to successfully complete a trial period.

ARTICLE 8 DISCIPLINE

Section 1. The EMPLOYER will discipline Employees for just cause only. Discipline may include any of the following, dependent upon the seriousness of the offense.

- A. Oral reprimand;
- B. Written reprimand;
- C. Suspension;
- D. Demotion; or
- E. Discharge.

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

Section 2. Written reprimands, suspensions, demotions and discharges will be in written form and shall be grievable pursuant to the grievance procedure of the Collective Bargaining Agreement.

Section 3. Written reprimands, notices of suspension, and notices of discharge which are

to become part of an Employee's personnel file shall be read and acknowledged by signature of the Employee. Employees shall receive a copy of such reprimands and/or notices within a reasonable time. Upon written authorization by the Employee, a copy will be forwarded to the business agent. An Employee may prepare a written response to a written reprimand for inclusion in the personnel file.

Section 4. Employees may examine their individual personnel files at reasonable times under the direct supervision of the EMPLOYER. All County personnel files are held in the custody of the County Coordinator.

Section 5. Grievances involving discharge relating to this Article may be initiated by the UNION in Step 3 of the grievance procedure.

Section 6. Nothing in this AGREEMENT shall limit the EMPLOYER'S right to terminate a new Employee during the probationary period, without recourse to the grievance procedure.

ARTICLE 9 WORK SCHEDULES/PREMIUM PAY

Section 1. This Article is intended only to define the normal hours of work and to provide the basis for the calculation of overtime pay and the premium pay. Nothing herein shall be construed as a guarantee of hours of work per day or per week.

Section 2. Work week: The work week shall be forty (40) hours for full-time Employees.

Section 3. Work shift: Work shifts, staffing schedules and assignment of Employees thereto shall be established by the EMPLOYER.

Section 4. Work Schedule Changes: The EMPLOYER shall notify Employees a minimum of ten (10) calendar days, if practical, in advance of any permanent changes to their work schedules. Temporary changes in work schedules shall be at the EMPLOYER'S discretion.

Section 5. Rest Breaks: Employees shall be granted two (2) paid fifteen (15) minute rest breaks per full-time work shift, one break toward the middle of each one-half shift, at times designated by the EMPLOYER.

Section 6. Overtime: Authorized overtime shall be compensated for at the rate of time and one-half (1 1/2) the Employee's regular rate of pay for those Employees who are non-exempt under the Federal Fair Labor Standards Act and Minnesota Fair Labor Standards Act.

- A. Non-exempt Employees shall either be paid for overtime worked or receive compensatory time off for overtime worked at time and one-half the Employees straight time rate (one and one-half (1 1/2) hours for each hour worked). PTO, vacation, sick leave, and comp time do not count towards the 40 hour threshold. Employees shall not be eligible for overtime pay until they accrue overtime beyond the

40 hour maximum accrual as set forth in Section B below.

- B. In no instance may an Employee accumulate more than forty (40) hours of compensatory time off. Compensatory time-off in excess of forty (40) hours shall be paid. Accumulated balances of compensatory time may be carried forward to the next year or may be paid off on or about the end of the last pay period at each year at the option of the EMPLOYER.
- C. All authorized hours worked in excess of forty (40) per week shall be considered overtime. For the purposes of computing overtime, the work week shall begin at 12:01 a.m. Saturday.

Section 7. No Pyramiding of Hours: The base pay rate or premium compensation shall not be paid more than once for the same hours worked under any provision of this AGREEMENT, nor shall there be any pyramiding of premium compensation.

Section 8. Flextime may be permitted in Accordance with County policy.

Section 9. Call back pay: Employees called back to work after completion of a workday, or on a scheduled day off, shall be granted a minimum of two (2) hours pay at one and one-half times his/her regular straight time hourly rate of pay.

ARTICLE 10 ON-CALL POLICY

Section 1. This on call policy only covers Child Protection employees who are required to be on-call in a continuing way and are available for support during periods other than their regularly scheduled work day. Supervisor employees will be the primary group responsible for on-call duties Monday – Friday. Child Protection employees will be the primary group to be responsible for weekends and holidays.

Section 2. To meet Child Protection Task Force Recommendation mandates, the Employer will provide – 24 hours a day, 7 days a week, and 365 days a year- a social worker who can receive reports of child maltreatment that can be screened for imminent danger by on-call staff and a supervisor or supervisor designee. Staff assignments for on-call status will be made on a rotating basis. While on-call, employees must be within one-hour driving distance from the Courthouse and be ready and able to complete work tasks.

Section 3. Pay Under the On-Call Policy

A. As an on-call premium for each day served outside of normal working hours, employees on-call will receive pay of \$50.00 as standby compensation for each day and \$90.00 for each holiday. This premium pay will be labeled “on-call premium” and will not be treated as “compensatory time.” Holidays include New Year’s Day, Rev. Dr. Martin Luther King Jr. Day, President’s Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Veteran’s Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Eve, and Christmas Day.

B. Employees will be compensated at a rate of 1½ times the normal hourly rate for time actually worked while in on-call status, with a minimum of ½ hour (total including overtime calculation) paid per call and for time to document. Calculation of hours worked begins with the start of the call. If a given on-call employee is making a face-to-face contact in the field, a supervisor or supervisor designee should be made aware of the situation and the status of the report so a coordinated decision can be made. A log must accompany the employee's time slips. That employee must also note on his or her time slips when he or she is on call.

C. On-call employees must respond to all emergency calls immediately and be within 60 minutes or less of the Kanabec County Courthouse.

ARTICLE 11 HOLIDAYS

Section 1. Employees shall be entitled to compensated time off for designated holidays, provided the Employee is on compensated payroll status the last assigned work day preceding the holiday and the first assigned work day following the holiday. Regularly scheduled part-time Employees shall be entitled to pro-rated holiday pay based on an average hours per day worked in the two previous pay periods.

Section 2. Designated holidays are as follows:

New Year's Day - January 1
Martin Luther King Day - Third Monday in January
President's Day - Third Monday in February
PREMIUM PAY DAY-Easter Sunday –Applicable to Child Protection Worker(s)
Memorial Day - Last Monday in May
Juneteenth- June 19
Independence Day - July 4
Labor Day - First Monday in September
Veteran's Day - November 11
Thanksgiving Day - 4th Thursday in November
Day After Thanksgiving Day - 4th Friday in November
Christmas Eve Day - December 24
Christmas Day - December 25

Section 3. Employees assigned and required by the EMPLOYER to work on a holiday as designated in this Article, shall receive overtime compensation at one and one-half (1 1/2) times their base pay rate for hours worked, plus holiday compensation at their base pay rate, but in no case shall the total compensation exceed two and one-half (2 1/2) times the Employee's base pay rate. Compensation for holiday hours worked shall be provided in compensatory time off

Section 4. When a holiday, as designated in this Article, falls on Sunday, the following day (Monday) shall be considered the holiday for Employees, or when such holiday falls on Saturday, the preceding day (Friday) shall be considered the holiday for Employees. An Employee, regardless of his/her work schedule, shall receive the same number of holidays as an Employee whose normal

work week is Monday through Friday. In the case where Christmas Eve falls on a Friday and Christmas day is on a Saturday, the following Monday shall be considered a holiday for the employees. In the case where Christmas Eve falls on a Saturday and Christmas Day is on a Sunday, the preceding Friday and following Monday shall be considered holidays for the employees.

Section 5. Holidays which occur within an Employee's approved and compensated PTO leave period will not be chargeable to the Employee's vacation or sick leave time.

ARTICLE 12 LEAVES OF ABSENCE

Section 1. Leaves of Absence, General Information, Minnesota Paid Family and Medical Leave

POLICY STATEMENT

The County recognizes that occasionally it may be necessary for full and part time regular employees to apply for leaves with regards to medical, military, personal, or situations in which an employee cannot justifiably continue working.

POLICY GUIDELINES

A. All leaves of absence, regardless of length, must be documented and approved by department heads.

1. It is imperative that the Personnel Department is informed of the request immediately in order to adjust benefits, status change, insurance coverage, etc.
2. Leaves of absence will be governed and adhered to based on each specific form or type of leave.
3. Department Heads may approve the unpaid absence of an employee not to exceed 30 calendar days. Leaves beyond 30 days require approval of the County Board of Commissioners. Leave approval is not automatic and is subject to the circumstances of each request.
4. All leaves must be properly recorded on time sheets approved by the Personnel Director.
5. This policy does not cover temporary, seasonal or probationary employees.

B. Employees must have satisfactorily completed probation to be eligible for leaves described in this policy.

1. Seniority will not accrue toward any benefit or compensation plan, other than

P.E.R.A., for unpaid leaves of more than one week in duration.

2. Employees on unpaid Leaves of Absence will receive any pay increases resulting via a change in the pay schedule (such as a cost of living increase).

C. Except where otherwise noted:

1. After returning from leave, the employee will be reinstated to his/her original position or a position of comparable duties, hours, and pay.
2. An employee exceeding the authorized leave period without giving proper notice shall be considered to have voluntarily terminated without proper notice.
3. An employee giving proper termination notice within the authorized leave period shall be eligible for terminal benefits.
4. If, during the leave, there was a layoff for lack of work which would have caused the employee to lose a position, then the employee is not entitled to reinstatement.

D. Categories of leaves of absence covered by this policy are:

Section 2. Personal & Educational Leave
Section 3. Military Leave
Section 4. Medical Leave
Section 5. Parental Leave
Section 6. School Leave
Section 7. Bone Marrow Donors Leave
Section 8. FMLA
Section 9. Jury Duty

E. MINNESOTA PAID FAMILY AND MEDICAL LEAVE (MPFML)

Effective January 2026, employees and the County will begin splitting the cost of the premiums for Minnesota Paid Family and Medical Leave (MPFML) on a 50/50 basis. Employees may use their County accrued paid leave to supplement their MPFML payments from the State up to an amount not to exceed a combined total of more than 100% of their regular daily earnings from the County.

Section 2. PERSONAL & EDUCATIONAL LEAVES OF ABSENCE

It is the policy of Kanabec County to grant employees a personal leave of absence without pay for personal matters of importance or necessity, such as personal emergency, education or to assume an elected position.

A. Authorization:

1. The employee shall submit a written request for a personal leave of absence to the department head indicating the reason and the projected date of return to work. This request must be submitted at least 30 calendar days prior to the desired date leave is to start.
2. The department head shall be responsible for approving requests, or submitting requests to the County Board, for personal leave of absence.
 - a. A personal leave of absence shall be granted only if an employee has exhausted all available accrued paid time off (PTO), comp time and vacation.
 - b. The department head shall consider the importance or necessity of the request.
 - c. The department head shall consider the work load and staffing of the department when considering the request.
 - d. The department head shall consider the employee's length of employment and attendance record.
3. Leave approval times are maximums. Early returns may be allowed with the consent of the department head and employee. Leaves which required County Board approval must have County Board agreement for an early return.
4. Educational leaves shall not be approved by the employer more than once every three years per employee.

B. No personal leave may exceed six months; additional six-month extensions may be available at County Board discretion

Section 3. MILITARY LEAVE POLICY

- A. Federal military guidelines will be adhered to.
- B. Employees participating in National Guards or military duty, as outlined in M.S. §192.26, will be entitled up to a maximum of 15 working days off during a calendar year, with regular pay.
1. An employee must present a copy of their orders to the department head before such leave is granted as soon as they are given orders.
 2. Upon returning, a letter of transmittal must be forwarded to the Personnel department indicating days in attendance and pay.

Section 4. MEDICAL LEAVE OF ABSENCE

A medical leave will normally be extended to an employee, upon approval of the department head and board, who is unable to perform his or her duties because of a physical or mental illness, injury or chemical dependency.

- A. PTO accrued must first be exhausted prior to unpaid medical leave approval.
- B. The employee must provide a statement from a medical or professionally approved authority indicating the circumstances and reasons for the requested leave.
- C. Medical statements from the approved authority may be requested at any time during the leave updating the employee's condition, needs and projected date of return. The County may exercise its rights to contract a medical professional to evaluate the progress of the employee at any time at the county's expense.
- D. FMLA Leave (see Article X) is an integral part of the Kanabec County Medical Leave of Absence Policy. Any request for medical leave under this article is a request for any eligible FMLA Leave.
- E. Medical leave of absence generally will not exceed 6 months duration and may be extended for an additional 6 months upon request from the employee and approval by the department head and commissioners.
- F. Upon returning from a medical leave, the employee will be given his or her same job or same pay range classification position provided the leave does not exceed 6 months.
- G. If the leave extends past six months, the County will generally fill the vacancy. The employee's name will then be placed in a layoff eligibility list.
- H. Prior to returning to work, a certificate from the attending physician must provide evidence that the employee may return to work. An employee exceeding the authorized leave period without a physician's release shall be considered to have voluntarily terminated.

Section 5. PARENTAL LEAVE

Any employee who has at least 12 consecutive months of employment with Kanabec County prior to requesting leave, and has averaged at least ½ of the full-time equivalence for their position for the last year is eligible for up to six weeks leave of absence in conjunction with the birth or adoption of a child.

- A. The starting date of the leave will be at the choice of the employee.
- B. The employer may adopt reasonable policies governing the timing of requests.

- C. The County recognizes that, in the case of leaves for adoptions, the adoptive parents sometimes don't know, or even have a good idea, when the child will arrive. Whenever possible, the County requires the employee to notify their supervisor 30 days prior to the anticipated date of leave commencement. When this is not possible, the employee should keep their supervisor periodically updated on anticipated leave date.
- D. The leave may not begin more than six weeks after birth or adoption.
- E. The length of the leave may be any time up to six weeks at the choice of the employee. The employee shall specify the length of the leave desired at the time notice is given in section Section 5.A. above.
- F. The employee must be the natural or adoptive parent of the child.
- G. A request for Parental Leave is automatically considered an application of Family and Medical Leave Act Leave whenever the employee is eligible for such leave (see Section 8.).

Section 6. SCHOOL LEAVE

Department Heads may grant an employee leave of up to a total of sixteen (16) hours during any school year to attend school conferences or classroom activities related to the employees' child provided the conferences or classroom activities cannot be scheduled during non-work hours.

- A. When a leave cannot be scheduled during non-work hours and the need for the leave is foreseeable, the employee must provide reasonable prior notice of the leave and make a reasonable effort to schedule the leave so as not to disrupt unduly the operation of the County.
- B. This leave is not paid except the employee may use accrued PTO and compensatory time to avoid unpaid time-off.
- C. This article is not intended to limit additional use of approved vacation, compensatory time, or unpaid leave for this purpose.

Section 7. BONE MARROW DONORS LEAVE

In order to encourage potential bone marrow donors, this leave is provided.

- A. To be eligible for Bone Marrow Leave, an employee must work an average of 20 hours per week. The hours counting toward the 20 per week are determined in accordance with the standards of the Fair Labor Standards Act for determining compensable hours of work.
- B. Leave will be granted to employees who seek to undergo a medical

procedure to donate bone marrow.

1. The employer may require verification by a physician of the purpose and length of each leave to donate bone marrow.
2. If there is a medical determination that the employee does not qualify as a bone marrow donor, the paid leave of absence granted the employee prior to that medical determination is not forfeited.

C. Length of leave for bone marrow donations shall be up to 40 work hours.

1. Leave up to 40 hours shall be paid leave not charged to any other benefit.
2. If additional time is desired, employees may apply for leave under other leave categories in this policy.

Section 8. FAMILY AND MEDICAL LEAVE ACT (FMLA)

Employees who are unable to work for any of the following reasons may be extended leave in accordance with the Family and Medical Leave Act of 1993 (FMLA):

- » Non-job-related Injury
- » A serious, non-job-related health condition that makes the Employee unable to perform the functions of their job
- » Chemical dependency
- » Birth, adoption or placement of a child
- » To care for an immediate family member with a serious health condition.

A. Definitions

1. See P-114A for more detailed definitions
2. Immediate Family member in this context means: spouse, children, parent.
3. Serious health condition means an illness, injury, impairment, or physical or mental condition that involves inpatient care, continuing treatment by a health care provider

B. Eligibility

To be eligible for leave under this section, an Employee must have:

1. been employed for at least 52 weeks prior to the leave, and

2. have worked at least 1250 hours during the 12 month period immediately preceding the leave. The hours counting toward the 1250 are determined in accordance with the standards of the Fair Labor Standards Act for determining compensable hours of work.

C. Leave definition

Eligible employees may take up to 12 weeks of unpaid leave in any 12 month period under this section.

1. "12 Month Period" means a rolling 12-month period measured backward from the date leave is taken and continuous with each additional leave day taken.
2. Leave must be taken in one continuous interval, except in the case of medical necessity.
3. The employee's entitlement to leave under this section in connection with birth, adoption or placement of a child expires 12 months after the date of such birth, adoption or placement.
 - a. The leave may begin before birth, adoption or placement of a child if circumstances warrant, but the early start shall not extend the 12 weeks of leave provided.
 - b. A minimum of 30 days notice is required from the employee for leave requested in connection with birth, adoption or placement of a child to the extent that it is possible and practical.
4. Spouses who both work for Kanabec County are restricted to a combined total of 12 weeks of leave for such birth, adoption or placement of a child, or for the care of sick parent.
5. Leave pursuant to this section is unpaid leave, except:
 - a. Employees may, at their discretion, substitute accumulated vacation for any portion of the leave, and
 - b. Employees may, at their discretion, substitute accumulated paid sick leave for any portion of the leave for which they are normally qualified under the sick leave policy.
 - c. The EMPLOYER shall require use of paid leaves.
 - d. Use of paid leaves shall not extend the 12-week leave period.

D. An employee taking a leave pursuant to this FMLA section is entitled to continue health insurance on the same basis as before the leave.

1. Coverage changes are not permitted except as would be allowed if the employee were not on leave.
2. The EMPLOYER and employee contributions will remain the same as before the leave.
3. The EMPLOYER can recover its share of the insurance premiums from the employee if the employee does not return to work for reasons other than the serious health condition of the employee or the employee's immediate family member, or a reason beyond the employee's control.

E. For any leave requested for the care of a seriously ill spouse, son, daughter, parent, or self-care, certification of the serious health condition from the applicable health care provider shall be required (see P-114A for details of the certificate required).

1. If the EMPLOYER has reason to doubt the validity of the initial certification, the EMPLOYER may, at its own expense, require the employee to get a second opinion from a health care provider selected by the EMPLOYER.

The health care provider giving the second opinion may not be an employee of the EMPLOYER or even otherwise retained by the EMPLOYER on a regular basis.

2. If the second opinion conflicts with the first, the EMPLOYER may require a third medical opinion, again at the EMPLOYER's expense.
3. Recertifications/Verifications Permitted. After the commencement of the leave, the EMPLOYER may require the employee to obtain subsequent re-certifications on a reasonable basis. The EMPLOYER may request recertification at any reasonable interval, but not more often than every thirty days, unless:

a. The employee requests an extension of leave;

b. Circumstances described in the original certification have changed significantly (e.g., the duration of the illness, the nature of the illness, complications); or

c. The EMPLOYER receives information that casts doubt upon the continuing validity of the original certification;

d. When an employee cannot return to work after leave (thereby preventing the EMPLOYER from recovering its share of health benefit premium payments made on the employee's behalf during the leave period), the EMPLOYER may require medical certification of the employee's or family member's serious health

condition.

4. Prior to returning to work, a certificate from the attending physician must provide evidence that the employee may return to work.
5. Consequences for failure of the employee to satisfy the medical certification requests:
 - a. If the leave was foreseeable, an employee who failed to provide timely medical certification after being requested to do so may be denied *leave* until the required certification is provided.
 - b. If the need for the leave was not foreseeable, the employee must provide certification within the time frame requested by the EMPLOYER or as soon as reasonably possible under the circumstances. If an employee fails to provide a medical certification within a reasonable time, the EMPLOYER may deny the employee's continuation of leave.
 - c. An employee may not return to work for personal medical leave taken under this section without medical certification of ability to return to work.
- 6 Employees who exhaust their 12 weeks of leave under this section may apply for up to 6 additional months, unpaid leave pursuant to other leave categories in this policy.
7. Nothing in this contract relieves the EMPLOYER's responsibility to comply with State and Federal Leave Laws.

Section 9. JURY DUTY

- A. In the event an employee is called for jury duty, compensated time off may be granted by the department head.
 1. Only full-time regular employees are eligible for compensated time off.
 2. Other employees will be given time off without pay.
- B. The employee must give their supervisor advance notice including dates, court location, and letter of transmittal.
- C. When an employee is released for a day or part of a day during any jury duty period, they must report to work provided it is their normal scheduled work day and that more than one hour remains to the end of their shift.
- D. Employee will receive their regular compensation and will return all jury duty fees to the payroll department.

- E. Upon completion of jury duty a letter from the court showing number of hours or days of jury duty served and amount of fees received should be forwarded to the supervisor and Personnel Department. Employees may retain mileage allowances.

ARTICLE 13 PAID TIME OFF (PTO)

Section 1. Eligibility. All new personnel as of January 1, 2014 will be required to enroll in the PTO program. Temporary employees, contract employees and interns are not eligible to accrue PTO. Temporary employees may be eligible to earn safe and sick time pursuant to M.S. 181.9446.

Section 2. Accrual, Retention, and Use

A. Effective January 1, 2014, all previously banked sick and vacation time will be maintained for each employee in its own bank, and can be used by the employee at any time for any purpose. All existing employees may maintain their current Vacation/Sick banks (payable per current county guidelines for non-union and collective bargaining agreement for union in effect as of 12/31/2013), while accruing PTO time.

B. Each employee will accrue PTO bi-weekly in hourly increments based on length of service as defined above. PTO is added to the employee's PTO bank when the bi-weekly paycheck is issued. PTO taken will be subtracted from the employee's accrued time bank in quarter-hour increments. The maximum amount of PTO that can be banked will be adjusted to a graduated tier annually.

C. Eligibility to accrue PTO is contingent upon the employee either working or utilizing accrued PTO for the entire bi-weekly pay period. For any pay period in which the employee has an unpaid leave, PTO will be pro-rated.

D. PTO is earned on the following schedule based on a 2080 hour work year. PTO is prorated based on the number of hours worked on an employee's regular schedule; years of service will be credited prior to the start of the new PTO program.

| PAID TIME OFF ACCRUAL SCHEDULE FOR EMPLOYEES HIRED BEFORE 1/1/2020 | | | | |
|---|---------------------|---------------------|----------------------|---------------------|
| Years | Tier 1 0-3 years | Tier 2 4-8 years | Tier 3 9-14 years | Tier 4 15+ years |
| PTO Hours | 230 hours | 270 hours | 330 hours | 375 hours |
| Accrual Rate (hours per pay period x rate) | .1106 | .1298 | .1587 | .1803 |
| Max Accrual | 400 hours | 600 hours | 700 hours | 1500 hours |

| PAID TIME OFF ACCRUAL SCHEDULE FOR EMPLOYEES HIRED BETWEEN 1/1/2020 AND 6/5/2023 | | | | |
|---|---------------------|---------------------|----------------------|---------------------|
| Years | Tier 1 0-3 years | Tier 2 4-8 years | Tier 3 9-14 years | Tier 4 15+ years |
| PTO Hours | 230 hours | 270 hours | 330 hours | 375 hours |
| Accrual Rate (hours per pay period x rate) | .1106 | .1298 | .1587 | .1803 |
| Max Accrual | 320 hours | 480 hours | 560 hours | 1200 hours |
| PAID TIME OFF ACCRUAL SCHEDULE FOR EMPLOYEES HIRED ON OR AFTER 6/6/2023 | | | | |
| Years | Tier 1 0-3 years | Tier 2 4-8 years | Tier 3 9-14 years | Tier 4 15+ years |
| PTO Hours | 173 hours | 202 hours | 248 hours | 281 hours |
| Accrual Rate (hours per pay period x rate) | .08295 | .09735 | .119025 | .135225 |
| Max Accrual | 240 hours | 360 hours | 420 hours | 900 hours |

E. PTO may be used for any of the purposes set forth in Minn. Stat. [§ 181.9445](#) Subd. 7 and as set forth in County policy. For the use of ESST, employees shall comply with the notice provisions of statute and County policy. For PTO hours accrued and subsequently designated as Earned Sick and Safet Time (ESST) leave, the employee may choose to use such ESST leave for the persons and purposes, and under conditions, identified in the ESST statutes, Minn. Stats. [§ 181.8445-191.9448](#). The County may require a doctor's note or other verification consistent with the ESST statute for the use of PTO/ESST.

For new employees: Within the first three months of the probationary period, new employees may use accrued PTO only for emergencies or a health issue at the employee's supervisor's discretion.

F. Employees may use time from their PTO bank in quarter hour increments. Time that is not covered by the PTO policy, are covered under the following County policies: County paid holidays, required jury duty, military service leave and extended medical benefit days (EMB).

G. In all instances, PTO must be approved by the employee's supervisor. The County appreciates as much notice as possible when an employee expects to miss work for a scheduled absence. The supervisor shall consider public convenience and the need to maintain adequate service and county operations when approving use of PTO. In the case of conflicting requests, the more senior employee shall have first choice

unless a request has been previously approved.

H. Time off taken in excess of the PTO accrued can result in progressive disciplinary action up to and including employment termination. This time will be unpaid.

I. PTO Donation will follow the same guidelines as established County policy.

J. PTO Cash-Out. Employees who have used at least 50% of their total annual PTO accrual may “cash-out” a maximum of forty (40) hours of their remaining PTO balance to the County once each year. Hours available for “cashing out” shall be capped at the number of hours, not to exceed forty (40), that will ensure the employee’s PTO balance remains at or above forty (40) hours.

In November, Human Resources will distribute a request form for employees who would like to utilize this benefit. The request must be submitted on or before November 30th of each year to be paid out in a December payroll.

Section 3. Extended Medical Benefit (EMB)

A. All employees who are eligible to receive PTO will also earn Extended Medical Benefit (EMB) time, which allows employees to earn and bank time off to be used in the event of an illness or injury of the employee's own that extends beyond five consecutive working days.

B. EMB Accrual. EMB is earned at the rate of 64 hours per year and pro-rated based on hours worked and can be accrued up to a maximum of 720 hours.

C. Guidelines for EMB Use. EMB is an income protection insurance program to be used after the first five consecutive scheduled work days of an absence for the employee's injury, illness, or family emergency and must be taken in one day increments. Use of EMB requires a physician's note. EMB has no cash value and is not paid out to employee upon separation for any reason

Section 4. Unpaid Leave

A. Unpaid time off is not permitted unless it falls within the guidelines of FMLA or established policy. PTO accrued prior to the start of a requested and approved unpaid leave of absence must be exhausted before the start of the unpaid leave.

B. If an employee misses three consecutive unscheduled days because of sickness or injury, please refer to the County's policy regarding FMLA as an option if PTO has been exhausted. Under the County's Family and Medical Leave Act (FMLA) policy, all accrued PTO time must be exhausted before the start of the unpaid FMLA time.

Section 5. Disciplinary

A. Absenteeism, which includes failure to report to work for the full scheduled shift (i.e. arriving late or leaving early), with zero PTO balances may be subject to discipline unless employee has supervisor approval, on a rolling 12 month calendar as follows:

One - three incidents: No disciplinary action - Supervisory coaching

Fourth incident: Verbal warning with a documented coaching session

Fifth incident: Written warning in the employee's file

Sixth incident: Employment termination

B. An employee who receives a second written warning in a rolling 24 month time period will have his or her employment terminated.

C. Any employee who misses five (5) consecutive days of work without notice to his or her supervisor may be considered to have voluntarily quit his or her job.

Section 6. Pay Out Procedure

A. **PTO** will be paid out as follows:

Only employees who have successfully completed their probationary employment period will be entitled to receive a payout for unused PTO upon separation from employment.

Upon separation, employees shall receive a payout for unused PTO as follows:

1. Upon resignation, half of the unused PTO total will be paid out in cash, the remainder is forfeited.

2. Upon retirement, half of the unused PTO total will be paid out in cash, the other half of the unused PTO total will be deposited into a VEBA with a \$6,000 annual cap for payouts specific to the VEBA. The hours will be converted to a dollar total using an average of the employee's January 1st wage for the last 3 years.

3. Upon termination, half of the unused PTO will be paid out in cash, the remainder is forfeited.

4. At retirement, if an employee has less than 80 hours of PTO and no current VEBA with the county those hours will be paid out in cash in lieu of payment into VEBA account.

5. In the event of the death of an employee, 100% of the employee's accumulated PTO shall be paid to the employee's designated beneficiary or estate.

The following is for employees hired before December 31, 2013:

B. **Banked vacation** will be paid out as follows:

1. Upon termination of employment, employees shall receive payment at their final rate of pay for all vacation time earned, but unused.

~~b.~~ 2. Final payment of earned leave may be withheld if a terminated employee fails to return county funds, equipment or other county property.

C. Banked sick time will be paid out as follows:

1. 100% of the unused sick leave hours--up to 650 hours--on the last day worked will be applied to a Post- Employment Health Care Expense Account via the Employer's VEBA plan for the individual employee. The hours will be converted to a dollar total using an average of the employee's January 1st wage for the last 3 years. 2. The unused sick leave hours shall be paid in annual installments of \$6,000 until the entire amount has been contributed to the VEBA. No interest shall be paid by the Employer from the time of the first installment through the time of the last installment.

3. Nothing in this article shall extend an employee's continuation eligibility beyond that provided by state and Federal law.

4. In order to be eligible for this benefit the employee must give at least a three week notice prior to retirement, except in the case of disability retirement, and the employee must qualify and apply for PERA retirement benefits.

5. At retirement, if an employee has less than 80 hours of combined PTO and banked sick time and no current VEBA with the county those hours will be paid out in cash in lieu of payment into VEBA account.

ARTICLE 14 INSURANCE

Section 1. All eligible regular full and part time EMPLOYEES covered by this contract employed prior to January 1, 2011 shall participate in the UNION'S group term health insurance.

Section 2. The county will contribute the following per month per Employee:

The County contribution for the group health insurance premium will be **\$1,197.66** per employee per month for 2025 (effective January 1st).

The County contribution percentage for the group health insurance shall be determined by the County Board based on the recommendation by the Insurance Committee and shall match the percentage of that of the majority of the collective bargaining and non-union groups, not to exceed 100% of the monthly premium.

Section 3. The EMPLOYER shall provide a group term life insurance policy with a benefit amount of \$10,000 for each full-time Employee.

ARTICLE 15 MILEAGE

Section 1. Employees required by the EMPLOYER to use their own automobile to perform regular work functions shall receive mileage allowances in the amount established by the County Board for all County Employees.

ARTICLE 16 STRIKES AND LOCKOUTS

Section 1. The UNION and the Employees it represents shall not engage in any unlawful strike or other activity prohibited by the provisions of Minn. Stat. §179A.19 during the term of this Agreement or any extension thereof under Minn. Stat. §179A.20, subd. 6.

Section 2. The EMPLOYER shall not lock out Employees as a result, either directly or indirectly, of any disagreement or dispute with the UNION during the term of this Agreement or any extension thereof under Minn. Stat. §179A.20, subd. 6.

ARTICLE 17 PRODUCTIVITY

The UNION and Employees recognize that the providing of County service in the most efficient and effective manner is of paramount importance and interest to the County, UNION and Employees. The EMPLOYER welcomes the diversity that each Employee brings to the workplace and acknowledges the importance of the individuals and group as a whole in producing the services of the Family Service Agency. Maximizing productivity is recognized as an obligation of EMPLOYEES and EMPLOYEES will attempt to maximize productivity during the life of this AGREEMENT. The EMPLOYER and Employees agree to respect the property and interests of taxpayers.

ARTICLE 18 COMPENSATION

Section 1. Employees covered by the AGREEMENT shall be compensated in accordance with the terms of APPENDIX A.

- A. The Union and the Employer agree on the following amendment to the 2025-2027 portion of this Labor Agreement:

Wages 2025: 3.5% general wage increase (retroactive to January 1, 2025)

Wages 2026: 3.5% general wage increase

Wages 2027: 3.0% general wage increase

- B. The UNION and the EMPLOYER agree that upon the request of either party, the agreement will be reopened to discuss wages prior to January 1, 2024.

Section 2. Employees below the wage schedule maximum shall be eligible for a step increase on the first day of the payroll period immediately preceding the Employees anniversary date in class upon meeting a minimum of satisfactory performance on the annual performance evaluation completed by the Supervisor and approved by Agency Director.

Section 3. In the event an Employee's performance does not meet a minimum of satisfactory performance and the Employee does not receive a step increase, the Employee may appeal the denial of the step increase by submitting a written appeal to the County Coordinator within ten (10) days of the denial of the step increase. The appeal will then be submitted to a three (3) person panel consisting of the County Coordinator, Local Business Agent and a Non-Family Service Agency Department Head selected by the County Board. The panel's decision shall be final and binding and not subject to the grievance procedure of the collective bargaining agreement.

Section 4. Performance Pay: Employees who have reached 9 years, 12 years and/or 15 years of employment in the Family Services unit are eligible for a 1% performance increase on their 9-year anniversary date, a 1% performance increase on their 12-year anniversary date, and a 2% performance increase on their 15-year anniversary date. The increase shall be awarded following a satisfactory performance review by the department head or designee. Any employee not awarded the performance increase at their anniversary date will be reconsidered at future anniversary dates.

In the event an employee feels they were improperly treated by the department head or designee in denying or delaying performance pay, they have the right to:

- i. Within ten (10) days of the department head or designee's action, the employee may request the Personnel Director to mediate the matter.
- ii. If mediation with the Personnel Director fails, the action may be appealed to the county personnel committee within ten (10) days of the outcome of mediation."
- iii. The decision of the County Personnel Committee is final.

Section 5. Out of Title Assignment Pay. Employees temporarily assigned in advance by a supervisor and department head to a job classification at a higher rate of pay than their current position for three or more continuous hours (not including break or lunch) in a day to perform duties exclusive to the higher-level employee shall be paid at the first step of the job classification of the higher classified employee or a minimum of 4% above their current rate of pay for those hours that they are assigned the higher level duties.

**ARTICLE 19
SAVINGS CLAUSE**

Section 1. This AGREEMENT is subject to the laws of the United States, the State of Minnesota, and the County of Kanabec. 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 of this AGREEMENT shall continue in full force and effect.

**ARTICLE 20
TERM OF AGREEMENT**

This AGREEMENT shall be in full force and effect from January 1, 2025, through December 31, 2027 and shall be automatically renewed from year to year thereafter unless either party shall notify the other, in writing by June 1 prior to the anniversary date that it desires to modify or terminate this agreement.

IN WITNESS THEROF the parties have caused this AGREEMENT to be executed on this
_____ day of _____, 2025

CITY EMPLOYEES' UNION LOCAL 363

| | |
|----------------|-------|
| _____ | _____ |
| Business Agent | Date |

| | |
|--------------|-------|
| _____ | _____ |
| Area Manager | Date |

KANABEC COUNTY

| | |
|-------------|-------|
| _____ | _____ |
| Board Chair | Date |

| | |
|--------------------|-------|
| _____ | _____ |
| County Coordinator | Date |

APPENDIX A

| 2025 - 3.5% Increase | | | | | | | | |
|----------------------|----------|----------|----------|----------|----------|----------|----------|-------|
| Grade | A | B | C | D | E | F | G | Grade |
| 1 | \$ 14.24 | \$ 14.77 | \$ 15.30 | \$ 15.85 | \$ 16.38 | \$ 16.91 | \$ 17.45 | 1 |
| 2 | \$ 15.09 | \$ 15.66 | \$ 16.23 | \$ 16.80 | \$ 17.36 | \$ 17.93 | \$ 18.50 | 2 |
| 3 | \$ 16.00 | \$ 16.61 | \$ 17.20 | \$ 17.80 | \$ 18.40 | \$ 19.01 | \$ 19.60 | 3 |
| 4 | \$ 16.96 | \$ 17.60 | \$ 18.24 | \$ 18.86 | \$ 19.50 | \$ 20.14 | \$ 20.78 | 4 |
| 5 | \$ 17.98 | \$ 18.65 | \$ 19.33 | \$ 20.00 | \$ 20.67 | \$ 21.35 | \$ 22.02 | 5 |
| 6 | \$ 19.05 | \$ 19.78 | \$ 20.49 | \$ 21.21 | \$ 21.92 | \$ 22.63 | \$ 23.35 | 6 |
| 7 | \$ 20.20 | \$ 20.96 | \$ 21.72 | \$ 22.47 | \$ 23.23 | \$ 23.99 | \$ 24.74 | 7 |
| 8 | \$ 21.41 | \$ 22.21 | \$ 23.02 | \$ 23.82 | \$ 24.62 | \$ 25.43 | \$ 26.23 | 8 |
| 9 | \$ 22.70 | \$ 23.55 | \$ 24.40 | \$ 25.25 | \$ 26.10 | \$ 26.95 | \$ 27.81 | 9 |
| 10 | \$ 24.06 | \$ 24.97 | \$ 25.87 | \$ 26.77 | \$ 27.66 | \$ 28.58 | \$ 29.47 | 10 |
| 11 | \$ 25.75 | \$ 26.71 | \$ 27.68 | \$ 28.65 | \$ 29.60 | \$ 30.57 | \$ 31.53 | 11 |
| 12 | \$ 27.55 | \$ 28.58 | \$ 29.62 | \$ 30.65 | \$ 31.67 | \$ 32.71 | \$ 33.74 | 12 |
| 13 | \$ 29.47 | \$ 30.59 | \$ 31.69 | \$ 32.79 | \$ 33.90 | \$ 35.00 | \$ 36.11 | 13 |
| 14 | \$ 31.54 | \$ 32.73 | \$ 33.91 | \$ 35.08 | \$ 36.26 | \$ 37.45 | \$ 38.63 | 14 |
| 15 | \$ 34.06 | \$ 35.34 | \$ 36.62 | \$ 37.90 | \$ 39.17 | \$ 40.45 | \$ 41.73 | 15 |
| 16 | \$ 36.78 | \$ 38.17 | \$ 39.54 | \$ 40.92 | \$ 42.31 | \$ 43.68 | \$ 45.06 | 16 |
| 17 | \$ 39.73 | \$ 41.22 | \$ 42.71 | \$ 44.20 | \$ 45.69 | \$ 47.18 | \$ 48.67 | 17 |
| 18 | \$ 42.91 | \$ 44.52 | \$ 46.13 | \$ 47.74 | \$ 49.34 | \$ 50.95 | \$ 52.56 | 18 |
| 19 | \$ 46.34 | \$ 48.08 | \$ 49.82 | \$ 51.56 | \$ 53.29 | \$ 55.03 | \$ 56.77 | 19 |
| 20 | \$ 50.04 | \$ 51.92 | \$ 53.79 | \$ 55.67 | \$ 57.55 | \$ 59.42 | \$ 61.30 | 20 |
| 21 | \$ 54.05 | \$ 56.07 | \$ 58.11 | \$ 60.13 | \$ 62.15 | \$ 64.19 | \$ 66.21 | 21 |
| 22 | \$ 58.38 | \$ 60.57 | \$ 62.76 | \$ 64.95 | \$ 67.13 | \$ 69.32 | \$ 71.51 | 22 |

| 9 year performance pay scale | | | | | | | | |
|------------------------------|----------|----------|----------|----------|----------|----------|----------|-------|
| 2025 - 1% Increase | | | | | | | | |
| Grade | A | B | C | D | E | F | G | Grade |
| 1 | \$ 14.38 | \$ 14.92 | \$ 15.46 | \$ 16.01 | \$ 16.54 | \$ 17.08 | \$ 17.62 | 1 |
| 2 | \$ 15.24 | \$ 15.82 | \$ 16.39 | \$ 16.96 | \$ 17.54 | \$ 18.11 | \$ 18.68 | 2 |
| 3 | \$ 16.16 | \$ 16.77 | \$ 17.37 | \$ 17.98 | \$ 18.59 | \$ 19.20 | \$ 19.79 | 3 |
| 4 | \$ 17.13 | \$ 17.78 | \$ 18.42 | \$ 19.05 | \$ 19.70 | \$ 20.34 | \$ 20.99 | 4 |
| 5 | \$ 18.16 | \$ 18.84 | \$ 19.52 | \$ 20.20 | \$ 20.88 | \$ 21.56 | \$ 22.24 | 5 |
| 6 | \$ 19.24 | \$ 19.97 | \$ 20.69 | \$ 21.42 | \$ 22.14 | \$ 22.85 | \$ 23.58 | 6 |
| 7 | \$ 20.40 | \$ 21.17 | \$ 21.93 | \$ 22.70 | \$ 23.46 | \$ 24.23 | \$ 24.99 | 7 |
| 8 | \$ 21.62 | \$ 22.43 | \$ 23.25 | \$ 24.06 | \$ 24.87 | \$ 25.68 | \$ 26.50 | 8 |
| 9 | \$ 22.92 | \$ 23.78 | \$ 24.64 | \$ 25.50 | \$ 26.36 | \$ 27.22 | \$ 28.08 | 9 |
| 10 | \$ 24.30 | \$ 25.22 | \$ 26.13 | \$ 27.03 | \$ 27.94 | \$ 28.86 | \$ 29.77 | 10 |
| 11 | \$ 26.01 | \$ 26.97 | \$ 27.95 | \$ 28.93 | \$ 29.90 | \$ 30.88 | \$ 31.85 | 11 |
| 12 | \$ 27.82 | \$ 28.86 | \$ 29.91 | \$ 30.95 | \$ 31.99 | \$ 33.04 | \$ 34.08 | 12 |
| 13 | \$ 29.77 | \$ 30.89 | \$ 32.00 | \$ 33.11 | \$ 34.24 | \$ 35.35 | \$ 36.47 | 13 |
| 14 | \$ 31.86 | \$ 33.05 | \$ 34.25 | \$ 35.43 | \$ 36.63 | \$ 37.82 | \$ 39.02 | 14 |
| 15 | \$ 34.40 | \$ 35.69 | \$ 36.98 | \$ 38.27 | \$ 39.56 | \$ 40.85 | \$ 42.14 | 15 |
| 16 | \$ 37.15 | \$ 38.55 | \$ 39.93 | \$ 41.33 | \$ 42.73 | \$ 44.12 | \$ 45.51 | 16 |
| 17 | \$ 40.13 | \$ 41.63 | \$ 43.14 | \$ 44.64 | \$ 46.15 | \$ 47.65 | \$ 49.16 | 17 |
| 18 | \$ 43.34 | \$ 44.96 | \$ 46.59 | \$ 48.21 | \$ 49.84 | \$ 51.46 | \$ 53.09 | 18 |
| 19 | \$ 46.80 | \$ 48.56 | \$ 50.32 | \$ 52.07 | \$ 53.83 | \$ 55.58 | \$ 57.34 | 19 |
| 20 | \$ 50.54 | \$ 52.44 | \$ 54.33 | \$ 56.23 | \$ 58.13 | \$ 60.01 | \$ 61.91 | 20 |
| 21 | \$ 54.59 | \$ 56.64 | \$ 58.69 | \$ 60.73 | \$ 62.78 | \$ 64.83 | \$ 66.87 | 21 |
| 22 | \$ 58.96 | \$ 61.17 | \$ 63.38 | \$ 65.59 | \$ 67.80 | \$ 70.01 | \$ 72.22 | 22 |

12 year performance pay scale

2025 - 1% Increase

| Grade | A | B | C | D | E | F | G | Grade |
|-------|----------|----------|----------|----------|----------|----------|----------|-------|
| 1 | \$ 14.53 | \$ 15.07 | \$ 15.61 | \$ 16.17 | \$ 16.71 | \$ 17.25 | \$ 17.80 | 1 |
| 2 | \$ 15.40 | \$ 15.97 | \$ 16.55 | \$ 17.13 | \$ 17.71 | \$ 18.29 | \$ 18.87 | 2 |
| 3 | \$ 16.32 | \$ 16.94 | \$ 17.54 | \$ 18.16 | \$ 18.77 | \$ 19.39 | \$ 19.99 | 3 |
| 4 | \$ 17.30 | \$ 17.95 | \$ 18.60 | \$ 19.24 | \$ 19.90 | \$ 20.55 | \$ 21.20 | 4 |
| 5 | \$ 18.34 | \$ 19.03 | \$ 19.71 | \$ 20.40 | \$ 21.09 | \$ 21.78 | \$ 22.47 | 5 |
| 6 | \$ 19.44 | \$ 20.17 | \$ 20.90 | \$ 21.63 | \$ 22.36 | \$ 23.08 | \$ 23.82 | 6 |
| 7 | \$ 20.61 | \$ 21.38 | \$ 22.15 | \$ 22.92 | \$ 23.70 | \$ 24.47 | \$ 25.24 | 7 |
| 8 | \$ 21.84 | \$ 22.66 | \$ 23.48 | \$ 24.30 | \$ 25.12 | \$ 25.94 | \$ 26.76 | 8 |
| 9 | \$ 23.15 | \$ 24.02 | \$ 24.89 | \$ 25.76 | \$ 26.63 | \$ 27.50 | \$ 28.37 | 9 |
| 10 | \$ 24.54 | \$ 25.47 | \$ 26.39 | \$ 27.30 | \$ 28.22 | \$ 29.15 | \$ 30.07 | 10 |
| 11 | \$ 26.27 | \$ 27.24 | \$ 28.23 | \$ 29.22 | \$ 30.20 | \$ 31.19 | \$ 32.17 | 11 |
| 12 | \$ 28.10 | \$ 29.15 | \$ 30.21 | \$ 31.26 | \$ 32.31 | \$ 33.37 | \$ 34.42 | 12 |
| 13 | \$ 30.07 | \$ 31.20 | \$ 32.32 | \$ 33.44 | \$ 34.58 | \$ 35.70 | \$ 36.84 | 13 |
| 14 | \$ 32.18 | \$ 33.38 | \$ 34.59 | \$ 35.79 | \$ 36.99 | \$ 38.20 | \$ 39.41 | 14 |
| 15 | \$ 34.75 | \$ 36.05 | \$ 37.35 | \$ 38.66 | \$ 39.96 | \$ 41.26 | \$ 42.57 | 15 |
| 16 | \$ 37.52 | \$ 38.93 | \$ 40.33 | \$ 41.75 | \$ 43.16 | \$ 44.56 | \$ 45.97 | 16 |
| 17 | \$ 40.53 | \$ 42.05 | \$ 43.57 | \$ 45.09 | \$ 46.61 | \$ 48.13 | \$ 49.65 | 17 |
| 18 | \$ 43.77 | \$ 45.41 | \$ 47.05 | \$ 48.70 | \$ 50.34 | \$ 51.98 | \$ 53.62 | 18 |
| 19 | \$ 47.27 | \$ 49.05 | \$ 50.82 | \$ 52.59 | \$ 54.37 | \$ 56.14 | \$ 57.91 | 19 |
| 20 | \$ 51.05 | \$ 52.96 | \$ 54.87 | \$ 56.79 | \$ 58.71 | \$ 60.61 | \$ 62.53 | 20 |
| 21 | \$ 55.14 | \$ 57.20 | \$ 59.28 | \$ 61.34 | \$ 63.40 | \$ 65.48 | \$ 67.54 | 21 |
| 22 | \$ 59.55 | \$ 61.79 | \$ 64.02 | \$ 66.25 | \$ 68.48 | \$ 70.71 | \$ 72.95 | 22 |

15 year performance pay scale

2025 - 2% Increase

| Grade | A | B | C | D | E | F | G | Grade |
|-------|----------|----------|----------|----------|----------|----------|----------|-------|
| 1 | \$ 14.82 | \$ 15.37 | \$ 15.92 | \$ 16.49 | \$ 17.04 | \$ 17.60 | \$ 18.15 | 1 |
| 2 | \$ 15.70 | \$ 16.29 | \$ 16.88 | \$ 17.48 | \$ 18.07 | \$ 18.66 | \$ 19.25 | 2 |
| 3 | \$ 16.65 | \$ 17.28 | \$ 17.89 | \$ 18.52 | \$ 19.15 | \$ 19.78 | \$ 20.39 | 3 |
| 4 | \$ 17.65 | \$ 18.31 | \$ 18.98 | \$ 19.63 | \$ 20.29 | \$ 20.96 | \$ 21.62 | 4 |
| 5 | \$ 18.71 | \$ 19.41 | \$ 20.11 | \$ 20.81 | \$ 21.51 | \$ 22.21 | \$ 22.91 | 5 |
| 6 | \$ 19.83 | \$ 20.58 | \$ 21.31 | \$ 22.07 | \$ 22.80 | \$ 23.54 | \$ 24.29 | 6 |
| 7 | \$ 21.02 | \$ 21.81 | \$ 22.59 | \$ 23.38 | \$ 24.17 | \$ 24.96 | \$ 25.75 | 7 |
| 8 | \$ 22.27 | \$ 23.11 | \$ 23.95 | \$ 24.79 | \$ 25.62 | \$ 26.46 | \$ 27.30 | 8 |
| 9 | \$ 23.62 | \$ 24.50 | \$ 25.39 | \$ 26.27 | \$ 27.16 | \$ 28.05 | \$ 28.93 | 9 |
| 10 | \$ 25.03 | \$ 25.98 | \$ 26.91 | \$ 27.85 | \$ 28.79 | \$ 29.73 | \$ 30.67 | 10 |
| 11 | \$ 26.79 | \$ 27.79 | \$ 28.80 | \$ 29.81 | \$ 30.80 | \$ 31.81 | \$ 32.81 | 11 |
| 12 | \$ 28.66 | \$ 29.73 | \$ 30.82 | \$ 31.89 | \$ 32.96 | \$ 34.04 | \$ 35.11 | 12 |
| 13 | \$ 30.67 | \$ 31.82 | \$ 32.97 | \$ 34.11 | \$ 35.27 | \$ 36.42 | \$ 37.57 | 13 |
| 14 | \$ 32.82 | \$ 34.05 | \$ 35.28 | \$ 36.50 | \$ 37.73 | \$ 38.96 | \$ 40.19 | 14 |
| 15 | \$ 35.44 | \$ 36.77 | \$ 38.10 | \$ 39.43 | \$ 40.76 | \$ 42.09 | \$ 43.42 | 15 |
| 16 | \$ 38.27 | \$ 39.71 | \$ 41.14 | \$ 42.58 | \$ 44.02 | \$ 45.45 | \$ 46.89 | 16 |
| 17 | \$ 41.34 | \$ 42.89 | \$ 44.44 | \$ 45.99 | \$ 47.54 | \$ 49.09 | \$ 50.64 | 17 |
| 18 | \$ 44.65 | \$ 46.32 | \$ 48.00 | \$ 49.67 | \$ 51.34 | \$ 53.02 | \$ 54.69 | 18 |
| 19 | \$ 48.22 | \$ 50.03 | \$ 51.84 | \$ 53.64 | \$ 55.45 | \$ 57.26 | \$ 59.07 | 19 |
| 20 | \$ 52.07 | \$ 54.02 | \$ 55.97 | \$ 57.92 | \$ 59.88 | \$ 61.83 | \$ 63.78 | 20 |
| 21 | \$ 56.24 | \$ 58.35 | \$ 60.46 | \$ 62.57 | \$ 64.67 | \$ 66.79 | \$ 68.89 | 21 |
| 22 | \$ 60.75 | \$ 63.02 | \$ 65.30 | \$ 67.58 | \$ 69.85 | \$ 72.13 | \$ 74.41 | 22 |

| 2026 - 3.5% Increase | | | | | | | | |
|------------------------------|----------|----------|----------|----------|----------|----------|----------|-------|
| Grade | A | B | C | D | E | F | G | Grade |
| 1 | \$ 14.74 | \$ 15.29 | \$ 15.84 | \$ 16.40 | \$ 16.95 | \$ 17.51 | \$ 18.06 | 1 |
| 2 | \$ 15.62 | \$ 16.21 | \$ 16.80 | \$ 17.38 | \$ 17.97 | \$ 18.56 | \$ 19.15 | 2 |
| 3 | \$ 16.56 | \$ 17.19 | \$ 17.80 | \$ 18.42 | \$ 19.05 | \$ 19.67 | \$ 20.28 | 3 |
| 4 | \$ 17.55 | \$ 18.22 | \$ 18.88 | \$ 19.53 | \$ 20.19 | \$ 20.85 | \$ 21.51 | 4 |
| 5 | \$ 18.61 | \$ 19.30 | \$ 20.00 | \$ 20.70 | \$ 21.40 | \$ 22.10 | \$ 22.79 | 5 |
| 6 | \$ 19.72 | \$ 20.47 | \$ 21.20 | \$ 21.95 | \$ 22.68 | \$ 23.42 | \$ 24.16 | 6 |
| 7 | \$ 20.91 | \$ 21.69 | \$ 22.48 | \$ 23.26 | \$ 24.04 | \$ 24.83 | \$ 25.61 | 7 |
| 8 | \$ 22.16 | \$ 22.99 | \$ 23.82 | \$ 24.65 | \$ 25.49 | \$ 26.32 | \$ 27.15 | 8 |
| 9 | \$ 23.49 | \$ 24.37 | \$ 25.25 | \$ 26.14 | \$ 27.02 | \$ 27.90 | \$ 28.78 | 9 |
| 10 | \$ 24.90 | \$ 25.84 | \$ 26.77 | \$ 27.70 | \$ 28.63 | \$ 29.58 | \$ 30.51 | 10 |
| 11 | \$ 26.65 | \$ 27.64 | \$ 28.65 | \$ 29.65 | \$ 30.64 | \$ 31.64 | \$ 32.64 | 11 |
| 12 | \$ 28.51 | \$ 29.58 | \$ 30.65 | \$ 31.72 | \$ 32.78 | \$ 33.86 | \$ 34.93 | 12 |
| 13 | \$ 30.51 | \$ 31.66 | \$ 32.79 | \$ 33.93 | \$ 35.08 | \$ 36.22 | \$ 37.37 | 13 |
| 14 | \$ 32.65 | \$ 33.87 | \$ 35.10 | \$ 36.31 | \$ 37.53 | \$ 38.76 | \$ 39.98 | 14 |
| 15 | \$ 35.26 | \$ 36.58 | \$ 37.90 | \$ 39.22 | \$ 40.54 | \$ 41.87 | \$ 43.19 | 15 |
| 16 | \$ 38.07 | \$ 39.50 | \$ 40.92 | \$ 42.36 | \$ 43.79 | \$ 45.21 | \$ 46.64 | 16 |
| 17 | \$ 41.12 | \$ 42.66 | \$ 44.20 | \$ 45.75 | \$ 47.29 | \$ 48.83 | \$ 50.37 | 17 |
| 18 | \$ 44.41 | \$ 46.08 | \$ 47.74 | \$ 49.41 | \$ 51.07 | \$ 52.74 | \$ 54.40 | 18 |
| 19 | \$ 47.96 | \$ 49.76 | \$ 51.56 | \$ 53.36 | \$ 55.16 | \$ 56.96 | \$ 58.76 | 19 |
| 20 | \$ 51.79 | \$ 53.74 | \$ 55.67 | \$ 57.62 | \$ 59.56 | \$ 61.50 | \$ 63.45 | 20 |
| 21 | \$ 55.94 | \$ 58.04 | \$ 60.14 | \$ 62.24 | \$ 64.33 | \$ 66.43 | \$ 68.53 | 21 |
| 22 | \$ 60.42 | \$ 62.69 | \$ 64.95 | \$ 67.22 | \$ 69.48 | \$ 71.75 | \$ 74.01 | 22 |
| | | | | | | | | |
| | | | | | | | | |
| 9 year performance pay scale | | | | | | | | |
| 2026 - 1% Increase | | | | | | | | |
| Grade | A | B | C | D | E | F | G | Grade |
| 1 | \$ 14.89 | \$ 15.44 | \$ 16.00 | \$ 16.57 | \$ 17.12 | \$ 17.68 | \$ 18.24 | 1 |
| 2 | \$ 15.78 | \$ 16.37 | \$ 16.96 | \$ 17.56 | \$ 18.15 | \$ 18.74 | \$ 19.34 | 2 |
| 3 | \$ 16.73 | \$ 17.36 | \$ 17.98 | \$ 18.61 | \$ 19.24 | \$ 19.87 | \$ 20.49 | 3 |
| 4 | \$ 17.73 | \$ 18.40 | \$ 19.07 | \$ 19.72 | \$ 20.39 | \$ 21.06 | \$ 21.72 | 4 |
| 5 | \$ 18.79 | \$ 19.50 | \$ 20.20 | \$ 20.91 | \$ 21.61 | \$ 22.32 | \$ 23.02 | 5 |
| 6 | \$ 19.92 | \$ 20.67 | \$ 21.41 | \$ 22.17 | \$ 22.91 | \$ 23.65 | \$ 24.41 | 6 |
| 7 | \$ 21.12 | \$ 21.91 | \$ 22.70 | \$ 23.49 | \$ 24.28 | \$ 25.07 | \$ 25.87 | 7 |
| 8 | \$ 22.38 | \$ 23.22 | \$ 24.06 | \$ 24.90 | \$ 25.74 | \$ 26.58 | \$ 27.42 | 8 |
| 9 | \$ 23.73 | \$ 24.62 | \$ 25.51 | \$ 26.40 | \$ 27.29 | \$ 28.18 | \$ 29.07 | 9 |
| 10 | \$ 25.15 | \$ 26.10 | \$ 27.04 | \$ 27.98 | \$ 28.92 | \$ 29.87 | \$ 30.81 | 10 |
| 11 | \$ 26.92 | \$ 27.92 | \$ 28.93 | \$ 29.95 | \$ 30.95 | \$ 31.96 | \$ 32.96 | 11 |
| 12 | \$ 28.80 | \$ 29.87 | \$ 30.96 | \$ 32.03 | \$ 33.11 | \$ 34.20 | \$ 35.27 | 12 |
| 13 | \$ 30.81 | \$ 31.97 | \$ 33.12 | \$ 34.27 | \$ 35.43 | \$ 36.58 | \$ 37.75 | 13 |
| 14 | \$ 32.97 | \$ 34.21 | \$ 35.45 | \$ 36.67 | \$ 37.91 | \$ 39.14 | \$ 40.38 | 14 |
| 15 | \$ 35.61 | \$ 36.94 | \$ 38.28 | \$ 39.61 | \$ 40.95 | \$ 42.28 | \$ 43.62 | 15 |
| 16 | \$ 38.45 | \$ 39.90 | \$ 41.33 | \$ 42.78 | \$ 44.23 | \$ 45.66 | \$ 47.11 | 16 |
| 17 | \$ 41.53 | \$ 43.09 | \$ 44.65 | \$ 46.20 | \$ 47.76 | \$ 49.32 | \$ 50.88 | 17 |
| 18 | \$ 44.86 | \$ 46.54 | \$ 48.22 | \$ 49.90 | \$ 51.58 | \$ 53.26 | \$ 54.95 | 18 |
| 19 | \$ 48.44 | \$ 50.26 | \$ 52.08 | \$ 53.89 | \$ 55.71 | \$ 57.53 | \$ 59.35 | 19 |
| 20 | \$ 52.31 | \$ 54.28 | \$ 56.23 | \$ 58.20 | \$ 60.16 | \$ 62.12 | \$ 64.08 | 20 |
| 21 | \$ 56.50 | \$ 58.62 | \$ 60.74 | \$ 62.86 | \$ 64.97 | \$ 67.10 | \$ 69.21 | 21 |
| 22 | \$ 61.03 | \$ 63.32 | \$ 65.60 | \$ 67.89 | \$ 70.18 | \$ 72.46 | \$ 74.75 | 22 |

| 12 year performance pay scale | | | | | | | | |
|-------------------------------|----------|----------|----------|----------|----------|----------|----------|-------|
| 2026 - 1% Increase | | | | | | | | |
| Grade | A | B | C | D | E | F | G | Grade |
| 1 | \$ 15.04 | \$ 15.60 | \$ 16.16 | \$ 16.73 | \$ 17.30 | \$ 17.86 | \$ 18.42 | 1 |
| 2 | \$ 15.93 | \$ 16.53 | \$ 17.13 | \$ 17.73 | \$ 18.33 | \$ 18.93 | \$ 19.53 | 2 |
| 3 | \$ 16.90 | \$ 17.53 | \$ 18.16 | \$ 18.79 | \$ 19.43 | \$ 20.07 | \$ 20.69 | 3 |
| 4 | \$ 17.91 | \$ 18.58 | \$ 19.26 | \$ 19.92 | \$ 20.59 | \$ 21.27 | \$ 21.94 | 4 |
| 5 | \$ 18.98 | \$ 19.69 | \$ 20.40 | \$ 21.12 | \$ 21.83 | \$ 22.54 | \$ 23.25 | 5 |
| 6 | \$ 20.12 | \$ 20.88 | \$ 21.63 | \$ 22.39 | \$ 23.14 | \$ 23.89 | \$ 24.65 | 6 |
| 7 | \$ 21.33 | \$ 22.13 | \$ 22.93 | \$ 23.73 | \$ 24.53 | \$ 25.32 | \$ 26.12 | 7 |
| 8 | \$ 22.60 | \$ 23.45 | \$ 24.30 | \$ 25.15 | \$ 26.00 | \$ 26.85 | \$ 27.70 | 8 |
| 9 | \$ 23.96 | \$ 24.86 | \$ 25.76 | \$ 26.66 | \$ 27.56 | \$ 28.46 | \$ 29.36 | 9 |
| 10 | \$ 25.40 | \$ 26.36 | \$ 27.31 | \$ 28.26 | \$ 29.21 | \$ 30.17 | \$ 31.12 | 10 |
| 11 | \$ 27.19 | \$ 28.20 | \$ 29.22 | \$ 30.24 | \$ 31.26 | \$ 32.28 | \$ 33.29 | 11 |
| 12 | \$ 29.08 | \$ 30.17 | \$ 31.27 | \$ 32.36 | \$ 33.44 | \$ 34.54 | \$ 35.63 | 12 |
| 13 | \$ 31.12 | \$ 32.29 | \$ 33.45 | \$ 34.62 | \$ 35.79 | \$ 36.95 | \$ 38.12 | 13 |
| 14 | \$ 33.30 | \$ 34.55 | \$ 35.80 | \$ 37.04 | \$ 38.29 | \$ 39.54 | \$ 40.78 | 14 |
| 15 | \$ 35.96 | \$ 37.31 | \$ 38.66 | \$ 40.01 | \$ 41.36 | \$ 42.71 | \$ 44.06 | 15 |
| 16 | \$ 38.84 | \$ 40.30 | \$ 41.75 | \$ 43.21 | \$ 44.67 | \$ 46.12 | \$ 47.58 | 16 |
| 17 | \$ 41.95 | \$ 43.52 | \$ 45.09 | \$ 46.67 | \$ 48.24 | \$ 49.81 | \$ 51.39 | 17 |
| 18 | \$ 45.30 | \$ 47.00 | \$ 48.70 | \$ 50.40 | \$ 52.10 | \$ 53.80 | \$ 55.49 | 18 |
| 19 | \$ 48.93 | \$ 50.76 | \$ 52.60 | \$ 54.43 | \$ 56.27 | \$ 58.10 | \$ 59.94 | 19 |
| 20 | \$ 52.83 | \$ 54.82 | \$ 56.79 | \$ 58.78 | \$ 60.76 | \$ 62.74 | \$ 64.73 | 20 |
| 21 | \$ 57.07 | \$ 59.20 | \$ 61.35 | \$ 63.49 | \$ 65.62 | \$ 67.77 | \$ 69.91 | 21 |
| 22 | \$ 61.64 | \$ 63.95 | \$ 66.26 | \$ 68.57 | \$ 70.88 | \$ 73.19 | \$ 75.50 | 22 |
| | | | | | | | | |
| | | | | | | | | |
| 15 year performance pay scale | | | | | | | | |
| 2026 - 2% Increase | | | | | | | | |
| Grade | A | B | C | D | E | F | G | Grade |
| 1 | \$ 15.34 | \$ 15.91 | \$ 16.48 | \$ 17.07 | \$ 17.64 | \$ 18.21 | \$ 18.79 | 1 |
| 2 | \$ 16.25 | \$ 16.86 | \$ 17.48 | \$ 18.09 | \$ 18.70 | \$ 19.31 | \$ 19.92 | 2 |
| 3 | \$ 17.23 | \$ 17.88 | \$ 18.52 | \$ 19.17 | \$ 19.82 | \$ 20.47 | \$ 21.11 | 3 |
| 4 | \$ 18.27 | \$ 18.95 | \$ 19.64 | \$ 20.32 | \$ 21.00 | \$ 21.69 | \$ 22.38 | 4 |
| 5 | \$ 19.36 | \$ 20.09 | \$ 20.81 | \$ 21.54 | \$ 22.26 | \$ 22.99 | \$ 23.72 | 5 |
| 6 | \$ 20.52 | \$ 21.30 | \$ 22.06 | \$ 22.84 | \$ 23.60 | \$ 24.37 | \$ 25.14 | 6 |
| 7 | \$ 21.76 | \$ 22.57 | \$ 23.39 | \$ 24.20 | \$ 25.02 | \$ 25.83 | \$ 26.65 | 7 |
| 8 | \$ 23.05 | \$ 23.92 | \$ 24.79 | \$ 25.65 | \$ 26.52 | \$ 27.39 | \$ 28.25 | 8 |
| 9 | \$ 24.44 | \$ 25.36 | \$ 26.28 | \$ 27.19 | \$ 28.11 | \$ 29.03 | \$ 29.95 | 9 |
| 10 | \$ 25.91 | \$ 26.89 | \$ 27.86 | \$ 28.82 | \$ 29.79 | \$ 30.77 | \$ 31.74 | 10 |
| 11 | \$ 27.73 | \$ 28.76 | \$ 29.81 | \$ 30.85 | \$ 31.88 | \$ 32.93 | \$ 33.96 | 11 |
| 12 | \$ 29.67 | \$ 30.77 | \$ 31.89 | \$ 33.00 | \$ 34.11 | \$ 35.23 | \$ 36.34 | 12 |
| 13 | \$ 31.74 | \$ 32.94 | \$ 34.12 | \$ 35.31 | \$ 36.51 | \$ 37.69 | \$ 38.89 | 13 |
| 14 | \$ 33.97 | \$ 35.24 | \$ 36.52 | \$ 37.78 | \$ 39.05 | \$ 40.33 | \$ 41.60 | 14 |
| 15 | \$ 36.68 | \$ 38.06 | \$ 39.43 | \$ 40.81 | \$ 42.19 | \$ 43.56 | \$ 44.94 | 15 |
| 16 | \$ 39.61 | \$ 41.10 | \$ 42.58 | \$ 44.07 | \$ 45.56 | \$ 47.04 | \$ 48.53 | 16 |
| 17 | \$ 42.78 | \$ 44.39 | \$ 45.99 | \$ 47.60 | \$ 49.20 | \$ 50.81 | \$ 52.41 | 17 |
| 18 | \$ 46.21 | \$ 47.94 | \$ 49.68 | \$ 51.41 | \$ 53.14 | \$ 54.87 | \$ 56.60 | 18 |
| 19 | \$ 49.90 | \$ 51.78 | \$ 53.65 | \$ 55.52 | \$ 57.39 | \$ 59.27 | \$ 61.14 | 19 |
| 20 | \$ 53.89 | \$ 55.92 | \$ 57.92 | \$ 59.95 | \$ 61.97 | \$ 63.99 | \$ 66.02 | 20 |
| 21 | \$ 58.21 | \$ 60.39 | \$ 62.58 | \$ 64.76 | \$ 66.93 | \$ 69.13 | \$ 71.30 | 21 |
| 22 | \$ 62.87 | \$ 65.23 | \$ 67.58 | \$ 69.94 | \$ 72.30 | \$ 74.65 | \$ 77.01 | 22 |

| 2027 - 3% Increase | | | | | | | | |
|--------------------|---------|---------|---------|---------|---------|---------|---------|-------|
| Grade | A | B | C | D | E | F | G | Grade |
| 1 | \$15.18 | \$15.75 | \$16.32 | \$16.90 | \$17.46 | \$18.03 | \$18.60 | 1 |
| 2 | \$16.09 | \$16.69 | \$17.30 | \$17.90 | \$18.51 | \$19.11 | \$19.72 | 2 |
| 3 | \$17.06 | \$17.70 | \$18.33 | \$18.98 | \$19.62 | \$20.26 | \$20.89 | 3 |
| 4 | \$18.08 | \$18.76 | \$19.44 | \$20.11 | \$20.79 | \$21.47 | \$22.15 | 4 |
| 5 | \$19.17 | \$19.88 | \$20.60 | \$21.32 | \$22.04 | \$22.76 | \$23.48 | 5 |
| 6 | \$20.31 | \$21.08 | \$21.84 | \$22.61 | \$23.36 | \$24.12 | \$24.89 | 6 |
| 7 | \$21.54 | \$22.34 | \$23.15 | \$23.96 | \$24.76 | \$25.57 | \$26.38 | 7 |
| 8 | \$22.82 | \$23.68 | \$24.54 | \$25.39 | \$26.25 | \$27.11 | \$27.97 | 8 |
| 9 | \$24.20 | \$25.10 | \$26.01 | \$26.92 | \$27.83 | \$28.74 | \$29.64 | 9 |
| 10 | \$25.65 | \$26.62 | \$27.58 | \$28.53 | \$29.49 | \$30.46 | \$31.42 | 10 |
| 11 | \$27.45 | \$28.47 | \$29.50 | \$30.54 | \$31.56 | \$32.59 | \$33.61 | 11 |
| 12 | \$29.37 | \$30.46 | \$31.57 | \$32.67 | \$33.77 | \$34.88 | \$35.97 | 12 |
| 13 | \$31.42 | \$32.61 | \$33.78 | \$34.95 | \$36.14 | \$37.31 | \$38.49 | 13 |
| 14 | \$33.63 | \$34.89 | \$36.15 | \$37.40 | \$38.66 | \$39.92 | \$41.18 | 14 |
| 15 | \$36.31 | \$37.67 | \$39.04 | \$40.40 | \$41.76 | \$43.12 | \$44.48 | 15 |
| 16 | \$39.21 | \$40.69 | \$42.15 | \$43.63 | \$45.10 | \$46.56 | \$48.04 | 16 |
| 17 | \$42.35 | \$43.94 | \$45.53 | \$47.12 | \$48.71 | \$50.30 | \$51.88 | 17 |
| 18 | \$45.74 | \$47.46 | \$49.17 | \$50.89 | \$52.60 | \$54.32 | \$56.03 | 18 |
| 19 | \$49.40 | \$51.25 | \$53.11 | \$54.96 | \$56.82 | \$58.67 | \$60.52 | 19 |
| 20 | \$53.35 | \$55.35 | \$57.34 | \$59.35 | \$61.35 | \$63.35 | \$65.35 | 20 |
| 21 | \$57.62 | \$59.78 | \$61.95 | \$64.10 | \$66.26 | \$68.43 | \$70.58 | 21 |
| 22 | \$62.24 | \$64.57 | \$66.90 | \$69.23 | \$71.57 | \$73.90 | \$76.23 | 22 |
| | | | | | | | | |
| | | | | | | | | |

9 year performance pay scale

| 2027 - 1% Increase | | | | | | | | |
|--------------------|---------|---------|---------|---------|---------|---------|---------|-------|
| Grade | A | B | C | D | E | F | G | Grade |
| 1 | \$15.33 | \$15.91 | \$16.48 | \$17.06 | \$17.64 | \$18.21 | \$18.78 | 1 |
| 2 | \$16.25 | \$16.86 | \$17.47 | \$18.08 | \$18.69 | \$19.31 | \$19.92 | 2 |
| 3 | \$17.23 | \$17.88 | \$18.52 | \$19.17 | \$19.82 | \$20.46 | \$21.10 | 3 |
| 4 | \$18.26 | \$18.95 | \$19.64 | \$20.31 | \$21.00 | \$21.69 | \$22.38 | 4 |
| 5 | \$19.36 | \$20.08 | \$20.81 | \$21.53 | \$22.26 | \$22.99 | \$23.71 | 5 |
| 6 | \$20.52 | \$21.29 | \$22.06 | \$22.83 | \$23.60 | \$24.36 | \$25.14 | 6 |
| 7 | \$21.75 | \$22.57 | \$23.38 | \$24.20 | \$25.01 | \$25.83 | \$26.64 | 7 |
| 8 | \$23.05 | \$23.92 | \$24.78 | \$25.65 | \$26.51 | \$27.38 | \$28.25 | 8 |
| 9 | \$24.44 | \$25.36 | \$26.27 | \$27.19 | \$28.11 | \$29.02 | \$29.94 | 9 |
| 10 | \$25.90 | \$26.88 | \$27.85 | \$28.82 | \$29.79 | \$30.77 | \$31.74 | 10 |
| 11 | \$27.72 | \$28.76 | \$29.80 | \$30.84 | \$31.88 | \$32.92 | \$33.95 | 11 |
| 12 | \$29.66 | \$30.77 | \$31.89 | \$33.00 | \$34.10 | \$35.22 | \$36.33 | 12 |
| 13 | \$31.74 | \$32.93 | \$34.12 | \$35.30 | \$36.50 | \$37.68 | \$38.88 | 13 |
| 14 | \$33.96 | \$35.24 | \$36.51 | \$37.77 | \$39.04 | \$40.32 | \$41.59 | 14 |
| 15 | \$36.68 | \$38.05 | \$39.43 | \$40.80 | \$42.18 | \$43.55 | \$44.93 | 15 |
| 16 | \$39.61 | \$41.10 | \$42.57 | \$44.06 | \$45.55 | \$47.03 | \$48.52 | 16 |
| 17 | \$42.78 | \$44.38 | \$45.99 | \$47.59 | \$49.19 | \$50.80 | \$52.40 | 17 |
| 18 | \$46.20 | \$47.93 | \$49.67 | \$51.40 | \$53.13 | \$54.86 | \$56.59 | 18 |
| 19 | \$49.90 | \$51.77 | \$53.64 | \$55.51 | \$57.38 | \$59.26 | \$61.13 | 19 |
| 20 | \$53.88 | \$55.91 | \$57.91 | \$59.94 | \$61.96 | \$63.98 | \$66.01 | 20 |
| 21 | \$58.20 | \$60.38 | \$62.57 | \$64.74 | \$66.92 | \$69.11 | \$71.29 | 21 |
| 22 | \$62.86 | \$65.22 | \$67.57 | \$69.93 | \$72.28 | \$74.64 | \$76.99 | 22 |

| 12 year performance pay scale | | | | | | | | |
|-------------------------------|---------|---------|---------|---------|---------|---------|---------|-------|
| 2027 - 1% Increase | | | | | | | | |
| Grade | A | B | C | D | E | F | G | Grade |
| 1 | \$15.49 | \$16.06 | \$16.64 | \$17.24 | \$17.81 | \$18.39 | \$18.97 | 1 |
| 2 | \$16.41 | \$17.03 | \$17.65 | \$18.26 | \$18.88 | \$19.50 | \$20.12 | 2 |
| 3 | \$17.40 | \$18.06 | \$18.70 | \$19.36 | \$20.01 | \$20.67 | \$21.31 | 3 |
| 4 | \$18.44 | \$19.14 | \$19.83 | \$20.52 | \$21.21 | \$21.90 | \$22.60 | 4 |
| 5 | \$19.55 | \$20.28 | \$21.02 | \$21.75 | \$22.48 | \$23.22 | \$23.95 | 5 |
| 6 | \$20.72 | \$21.51 | \$22.28 | \$23.06 | \$23.83 | \$24.61 | \$25.39 | 6 |
| 7 | \$21.97 | \$22.79 | \$23.61 | \$24.44 | \$25.26 | \$26.08 | \$26.91 | 7 |
| 8 | \$23.28 | \$24.16 | \$25.03 | \$25.90 | \$26.78 | \$27.65 | \$28.53 | 8 |
| 9 | \$24.68 | \$25.61 | \$26.53 | \$27.46 | \$28.39 | \$29.31 | \$30.24 | 9 |
| 10 | \$26.16 | \$27.15 | \$28.13 | \$29.11 | \$30.08 | \$31.08 | \$32.05 | 10 |
| 11 | \$28.00 | \$29.04 | \$30.10 | \$31.15 | \$32.19 | \$33.25 | \$34.29 | 11 |
| 12 | \$29.96 | \$31.08 | \$32.21 | \$33.33 | \$34.44 | \$35.58 | \$36.70 | 12 |
| 13 | \$32.05 | \$33.26 | \$34.46 | \$35.65 | \$36.86 | \$38.06 | \$39.27 | 13 |
| 14 | \$34.30 | \$35.59 | \$36.88 | \$38.15 | \$39.44 | \$40.72 | \$42.01 | 14 |
| 15 | \$37.04 | \$38.43 | \$39.82 | \$41.21 | \$42.60 | \$43.99 | \$45.38 | 15 |
| 16 | \$40.00 | \$41.51 | \$43.00 | \$44.50 | \$46.01 | \$47.50 | \$49.00 | 16 |
| 17 | \$43.20 | \$44.82 | \$46.45 | \$48.07 | \$49.69 | \$51.31 | \$52.93 | 17 |
| 18 | \$46.66 | \$48.41 | \$50.16 | \$51.91 | \$53.66 | \$55.41 | \$57.16 | 18 |
| 19 | \$50.39 | \$52.28 | \$54.18 | \$56.07 | \$57.96 | \$59.85 | \$61.74 | 19 |
| 20 | \$54.42 | \$56.46 | \$58.49 | \$60.54 | \$62.58 | \$64.62 | \$66.67 | 20 |
| 21 | \$58.78 | \$60.98 | \$63.19 | \$65.39 | \$67.59 | \$69.80 | \$72.00 | 21 |
| 22 | \$63.49 | \$65.87 | \$68.25 | \$70.63 | \$73.01 | \$75.39 | \$77.76 | 22 |
| | | | | | | | | |
| | | | | | | | | |
| 15 year performance pay scale | | | | | | | | |
| 2027 - 2% Increase | | | | | | | | |
| Grade | A | B | C | D | E | F | G | Grade |
| 1 | \$15.80 | \$16.39 | \$16.98 | \$17.58 | \$18.17 | \$18.76 | \$19.35 | 1 |
| 2 | \$16.74 | \$17.37 | \$18.00 | \$18.63 | \$19.26 | \$19.89 | \$20.52 | 2 |
| 3 | \$17.75 | \$18.42 | \$19.08 | \$19.74 | \$20.41 | \$21.08 | \$21.74 | 3 |
| 4 | \$18.81 | \$19.52 | \$20.23 | \$20.93 | \$21.63 | \$22.34 | \$23.05 | 4 |
| 5 | \$19.94 | \$20.69 | \$21.44 | \$22.18 | \$22.93 | \$23.68 | \$24.43 | 5 |
| 6 | \$21.14 | \$21.94 | \$22.72 | \$23.52 | \$24.31 | \$25.10 | \$25.90 | 6 |
| 7 | \$22.41 | \$23.25 | \$24.09 | \$24.93 | \$25.77 | \$26.61 | \$27.45 | 7 |
| 8 | \$23.75 | \$24.64 | \$25.53 | \$26.42 | \$27.31 | \$28.21 | \$29.10 | 8 |
| 9 | \$25.18 | \$26.12 | \$27.07 | \$28.01 | \$28.95 | \$29.90 | \$30.84 | 9 |
| 10 | \$26.68 | \$27.70 | \$28.69 | \$29.69 | \$30.69 | \$31.70 | \$32.69 | 10 |
| 11 | \$28.56 | \$29.62 | \$30.70 | \$31.78 | \$32.84 | \$33.91 | \$34.98 | 11 |
| 12 | \$30.56 | \$31.70 | \$32.85 | \$33.99 | \$35.13 | \$36.29 | \$37.43 | 12 |
| 13 | \$32.69 | \$33.93 | \$35.15 | \$36.37 | \$37.60 | \$38.82 | \$40.05 | 13 |
| 14 | \$34.99 | \$36.30 | \$37.61 | \$38.91 | \$40.22 | \$41.54 | \$42.85 | 14 |
| 15 | \$37.78 | \$39.20 | \$40.62 | \$42.03 | \$43.45 | \$44.87 | \$46.29 | 15 |
| 16 | \$40.80 | \$42.34 | \$43.86 | \$45.39 | \$46.93 | \$48.45 | \$49.99 | 16 |
| 17 | \$44.07 | \$45.72 | \$47.37 | \$49.03 | \$50.68 | \$52.33 | \$53.99 | 17 |
| 18 | \$47.60 | \$49.38 | \$51.17 | \$52.95 | \$54.73 | \$56.52 | \$58.30 | 18 |
| 19 | \$51.40 | \$53.33 | \$55.26 | \$57.19 | \$59.12 | \$61.04 | \$62.97 | 19 |
| 20 | \$55.51 | \$57.59 | \$59.66 | \$61.75 | \$63.83 | \$65.91 | \$68.00 | 20 |
| 21 | \$59.96 | \$62.20 | \$64.46 | \$66.70 | \$68.94 | \$71.20 | \$73.44 | 21 |
| 22 | \$64.76 | \$67.18 | \$69.61 | \$72.04 | \$74.47 | \$76.89 | \$79.32 | 22 |

APPENDIX B

The County will review all bargaining unit positions prior to July 2023 and if duties and responsibilities of the position warrant a grade change, the change will be effective July 1, 2023. This is a one-time non-precedent setting offer that will not be repeated. Going forward, position evaluations will follow the County policy on timing of position description reviews.