



# Board of County Commissioners Agenda Request

4B  
Agenda Item #

**Requested Meeting Date:** 12/17/2019

**Title of Item:** 2020-2021 Non-union Uniform Wage Scales

<input checked="" type="checkbox"/> REGULAR AGENDA <input type="checkbox"/> CONSENT AGENDA <input type="checkbox"/> INFORMATION ONLY	<b>Action Requested:</b> <input type="checkbox"/> Approve/Deny Motion <input type="checkbox"/> Adopt Resolution (attach draft) <small>*provide copy of hearing notice that was published</small>	<input type="checkbox"/> Direction Requested <input type="checkbox"/> Discussion Item <input type="checkbox"/> Hold Public Hearing*
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<b>Submitted by:</b> Bobbie Danielson	<b>Department:</b> Human Resources Dept.
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<b>Presenter (Name and Title):</b> Bobbie Danielson, HR Director <i>Bobbie Danielson</i>	<b>Estimated Time Needed:</b> 3 minutes
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**Summary of Issue:**

These wage scales mirror the general adjustments provided in the pattern settlement. Plus the modification of lopping off Step A 1/1/2020 and adding a new Step O (maximum step).

Scales are attached.

**Alternatives, Options, Effects on Others/Comments:**

**Recommended Action/Motion:**

Motion to adopt the 2020-2021 non-union uniform wage scales as attached, which represent a 1% general adjustment for 2020 and 1/2% for 2021, and authorize 3% within range movement, not to exceed the scale maximum on 1/1/2020 and 1/1/2021.

**Financial Impact:**

Is there a cost associated with this request?  Yes  No

What is the total cost, with tax and shipping? \$

Is this budgeted?  Yes  No

Salary increases for 2020 are included in the budget.

*Please Explain:*  
*Plan B added @ agenda deadline - w/rel discuss.*

**AITKIN COUNTY UNIFORM WAGE SCALES**

Plan A: adopt this  
If MOAs are adopted  
By all unions...

2020 Non-union FLSA Non-exempt		
Grade	Minimum	Maximum
20	\$ 43.75	\$ 65.31
19	\$ 42.14	\$ 62.89
18	\$ 40.52	\$ 60.47
17	\$ 38.91	\$ 58.04
16	\$ 37.29	\$ 55.62
15	\$ 35.68	\$ 53.20
14	\$ 34.06	\$ 50.77
13	\$ 32.45	\$ 48.35
12	\$ 30.83	\$ 45.93
11	\$ 29.22	\$ 43.51
10	\$ 27.60	\$ 41.08
9	\$ 25.99	\$ 38.66
8	\$ 24.37	\$ 36.24
7	\$ 22.76	\$ 33.81
6	\$ 21.14	\$ 31.39
5	\$ 19.52	\$ 28.97
4	\$ 17.91	\$ 26.54
3	\$ 16.29	\$ 24.12
2	\$ 14.68	\$ 21.70
1	\$ 13.06	\$ 19.28

2020 Non-union FLSA Exempt		
Grade	Minimum	Maximum
20	\$ 91,008.81	\$ 135,848.87
19	\$ 87,648.99	\$ 130,809.13
18	\$ 84,289.17	\$ 125,769.40
17	\$ 80,929.34	\$ 120,729.66
16	\$ 77,569.52	\$ 115,689.93
15	\$ 74,209.70	\$ 110,650.19
14	\$ 70,849.87	\$ 105,610.46
13	\$ 67,490.05	\$ 100,570.72
12	\$ 64,130.23	\$ 95,530.98
11	\$ 60,770.40	\$ 90,491.25
10	\$ 57,410.58	\$ 85,451.51
9	\$ 54,050.75	\$ 80,411.78
8	\$ 50,690.93	\$ 75,372.04
7	\$ 47,331.11	\$ 70,332.31
6	\$ 43,971.28	\$ 65,292.57
5	\$ 40,611.46	\$ 60,252.84
4	\$ 37,251.64	\$ 55,213.10
3	\$ 33,891.81	\$ 50,173.37
2	\$ 30,531.99	\$ 45,133.63
1	\$ 27,172.17	\$ 40,093.90

2021 Non-union FLSA Non-exempt		
Grade	Minimum	Maximum
20	\$ 43.97	\$ 65.64
19	\$ 42.35	\$ 63.20
18	\$ 40.73	\$ 60.77
17	\$ 39.10	\$ 58.33
16	\$ 37.48	\$ 55.90
15	\$ 35.86	\$ 53.46
14	\$ 34.23	\$ 51.03
13	\$ 32.61	\$ 48.59
12	\$ 30.99	\$ 46.16
11	\$ 29.36	\$ 43.72
10	\$ 27.74	\$ 41.29
9	\$ 26.12	\$ 38.85
8	\$ 24.49	\$ 36.42
7	\$ 22.87	\$ 33.98
6	\$ 21.25	\$ 31.55
5	\$ 19.62	\$ 29.11
4	\$ 18.00	\$ 26.68
3	\$ 16.38	\$ 24.24
2	\$ 14.75	\$ 21.81
1	\$ 13.13	\$ 19.37

2021 Non-union FLSA Exempt		
Grade	Minimum	Maximum
20	\$ 91,463.86	\$ 136,528.11
19	\$ 88,087.24	\$ 131,463.18
18	\$ 84,710.61	\$ 126,398.24
17	\$ 81,333.99	\$ 121,333.31
16	\$ 77,957.37	\$ 116,268.38
15	\$ 74,580.74	\$ 111,203.44
14	\$ 71,204.12	\$ 106,138.51
13	\$ 67,827.50	\$ 101,073.57
12	\$ 64,450.88	\$ 96,008.64
11	\$ 61,074.25	\$ 90,943.71
10	\$ 57,697.63	\$ 85,878.77
9	\$ 54,321.01	\$ 80,813.84
8	\$ 50,944.39	\$ 75,748.90
7	\$ 47,567.76	\$ 70,683.97
6	\$ 44,191.14	\$ 65,619.04
5	\$ 40,814.52	\$ 60,554.10
4	\$ 37,437.89	\$ 55,489.17
3	\$ 34,061.27	\$ 50,424.23
2	\$ 30,684.65	\$ 45,359.30
1	\$ 27,308.03	\$ 40,294.36

Plan B: Adopt this if  
 MTA's are not adopted.  
 B.D.

2020 Non-union FLSA Non-exempt		
Grade	Minimum	Maximum
20	\$ 42.50	\$ 63.41
19	\$ 40.93	\$ 61.06
18	\$ 39.36	\$ 58.70
17	\$ 37.79	\$ 56.35
16	\$ 36.23	\$ 54.00
15	\$ 34.66	\$ 51.65
14	\$ 33.09	\$ 49.30
13	\$ 31.52	\$ 46.94
12	\$ 29.95	\$ 44.59
11	\$ 28.39	\$ 42.24
10	\$ 26.82	\$ 39.89
9	\$ 25.25	\$ 37.53
8	\$ 23.68	\$ 35.18
7	\$ 22.11	\$ 32.83
6	\$ 20.54	\$ 30.48
5	\$ 18.98	\$ 28.12
4	\$ 17.41	\$ 25.77
3	\$ 15.84	\$ 23.42
2	\$ 14.27	\$ 21.07
1	\$ 12.70	\$ 18.71

2020 Non-union FLSA Exempt		
Grade	Minimum	Maximum
20	\$ 88,399.24	\$ 131,892.11
19	\$ 85,137.28	\$ 126,999.16
18	\$ 81,875.31	\$ 122,106.21
17	\$ 78,613.35	\$ 117,213.26
16	\$ 75,351.38	\$ 112,320.32
15	\$ 72,089.42	\$ 107,427.37
14	\$ 68,827.45	\$ 102,534.42
13	\$ 65,565.49	\$ 97,641.48
12	\$ 62,303.53	\$ 92,748.53
11	\$ 59,041.56	\$ 87,855.58
10	\$ 55,779.60	\$ 82,962.64
9	\$ 52,517.63	\$ 78,069.69
8	\$ 49,255.67	\$ 73,176.74
7	\$ 45,993.70	\$ 68,283.79
6	\$ 42,731.74	\$ 63,390.85
5	\$ 39,469.77	\$ 58,497.90
4	\$ 36,207.81	\$ 53,604.95
3	\$ 32,945.84	\$ 48,712.01
2	\$ 29,683.88	\$ 43,819.06
1	\$ 26,421.91	\$ 38,926.11