



# Board of County Commissioners Agenda Request

**7A**  
Agenda Item #

**Requested Meeting Date:** June 14, 2022

**Title of Item:** July 1, 2022 Open Range Scale Modification: MOAs, Resolutions, LLCC Scale

<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)	<input type="checkbox"/> Direction Requested <input type="checkbox"/> Discussion Item <input type="checkbox"/> Hold Public Hearing* <i>*provide copy of hearing notice that was published</i>
<b>Submitted by:</b> Bobbie Danielson, HR Director		<b>Department:</b> HR Dept.
<b>Presenter (Name and Title):</b> Bobbie Danielson, HR Director		<b>Estimated Time Needed:</b> 5 Minutes
<b>Summary of Issue:</b> <p>On May 10, 2022, the Board voted to modify the 2022 Open Range Scale effective July 1, 2022, by increasing the minimums. Employees who are below the new scale minimum will be increased to the new Open Range Scale minimum on July 1, 2022. All other employees will receive a \$0.50 per hour within range movement (or equivalent for salaried staff), not to exceed the wage scale maximum. (Employees who are at the maximum on July 1, 2022, will receive a one-time lump sum payment equivalent o \$0.50 per hour, not to exceed \$520.) This wage increase will be reflected on the July 15, 2022 paycheck.</p> <p>This July 1, 2022 wage increase has been offered to all non-union and union staff (via exclusive representative). Please find attached a signed MOA from Local 49, Teamsters Non-licensed Essential Unit, elected official/dept head resolutions, and a LLCC Open Range scale.</p> <p>At time of deadline, the Teamsters Licensed Essential Unit has not accepted or rejected the MOA. If accepted, the MOA will be brought along to the meeting for approval.</p> <p>Afscme Courthouse, Afscme HHS, and LELS units have received these same Open Range Scale offers through the standard contract negotiation and mediation process. Those Agreements will be brought to Board for ratification when settled.</p>		
<b>Alternatives, Options, Effects on Others/Comments:</b>		
<b>Recommended Action/Motion:</b> Motion to authorize the Chair and Administrator to sign the Local 49 and Teamsters Non-licensed MOA and to approve the resolutions and LLCC scale as proposed.		
<b>Financial Impact:</b> <i>Is there a cost associated with this request?</i> <input checked="" type="checkbox"/> Yes <input 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> As discussed on May 10, 2022.		

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



## AITKIN COUNTY HUMAN RESOURCES

Aitkin County Government Center  
307 2<sup>nd</sup> Street NW, Room 312  
Aitkin, MN 56431

bobbie.danielson@co.aitkin.mn.us  
Phone: 218-927-7306  
Fax: 218-927-7374

May 10, 2022

Mr. Les Kundo  
Business Agent, Teamsters Non-Licensed Essential Unit  
2802 West First Street  
Duluth, MN 55806

Dear Les:

The employer has heard union and employee concerns regarding the wage scale minimum being lower than market - making recruitments difficult with labor shortages nationwide. In an effort to address this concern, at today's board meeting, the Aitkin County Board of Commissioners agreed to modify the 2022 Open Range Scale (increase the minimums) and to provide a \$0.50 per hour within range movement to all employees on the Open Range Scale, not to exceed the scale maximum. The Teamsters Non-licensed Agreement is already settled for 2022, but the employer would like to share these increases with the Non-licensed unit members as well. If agreeable with the union, the scale minimums will be increased on July 1, 2022. The employer would like to offer the following additional wage adjustments to members of the Teamsters Non-licensed Essential Bargaining Unit.

Please consider this proposal along with the membership. The employer is not interested in opening the Agreement for any other purpose at this time, but for the following:

- Modify the Open Range Scale as shown on page 2, effective on July 1, 2022.
- All non-licensed unit members who are below the new scale minimum will be increased to the new Open Range Scale minimum on July 1, 2022. (\$0.61 per hour increase to Krista Roettger, \$0.50 per hour increase to Matt Carlstrom, Colton Cobb, Tina Lamke, Preston Lee, McKenzie Melstrom, Brody Simonson, Shelly Spiegelberg, and Beth Swenson.)
- All other members will receive \$0.50 per hour within range movement, not to exceed the wage scale maximum. (Employees who are at the scale maximum on July 1, 2022, will receive a one-time lump sum payment equivalent to \$0.50 per hour, not to exceed \$520.)
- This proposal must be accepted by the membership in writing on or before June 1, 2022, to be implemented prospectively. (There will be no retro pay on scale adjustments for this purpose. Meaning, the membership cannot delay and decide on August 1<sup>st</sup> that they want the changes implemented retro to July 1, 2022, we are seeking a timely response to this proposal.)

A copy of the new Open Range Scale effective July 1, 2022 is attached for your consideration. We are available to meet between now and May 20, 2022 to answer any questions the members may have. If you have any questions or concerns, please feel free to contact me. I can be reached at 218-927-7277 (office, direct), 218-839-8983 (work cell/text), or by email at [bobbie.danielson@co.aitkin.mn.us](mailto:bobbie.danielson@co.aitkin.mn.us).

Most Respectfully,

  
Bobbie Danielson

Human Resources Director

cc: Nikki Knutson, Payroll Technician

Mr. Les Kundo  
 Business Agent, Teamsters Non-Licensed Essential Unit  
 May 10, 2022  
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**OPEN RANGE SCALE EFFECTIVE JULY 1, 2022**

Grade	MIN	MAX
<b>FLSA Non-Exempt</b>		
20	\$ 48.95	\$ 68.96
19	\$ 47.14	\$ 66.40
18	\$ 45.33	\$ 63.84
17	\$ 43.52	\$ 61.28
16	\$ 41.71	\$ 58.73
15	\$ 39.90	\$ 56.17
14	\$ 38.09	\$ 53.61
13	\$ 36.28	\$ 51.05
12	\$ 34.47	\$ 48.49
11	\$ 32.66	\$ 45.94
10	\$ 30.85	\$ 43.38
9	\$ 29.04	\$ 40.82
8	\$ 27.23	\$ 38.26
7	\$ 25.42	\$ 35.70
6	\$ 23.62	\$ 33.14
5	\$ 21.81	\$ 30.59
4	\$ 20.00	\$ 28.03
3	\$ 18.19	\$ 25.47
2	\$ 16.38	\$ 22.91
1	\$ 14.57	\$ 20.35

MIN	MAX
<b>FLSA Exempt</b>	
\$ 101,809.57	\$ 143,436.44
\$ 98,046.05	\$ 138,115.22
\$ 94,282.52	\$ 132,794.00
\$ 90,519.00	\$ 127,472.78
\$ 86,755.48	\$ 122,151.56
\$ 82,991.96	\$ 116,830.34
\$ 79,228.44	\$ 111,509.12
\$ 75,464.92	\$ 106,187.90
\$ 71,701.40	\$ 100,866.68
\$ 67,937.87	\$ 95,545.46
\$ 64,174.35	\$ 90,224.24
\$ 60,403.20	\$ 84,903.02
\$ 56,638.40	\$ 79,581.80
\$ 52,873.60	\$ 74,260.58
\$ 49,129.60	\$ 68,939.36
\$ 45,364.80	\$ 63,618.14
\$ 41,600.00	\$ 58,296.92
\$ 37,835.20	\$ 52,975.70
\$ 34,070.40	\$ 47,654.48
\$ 30,305.60	\$ 42,333.26

If agreeable, please sign below and return this to me on or before June 1, 2022, for final ratification by the Aitkin County Board at their June 14, 2022 meeting.

**MOA: The Teamsters Local 346 Non-Licensed Essential Union agrees to the employer's proposal as outlined above, effective July 1, 2022.**

Furthermore, the parties agree:

1. These changes shall not generate grievances under the collective bargaining agreement.
2. The Agreement will not be open for other modifications at this time.
3. These changes do not set any precedence for future matters.
4. This document will be attached as an addendum to the Agreement and constitutes the complete and total agreement of the parties regarding this matter.

**IN WITNESS WHEREOF**, this Memorandum of Agreement has been executed on this 14th day of June, 2022.

COUNTY OF AITKIN, MINNESOTA

TEAMSTERS GENERAL LOCAL #346

\_\_\_\_\_  
 J. Mark Wedel, Board Chair

\_\_\_\_\_  
 President

\_\_\_\_\_  
 Jessica Seibert, County Administrator

\_\_\_\_\_  
 Les Kundo, Business Agent



## AITKIN COUNTY HUMAN RESOURCES

Aitkin County Government Center  
307 2<sup>nd</sup> Street NW, Room 312  
Aitkin, MN 56431

bobbie.danielson@co.aitkin.mn.us  
Phone: 218-927-7306  
Fax: 218-927-7374

May 10, 2022

Mr. William Bentley  
Area Business Representative  
2109 251st Street  
St. Cloud, MN 56301

Dear Willie:

The employer has heard union and employee concerns regarding the wage scale minimum being lower than market - making recruitments difficult with labor shortages nationwide. In an effort to address this concern, at today's board meeting, the Aitkin County Board of Commissioners agreed to modify the 2022 Open Range Scale (increase the minimums) and to provide a \$0.50 per hour within range movement to all employees on the Open Range Scale, not to exceed the scale maximum. The Local 49 Agreement is already settled for 2022, but the employer would like to share these increase with the L49 unit members as well. If agreeable with the union, the scale minimums will be increased on July 1, 2022. The employer would like to offer the following additional wage adjustments to members of the Local 49 Bargaining Unit.

Please consider this proposal along with the membership. The employer is not interested in opening the Agreement for any other purpose at this time, but for the following:

- Modify the Open Range Scale as shown on page 2, effective on July 1, 2022.
- All Local 49 unit members who are below the new scale minimum will be increased to the new Open Range Scale minimum on July 1, 2022. (N/A, all members in this bargaining unit are already above the new minimum.)
- All other members will receive \$0.50 per hour within range movement, not to exceed the wage scale maximum. (Employees who are at the scale maximum on July 1, 2022, will receive a one-time lump sum payment equivalent to \$0.50 per hour, not to exceed \$520.)
- This proposal must be accepted by the membership in writing on or before June 1, 2022, to be implemented prospectively. (There will be no retro pay on scale adjustments for this purpose. Meaning, the membership cannot delay and decide on August 1<sup>st</sup> that they want the changes implemented retro to July 1, 2022, we are seeking a timely response to this proposal.)

A copy of the modified Open Range Scale is attached for your consideration. In addition, the 2023 and 2024 scales were updated as well and copies are attached – each employee will receive 5% within range movement, not to exceed the scale maximum on 1/1/2023 and 1/1/2024 as previously ratified. We are available to meet between now and May 20, 2022 to answer any questions the members may have.

If you have any questions or concerns, please feel free to contact me. I can be reached at 218-927-7277 (office, direct), 218-839-8983 (work cell/text), or by email at [bobbie.danielson@co.aitkin.mn.us](mailto:bobbie.danielson@co.aitkin.mn.us).

*County Board Adopted May 10, 2022*

**OPEN RANGE SCALE FOR JULY 1, 2022**

Grade	MIN	MAX	MIN	MAX
	FLSA Non-Exempt		FLSA Exempt	
20	\$ 48.95	\$ 68.96	\$ 101,809.57	\$ 143,436.44
19	\$ 47.14	\$ 66.40	\$ 98,046.05	\$ 138,115.22
18	\$ 45.33	\$ 63.84	\$ 94,282.52	\$ 132,794.00
17	\$ 43.52	\$ 61.28	\$ 90,519.00	\$ 127,472.78
16	\$ 41.71	\$ 58.73	\$ 86,755.48	\$ 122,151.56
15	\$ 39.90	\$ 56.17	\$ 82,991.96	\$ 116,830.34
14	\$ 38.09	\$ 53.61	\$ 79,228.44	\$ 111,509.12
13	\$ 36.28	\$ 51.05	\$ 75,464.92	\$ 106,187.90
12	\$ 34.47	\$ 48.49	\$ 71,701.40	\$ 100,866.68
11	\$ 32.66	\$ 45.94	\$ 67,937.87	\$ 95,545.46
10	\$ 30.85	\$ 43.38	\$ 64,174.35	\$ 90,224.24
9	\$ 29.04	\$ 40.82	\$ 60,403.20	\$ 84,903.02
8	\$ 27.23	\$ 38.26	\$ 56,638.40	\$ 79,581.80
7	\$ 25.42	\$ 35.70	\$ 52,873.60	\$ 74,260.58
6	\$ 23.62	\$ 33.14	\$ 49,129.60	\$ 68,939.36
5	\$ 21.81	\$ 30.59	\$ 45,364.80	\$ 63,618.14
4	\$ 20.00	\$ 28.03	\$ 41,600.00	\$ 58,296.92
3	\$ 18.19	\$ 25.47	\$ 37,835.20	\$ 52,975.70
2	\$ 16.38	\$ 22.91	\$ 34,070.40	\$ 47,654.48
1	\$ 14.57	\$ 20.35	\$ 30,305.60	\$ 42,333.26

**County Board Adopted May 10, 2022**

**OPEN RANGE SCALE FOR JANUARY 1, 2023**

Grade	MIN	MAX	MIN	MAX
	FLSA Non-Exempt		FLSA Exempt	
20	\$ 50.90	\$ 70.34	\$ 105,881.95	\$ 146,305.16
19	\$ 49.02	\$ 67.73	\$ 101,967.89	\$ 140,877.52
18	\$ 47.14	\$ 65.12	\$ 98,053.83	\$ 135,449.88
17	\$ 45.26	\$ 62.51	\$ 94,139.76	\$ 130,022.23
16	\$ 43.38	\$ 59.90	\$ 90,225.70	\$ 124,594.59
15	\$ 41.50	\$ 57.29	\$ 86,311.64	\$ 119,166.94
14	\$ 39.61	\$ 54.68	\$ 82,397.58	\$ 113,739.30
13	\$ 37.73	\$ 52.07	\$ 78,483.51	\$ 108,311.65
12	\$ 35.85	\$ 49.46	\$ 74,569.45	\$ 102,884.01
11	\$ 33.97	\$ 46.85	\$ 70,655.39	\$ 97,456.37
10	\$ 32.09	\$ 44.24	\$ 66,741.33	\$ 92,028.72
9	\$ 30.20	\$ 41.64	\$ 62,819.33	\$ 86,601.08
8	\$ 28.32	\$ 39.03	\$ 58,903.94	\$ 81,173.43
7	\$ 26.44	\$ 36.42	\$ 54,988.54	\$ 75,745.79
6	\$ 24.56	\$ 33.81	\$ 51,094.78	\$ 70,318.15
5	\$ 22.68	\$ 31.20	\$ 47,179.39	\$ 64,890.50
4	\$ 20.80	\$ 28.59	\$ 43,264.00	\$ 59,462.86
3	\$ 18.92	\$ 25.98	\$ 39,348.61	\$ 54,035.21
2	\$ 17.04	\$ 23.37	\$ 35,433.22	\$ 48,607.57
1	\$ 15.15	\$ 20.76	\$ 31,517.82	\$ 43,179.92

**County Board Adopted May 10, 2022**  
**OPEN RANGE SCALE FOR JANUARY 1, 2024**

Grade	MIN	MAX	MIN	MAX
	FLSA Non-Exempt		FLSA Exempt	
20	\$ 52.94	\$ 71.75	\$ 110,117.23	\$ 149,231.27
19	\$ 50.98	\$ 69.08	\$ 106,046.60	\$ 143,695.07
18	\$ 49.03	\$ 66.42	\$ 101,975.98	\$ 138,158.87
17	\$ 47.07	\$ 63.76	\$ 97,905.35	\$ 132,622.68
16	\$ 45.11	\$ 61.10	\$ 93,834.73	\$ 127,086.48
15	\$ 43.16	\$ 58.44	\$ 89,764.10	\$ 121,550.28
14	\$ 41.20	\$ 55.78	\$ 85,693.48	\$ 116,014.08
13	\$ 39.24	\$ 53.11	\$ 81,622.85	\$ 110,477.89
12	\$ 37.28	\$ 50.45	\$ 77,552.23	\$ 104,941.69
11	\$ 35.33	\$ 47.79	\$ 73,481.61	\$ 99,405.49
10	\$ 33.37	\$ 45.13	\$ 69,410.98	\$ 93,869.30
9	\$ 31.41	\$ 42.47	\$ 65,332.10	\$ 88,333.10
8	\$ 29.45	\$ 39.81	\$ 61,260.09	\$ 82,796.90
7	\$ 27.49	\$ 37.14	\$ 57,188.09	\$ 77,260.71
6	\$ 25.55	\$ 34.48	\$ 53,138.58	\$ 71,724.51
5	\$ 23.59	\$ 31.82	\$ 49,066.57	\$ 66,188.31
4	\$ 21.63	\$ 29.16	\$ 44,994.56	\$ 60,652.11
3	\$ 19.67	\$ 26.50	\$ 40,922.55	\$ 55,115.92
2	\$ 17.72	\$ 23.84	\$ 36,850.54	\$ 49,579.72
1	\$ 15.76	\$ 21.17	\$ 32,778.54	\$ 44,043.52

If agreeable, please sign below and return this to me on or before June 1, 2022, for final ratification by the Aitkin County Board at their June 14, 2022 meeting.

Most Respectfully,

AITKIN COUNTY  
  
 Bobbie Danielson  
 Human Resources Director

cc: Nikki Knutson, Payroll

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**Memorandum of Agreement**

**The Local 49 Union agrees to the employer's proposal as outlined above, including implementing the new Open Range Pay Scale effective July 1, 2022, and updating the 2023 and 2024 Open Range scales as shown above.**

Furthermore, the parties agree:

1. These changes shall not generate grievances under the collective bargaining agreement.
2. The Agreement will not be open for other modifications at this time.
3. These changes do not set any precedence for future matters.
4. This document will be attached as an addendum to the Agreement and constitutes the complete and total agreement of the parties regarding this matter.

**IN WITNESS WHEREOF**, this Memorandum of Agreement has been executed on this 14th day of June, 2022.

COUNTY OF AITKIN, MINNESOTA

LOCAL 49

\_\_\_\_\_  
J. Mark Wedel, Board Chair

\_\_\_\_\_  
President

\_\_\_\_\_  
Jessica Seibert, County Administrator

  
\_\_\_\_\_  
William Bentley, Business Agent

**CERTIFIED COPY OF RESOLUTION OF COUNTY BOARD OF AITKIN COUNTY, MINNESOTA**

ADOPTED June 14, 2022

By Commissioner: xx

**20220614-xxx**

**2022 Elected Officials Salaries-Updated**

**BE IT RESOLVED**, the Aitkin County Board of Commissioners increase the 1/1/2022 salary by \$520 effective July 1, 2022 in accordance with the wage adjustment approved by the Board of Commissioners at the May 10<sup>th</sup>, 2022 board meeting

County Auditor, Kirk Peysar	\$104,150.53
County Treasurer, Lori Grams	\$ 89,536.97
County Recorder, Michael Moriarty	\$ 80,468.06
County Sheriff, Daniel Guida	\$111,281.56
County Attorney, Jim Ratz	\$140,301.60

These salaries are based upon responsibilities of the office, duties, skills, qualifications, experience, and performance.

Commissioner xxx moved the adoption of the resolution and it was declared adopted upon the following vote

**FIVE MEMBERS PRESENT**

**All Members Voting Yes**

**STATE OF MINNESOTA}  
COUNTY OF AITKIN}**

I, Jessica Seibert, County Administrator, Aitkin County, Minnesota do hereby certify that I have compared the foregoing with the original resolution filed in the Administration Office of Aitkin County in Aitkin, Minnesota as stated in the minutes of the proceedings of said Board on the 21<sup>st</sup> day of December 2021, and that the same is a true and correct copy of the whole thereof.

**Witness my hand and seal this 21<sup>st</sup> day of December 2021**

\_\_\_\_\_  
Jessica Seibert  
County Administrator

AITKIN COUNTY

LLCC OPEN RANGE SCALE

**LLCC OPEN RANGE SCALE FOR JANUARY 1, 2022**

Grade	MIN	MAX	MIN	MAX
	FLSA Non-Exempt		FLSA Exempt	
12	\$ 32.53	\$ 48.49	\$ 67,668.62	\$ 100,866.68
9	\$ 27.42	\$ 34.12	\$ 57,026.18	\$ 70,969.60
5	\$ 20.59	\$ 25.59	\$ 42,836.26	\$ 53,227.20
4	\$ 18.89	\$ 28.03	\$ 39,288.78	\$ 58,296.92
3	\$ 17.18	\$ 25.47	\$ 35,741.30	\$ 52,975.70
2	\$ 15.48	\$ 19.20	\$ 32,193.82	\$ 39,936.00
1	\$ 13.77	\$ 17.06	\$ 28,646.34	\$ 35,484.80

**LLCC OPEN RANGE SCALE FOR JULY 1, 2022**

Grade	MIN	MAX	MIN	MAX
	FLSA Non-Exempt		FLSA Exempt	
12	\$ 34.47	\$ 48.49	\$ 71,701.40	\$ 100,866.68
9	\$ 29.04	\$ 34.12	\$ 60,403.20	\$ 70,969.60
5	\$ 21.81	\$ 25.59	\$ 45,364.80	\$ 53,227.20
4	\$ 20.00	\$ 28.03	\$ 41,600.00	\$ 58,302.40
3	\$ 18.19	\$ 25.47	\$ 37,835.20	\$ 52,977.60
2	\$ 16.38	\$ 19.20	\$ 34,070.40	\$ 39,936.00
1	\$ 14.57	\$ 17.06	\$ 30,305.60	\$ 35,484.80

**LLCC OPEN RANGE SCALE FOR JANUARY 1, 2023**

Grade	MIN	MAX	MIN	MAX
	FLSA Non-Exempt		FLSA Exempt	
12	\$ 35.85	\$ 49.46	\$ 74,569.45	\$ 102,884.01
9	\$ 30.20	\$ 35.92	\$ 62,819.33	\$ 74,713.60
5	\$ 22.68	\$ 26.94	\$ 47,179.39	\$ 56,035.20
4	\$ 20.80	\$ 28.59	\$ 43,264.00	\$ 59,468.45
3	\$ 18.92	\$ 25.98	\$ 39,348.61	\$ 54,037.15
2	\$ 17.04	\$ 20.21	\$ 35,433.22	\$ 42,036.80
1	\$ 15.15	\$ 17.96	\$ 31,517.82	\$ 37,356.80

**LLCC OPEN RANGE SCALE FOR JANUARY 1, 2024**

Grade	MIN	MAX	MIN	MAX
	FLSA Non-Exempt		FLSA Exempt	
12	\$ 37.28	\$ 50.45	\$ 77,552.23	\$ 104,941.69
9	\$ 31.41	\$ 36.94	\$ 65,332.10	\$ 76,835.20
5	\$ 23.59	\$ 27.71	\$ 49,066.57	\$ 57,636.80
4	\$ 21.63	\$ 29.16	\$ 44,994.56	\$ 60,657.82
3	\$ 19.67	\$ 26.50	\$ 40,922.55	\$ 55,117.90
2	\$ 17.72	\$ 20.78	\$ 36,850.54	\$ 43,222.40
1	\$ 15.76	\$ 18.47	\$ 32,778.54	\$ 38,417.60