



Board of County Commissioners Agenda Request

2R
Agenda Item #

Requested Meeting Date: 3/24/2015

Title of Item: AFSCME HHS Unit MOA, Wage Scale Update

<input type="checkbox"/> REGULAR AGENDA <input checked="" type="checkbox"/> CONSENT AGENDA <input type="checkbox"/> INFORMATION ONLY	Action Requested: <input checked="" type="checkbox"/> Approve/Deny Motion <input type="checkbox"/> Adopt Resolution (attach draft) <i>*provide copy of hearing notice that was published</i>	<input type="checkbox"/> Direction Requested <input type="checkbox"/> Discussion Item <input type="checkbox"/> Hold Public Hearing*
Submitted by: Bobbie Danielson, HR Director		Department: Administration
Presenter (Name and Title): Nathan Burkett, County Administrator		Estimated Time Needed: n/a, consent agenda
Summary of Issue: Please see attached. The AFSCME HHS Agreement did not contain a Grade 6 wage scale. There were no Grade 6 positions in that unit at the time negotiations took place. The Child Support Officer was increased from a Grade 5 to a Grade 6 during the job appeal process. All units are now settled, so we are requesting to insert the entire uniform wage scale at this time (2015 and 2016).		
Alternatives, Options, Effects on Others/Comments:		
Recommended Action/Motion: Motion to authorize the Board Chair to sign MOA as presented.		
Financial Impact: <i>Is there a cost associated with this request?</i> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <i>What is the total cost, with tax and shipping? \$</i> <i>Is this budgeted?</i> <input type="checkbox"/> Yes <input type="checkbox"/> No <i>Please Explain:</i>		

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

MEMORANDUM OF AGREEMENT (WAGE SCALE)

This Memorandum of Agreement is entered into between Aitkin County (hereafter "County") and Local No. 1283, AFSCME Council 65, AFL-CIO (hereafter "Union").

WHEREAS, the County and the Union are parties to a collective bargaining agreement negotiated pursuant to the Public Employment Labor Relations Act; and

WHEREAS, during negotiations for the 2015-2016 collective bargaining agreement, the parties negotiated wage scales based on job classifications in effect at the time. Since ratification, the uniform compensation schedule has been adopted by the Board and adjustments have been made following the job appeals process.

NOW, THEREFORE, the parties agree as follows:

1. The parties agree to update the 2015-2016 wage scales as attached.
2. This Memorandum of Agreement constitutes the complete and total agreement of the parties regarding this matter.

IN WITNESS WHEREOF, the parties have caused this Memorandum of Agreement to be executed this 24th day of March, 2015.

BOARD OF COMMISSIONERS
COUNTY OF AITKIN, MINNESOTA
COUNTY OF AITKIN

LOCAL UNION NO. 1283
AFSCME, AFL-CIO

Board Chair

AFSCME Staff Representative

2015

Grade	Min/A	B	C	D	E	F	G	H	I	J	K	L	M	N	Max/O
20	\$ 40.30	\$ 41.50	\$ 42.74	\$ 44.01	\$ 45.32	\$ 46.67	\$ 48.06	\$ 49.49	\$ 50.97	\$ 52.49	\$ 54.06	\$ 55.67	\$ 57.33	\$ 59.04	\$ 60.30
19	\$ 38.80	\$ 39.96	\$ 41.14	\$ 42.37	\$ 43.63	\$ 44.93	\$ 46.27	\$ 47.65	\$ 49.07	\$ 50.53	\$ 52.04	\$ 53.59	\$ 55.19	\$ 56.84	\$ 58.05
18	\$ 37.30	\$ 38.41	\$ 39.55	\$ 40.73	\$ 41.94	\$ 43.19	\$ 44.48	\$ 45.81	\$ 47.17	\$ 48.58	\$ 50.02	\$ 51.52	\$ 53.05	\$ 54.64	\$ 55.80
17	\$ 35.80	\$ 36.87	\$ 37.96	\$ 39.09	\$ 40.26	\$ 41.45	\$ 42.69	\$ 43.96	\$ 45.27	\$ 46.62	\$ 48.01	\$ 49.44	\$ 50.91	\$ 52.43	\$ 53.55
16	\$ 34.30	\$ 35.32	\$ 36.37	\$ 37.45	\$ 38.57	\$ 39.72	\$ 40.90	\$ 42.12	\$ 43.37	\$ 44.66	\$ 45.99	\$ 47.36	\$ 48.78	\$ 50.23	\$ 51.30
15	\$ 32.80	\$ 33.78	\$ 34.78	\$ 35.81	\$ 36.88	\$ 37.98	\$ 39.11	\$ 40.27	\$ 41.47	\$ 42.71	\$ 43.98	\$ 45.29	\$ 46.64	\$ 48.03	\$ 49.05
14	\$ 31.30	\$ 32.23	\$ 33.19	\$ 34.17	\$ 35.19	\$ 36.24	\$ 37.32	\$ 38.43	\$ 39.57	\$ 40.75	\$ 41.96	\$ 43.21	\$ 44.50	\$ 45.82	\$ 46.80
13	\$ 29.80	\$ 30.69	\$ 31.60	\$ 32.54	\$ 33.50	\$ 34.50	\$ 35.52	\$ 36.58	\$ 37.67	\$ 38.79	\$ 39.95	\$ 41.13	\$ 42.36	\$ 43.62	\$ 44.55
12	\$ 28.30	\$ 29.14	\$ 30.01	\$ 30.90	\$ 31.81	\$ 32.76	\$ 33.73	\$ 34.74	\$ 35.77	\$ 36.83	\$ 37.93	\$ 39.06	\$ 40.22	\$ 41.42	\$ 42.30
11	\$ 26.80	\$ 27.60	\$ 28.41	\$ 29.26	\$ 30.13	\$ 31.02	\$ 31.94	\$ 32.89	\$ 33.87	\$ 34.88	\$ 35.91	\$ 36.98	\$ 38.08	\$ 39.22	\$ 40.05
10	\$ 25.30	\$ 26.05	\$ 26.82	\$ 27.62	\$ 28.44	\$ 29.28	\$ 30.15	\$ 31.05	\$ 31.97	\$ 32.92	\$ 33.90	\$ 34.91	\$ 35.94	\$ 37.01	\$ 37.80
9	\$ 23.80	\$ 24.51	\$ 25.23	\$ 25.98	\$ 26.75	\$ 27.54	\$ 28.36	\$ 29.20	\$ 30.07	\$ 30.96	\$ 31.88	\$ 32.83	\$ 33.81	\$ 34.81	\$ 35.55
8	\$ 22.30	\$ 22.96	\$ 23.64	\$ 24.34	\$ 25.06	\$ 25.80	\$ 26.57	\$ 27.36	\$ 28.17	\$ 29.01	\$ 29.87	\$ 30.75	\$ 31.67	\$ 32.61	\$ 33.30
7	\$ 20.80	\$ 21.42	\$ 22.05	\$ 22.70	\$ 23.37	\$ 24.07	\$ 24.78	\$ 25.51	\$ 26.27	\$ 27.05	\$ 27.85	\$ 28.68	\$ 29.53	\$ 30.40	\$ 31.05
6	\$ 19.30	\$ 19.87	\$ 20.46	\$ 21.06	\$ 21.68	\$ 22.33	\$ 22.99	\$ 23.67	\$ 24.37	\$ 25.09	\$ 25.83	\$ 26.60	\$ 27.39	\$ 28.20	\$ 28.80
5	\$ 17.80	\$ 18.33	\$ 18.87	\$ 19.42	\$ 20.00	\$ 20.59	\$ 21.20	\$ 21.82	\$ 22.47	\$ 23.13	\$ 23.82	\$ 24.52	\$ 25.25	\$ 26.00	\$ 26.55
4	\$ 16.30	\$ 16.78	\$ 17.27	\$ 17.78	\$ 18.31	\$ 18.85	\$ 19.40	\$ 19.98	\$ 20.57	\$ 21.18	\$ 21.80	\$ 22.45	\$ 23.11	\$ 23.80	\$ 24.30
3	\$ 14.80	\$ 15.24	\$ 15.68	\$ 16.14	\$ 16.62	\$ 17.11	\$ 17.61	\$ 18.13	\$ 18.67	\$ 19.22	\$ 19.79	\$ 20.37	\$ 20.97	\$ 21.59	\$ 22.05
2	\$ 13.30	\$ 13.69	\$ 14.09	\$ 14.51	\$ 14.93	\$ 15.37	\$ 15.82	\$ 16.29	\$ 16.77	\$ 17.26	\$ 17.77	\$ 18.30	\$ 18.83	\$ 19.39	\$ 19.80
1	\$ 11.80	\$ 12.15	\$ 12.50	\$ 12.87	\$ 13.24	\$ 13.63	\$ 14.03	\$ 14.44	\$ 14.87	\$ 15.30	\$ 15.76	\$ 16.22	\$ 16.70	\$ 17.19	\$ 17.55

2016

Grade	Min/A	B	C	D	E	F	G	H	I	J	K	L	M	N	Max/O
20	\$ 40.65	\$ 41.85	\$ 43.09	\$ 44.36	\$ 45.67	\$ 47.02	\$ 48.41	\$ 49.84	\$ 51.32	\$ 52.84	\$ 54.41	\$ 56.02	\$ 57.68	\$ 59.39	\$ 60.65
19	\$ 39.15	\$ 40.31	\$ 41.49	\$ 42.72	\$ 43.98	\$ 45.28	\$ 46.62	\$ 48.00	\$ 49.42	\$ 50.88	\$ 52.39	\$ 53.94	\$ 55.54	\$ 57.19	\$ 58.40
18	\$ 37.65	\$ 38.76	\$ 39.90	\$ 41.08	\$ 42.29	\$ 43.54	\$ 44.83	\$ 46.16	\$ 47.52	\$ 48.93	\$ 50.37	\$ 51.87	\$ 53.40	\$ 54.99	\$ 56.15
17	\$ 36.15	\$ 37.22	\$ 38.31	\$ 39.44	\$ 40.61	\$ 41.80	\$ 43.04	\$ 44.31	\$ 45.62	\$ 46.97	\$ 48.36	\$ 49.79	\$ 51.26	\$ 52.78	\$ 53.90
16	\$ 34.65	\$ 35.67	\$ 36.72	\$ 37.80	\$ 38.92	\$ 40.07	\$ 41.25	\$ 42.47	\$ 43.72	\$ 45.01	\$ 46.34	\$ 47.71	\$ 49.13	\$ 50.58	\$ 51.65
15	\$ 33.15	\$ 34.13	\$ 35.13	\$ 36.16	\$ 37.23	\$ 38.33	\$ 39.46	\$ 40.62	\$ 41.82	\$ 43.06	\$ 44.33	\$ 45.64	\$ 46.99	\$ 48.38	\$ 49.40
14	\$ 31.65	\$ 32.58	\$ 33.54	\$ 34.52	\$ 35.54	\$ 36.59	\$ 37.67	\$ 38.78	\$ 39.92	\$ 41.10	\$ 42.31	\$ 43.56	\$ 44.85	\$ 46.17	\$ 47.15
13	\$ 30.15	\$ 31.04	\$ 31.95	\$ 32.89	\$ 33.85	\$ 34.85	\$ 35.87	\$ 36.93	\$ 38.02	\$ 39.14	\$ 40.30	\$ 41.48	\$ 42.71	\$ 43.97	\$ 44.90
12	\$ 28.65	\$ 29.49	\$ 30.36	\$ 31.25	\$ 32.16	\$ 33.11	\$ 34.08	\$ 35.09	\$ 36.12	\$ 37.18	\$ 38.28	\$ 39.41	\$ 40.57	\$ 41.77	\$ 42.65
11	\$ 27.15	\$ 27.95	\$ 28.76	\$ 29.61	\$ 30.48	\$ 31.37	\$ 32.29	\$ 33.24	\$ 34.22	\$ 35.23	\$ 36.26	\$ 37.33	\$ 38.43	\$ 39.57	\$ 40.40
10	\$ 25.65	\$ 26.40	\$ 27.17	\$ 27.97	\$ 28.79	\$ 29.63	\$ 30.50	\$ 31.40	\$ 32.32	\$ 33.27	\$ 34.25	\$ 35.26	\$ 36.29	\$ 37.36	\$ 38.15
9	\$ 24.15	\$ 24.86	\$ 25.58	\$ 26.33	\$ 27.10	\$ 27.89	\$ 28.71	\$ 29.55	\$ 30.42	\$ 31.31	\$ 32.23	\$ 33.18	\$ 34.16	\$ 35.16	\$ 35.90
8	\$ 22.65	\$ 23.31	\$ 23.99	\$ 24.69	\$ 25.41	\$ 26.15	\$ 26.92	\$ 27.71	\$ 28.52	\$ 29.36	\$ 30.22	\$ 31.10	\$ 32.02	\$ 32.96	\$ 33.65
7	\$ 21.15	\$ 21.77	\$ 22.40	\$ 23.05	\$ 23.72	\$ 24.42	\$ 25.13	\$ 25.86	\$ 26.62	\$ 27.40	\$ 28.20	\$ 29.03	\$ 29.88	\$ 30.75	\$ 31.40
6	\$ 19.65	\$ 20.22	\$ 20.81	\$ 21.41	\$ 22.03	\$ 22.68	\$ 23.34	\$ 24.02	\$ 24.72	\$ 25.44	\$ 26.18	\$ 26.95	\$ 27.74	\$ 28.55	\$ 29.15
5	\$ 18.15	\$ 18.68	\$ 19.22	\$ 19.77	\$ 20.35	\$ 20.94	\$ 21.55	\$ 22.17	\$ 22.82	\$ 23.48	\$ 24.17	\$ 24.87	\$ 25.60	\$ 26.35	\$ 26.90
4	\$ 16.65	\$ 17.13	\$ 17.62	\$ 18.13	\$ 18.66	\$ 19.20	\$ 19.75	\$ 20.33	\$ 20.92	\$ 21.53	\$ 22.15	\$ 22.80	\$ 23.46	\$ 24.15	\$ 24.65
3	\$ 15.15	\$ 15.59	\$ 16.03	\$ 16.49	\$ 16.97	\$ 17.46	\$ 17.96	\$ 18.48	\$ 19.02	\$ 19.57	\$ 20.14	\$ 20.72	\$ 21.32	\$ 21.94	\$ 22.40
2	\$ 13.65	\$ 14.04	\$ 14.44	\$ 14.86	\$ 15.28	\$ 15.72	\$ 16.17	\$ 16.64	\$ 17.12	\$ 17.61	\$ 18.12	\$ 18.65	\$ 19.18	\$ 19.74	\$ 20.15
1	\$ 12.15	\$ 12.50	\$ 12.85	\$ 13.22	\$ 13.59	\$ 13.98	\$ 14.38	\$ 14.79	\$ 15.22	\$ 15.65	\$ 16.11	\$ 16.57	\$ 17.05	\$ 17.54	\$ 17.90