

LABOR AGREEMENT

BETWEEN

THE COUNTY OF MEEKER

AND

MINNESOTA TEAMSTERS PUBLIC AND
LAW ENFORCEMENT EMPLOYEES UNION
LOCAL NO. 320

SOCIAL SERVICES DEPARTMENT

Effective January 1, ~~2019-2020~~ through December 31, ~~2020~~2022

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**LABOR AGREEMENT BETWEEN
THE MEEKER COUNTY BOARD OF COMMISSIONERS AND
MINNESOTA TEAMSTERS PUBLIC AND LAW ENFORCEMENT EMPLOYEES
UNION, LOCAL NO. 320**

ARTICLE I. PURPOSE OF AGREEMENT

This AGREEMENT is entered into as of January 1, ~~2019~~2020, between the County of Meeker, hereinafter called the EMPLOYER and the Minnesota Teamsters Public and Law Enforcement Employees Union, Local No. 320, hereinafter called the UNION. It is the intent and purpose of this AGREEMENT to:

- 1.1 Establish procedures for the resolution of disputes concerning this AGREEMENT'S interpretation and/or application, and
- 1.2 Place in written form the parties' agreement upon terms and conditions of employment for the duration of this AGREEMENT. 10/26 TA

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ARTICLE II. RECOGNITION

- 2.1 The EMPLOYER recognizes the UNION as the exclusive representative, under Minnesota Statutes, Section 179A.03, Subsection 2, and Section 179A.09, for all personnel in the following job classifications:

All employees of the Meeker County Social Service Department whose employment service exceeds the lesser of 14 hours per week or 35 percent of the normal work week and more than 67 workdays per year, excluding supervisory and confidential employees.

- 2.2 In the event the EMPLOYER and the UNION are unable to agree as to the inclusion or exclusion of a new or modified job class, the issue shall be submitted to the Bureau of Mediation Services for determination.
- 2.3 Neither the UNION nor the EMPLOYER shall discriminate against any EMPLOYEE because of UNION membership or non-membership, nor because of any status in a legally protected class. race, creed, sex, color, religious belief or political belief. 10/26 Union want to leave in race, creed, sex, color, religious belief or political before or any status in a legally protected class. TA

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ARTICLE III. DEFINITIONS

- 3.1 UNION: The Minnesota Teamsters Public and Law Enforcement Employees Union, Local No. 320.
- 3.2 UNION MEMBER: A member of the Minnesota Teamsters Public and Law Enforcement Employees Union, Local No. 320.

- 3.3 EMPLOYEE: A member of the exclusively recognized bargaining unit.
- 3.4 DEPARTMENT: The Meeker County Social Services Department.
- 3.5 EMPLOYER: The County of Meeker.
- 3.6 UNION OFFICER: Officer elected or appointed by the Minnesota Teamsters Public and Law Enforcement Employees Union, Local No. 320.
- 3.7 FULL-TIME EMPLOYMENT: Minimum of thirty-two (32) hours per week.
- 3.8 UNSCHEDULED HOURS WORKED: If an Employee is called to perform a last minute, emergency duty for the Employer, all time spent is considered unscheduled hours of work and shall be compensated as overtime at a rate of one and one half (1 ½) times the hourly rate of pay.
- 3.9 ON CALL: An Employee who is required to remain available to the Employer and cannot use the time entirely for his or her own purpose is considered to be working on call.

ARTICLE IV. EMPLOYER SECURITY

The UNION agrees that during the life of this AGREEMENT that the UNION will not cause, encourage, participate in or support any strike, slow-down or other interruption of or interference with the normal functions of the EMPLOYER.

ARTICLE V. MANAGEMENT RIGHTS

It is recognized that, except as expressly stated herein, the EMPLOYER shall retain whatever rights and authority are necessary for the EMPLOYER to operate and direct the affairs of the Social Service Department in all of its various aspects insofar as it does not violate any of the terms of this AGREEMENT as herein contained, any terms of the Meeker County Personnel Policies, or any State or Federal Laws.

ARTICLE VI. UNION SECURITY

- 6.1 In recognition of the UNION as the exclusive representative, the EMPLOYER shall:
 - A. Deduct from each payroll, an amount sufficient to provide payment of dues ~~(or a "fair share" deduction if the Employee elects not to become a UNION member)~~ established by the UNION from the wages of all Employees authorizing, in writing, such a deduction; and 10/5 Union same proposal TA
 - B. Remit such deduction to the appropriate designated officers of the UNION.
- 6.2 The UNION may designate employees from the bargaining unit to act as a Steward

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and an Alternate and shall inform the EMPLOYER in writing of such Choice and changes in the position of Steward and/or Alternate.

- 6.3 The EMPLOYER agrees to notify the UNION of any new Employee covered by the AGREEMENT.
- 6.4 The EMPLOYER shall make space available on the Employee bulletin board for posting UNION notice(s) and announcement(s).
- 6.5 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 not taken by the EMPLOYER under the provisions of this ARTICLE.
- 6.6 The EMPLOYER agrees that on the EMPLOYER'S premises and without loss of pay, the Union Stewards shall be allowed to post official UNION notices of the designated representatives; transmit communications authorized by the UNION or its officers, under the terms of this contract; consult with the EMPLOYER, his representative, UNION Officers or the UNION Representative, concerning the enforcement of any provisions of this AGREEMENT as provided by the terms of this AGREEMENT.
- 6.7 Stewards are authorized to perform and discharge the duties and responsibilities, which are assigned to them under the terms of this AGREEMENT. The EMPLOYER agrees that there shall be no restraint, interference, coercion or discrimination against a Steward because of the performance of such duties.

ARTICLE VII. EMPLOYEE RIGHTS - GRIEVANCE PROCEDURE

- 7.1 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 the AGREEMENT.
- 7.2 Union Representative. The EMPLOYER will recognize representatives designated by the UNION as the grievance representatives of the bargaining unit having the duties and responsibilities established by this ARTICLE. The UNION shall notify the EMPLOYER in writing of the names of such UNION Representatives and of their successors when so designated as provided by 6.2 of the AGREEMENT.
- 7.3 Processing of a Grievance. It is recognized and accepted by the UNION and the EMPLOYER that the processing of grievances as hereinafter provided is limited by the job duties and responsibilities of the Employees and shall therefore be accomplished during normal working hours only when consistent with such Employee duties and responsibilities. The aggrieved Employee and a UNION representative shall be allowed a reasonable amount of time without loss in 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 designated supervisor who has determined that such absence is

reasonable and would not be detrimental to the work programs of the EMPLOYER.

7.4 Procedure. Grievances, as defined by Section 7.1, shall be resolved in conformance with the following procedure:

Step 1. An Employee claiming a violation concerning the interpretation or application of the AGREEMENT shall, within twenty-one (21) calendar days after such alleged violation has occurred, present such grievance to the Employee's supervisor as designated by the EMPLOYER. The EMPLOYER- designated representative will discuss and give an answer to such Step 1 grievance within ten (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 the AGREEMENT allegedly violated, the remedy requested, and shall be appealed to Step 2 within ten (10) 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 ten (10) calendar days shall be considered waived.

Step 2. If appealed, the written grievance shall be presented by the UNION and discussed with the EMPLOYER-designated Step 2 representative. The EMPLOYER-designated representative shall give the UNION the EMPLOYER's Step 2 answer in writing within ten (10) calendar days after receipt of such Step 2 grievance. A grievance not resolved in Step 2 may be appealed to Step 3 within ten (10) calendar days following the EMPLOYER-designated representative's final Step 2 answer. Any grievance not appealed in writing to Step 3 by the UNION within (10) calendar days shall be considered waived.

Step 3. If appealed, the written grievance shall be presented by the UNION and discussed with the EMPLOYER-designated Step 3 representative. The EMPLOYER-designated representative shall give the UNION the EMPLOYER'S answer in writing within ten (10) calendar days after receipt of such Step 3 grievance. A grievance not resolved in Step 3 may be appealed to Step 4 within ten (10) calendar days following the EMPLOYER-designated representative's final answer in Step 3. Any grievance not appealed in writing to Step 4 by the UNION within ten (10) calendar days shall be considered waived.

Upon mutual consent of the parties, mediation may be requested through the Bureau of Mediation Services in an attempt to resolve the grievance without the additional costs of arbitration. If mediation is not successful in resolving the grievance, either party may proceed to Step 4. 10/26 TA

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Step 4. A grievance unresolved in Step 3 and appealed to Step 4 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 Public Employment Relations Board.

7.5 Arbitrator's Authority.

- A. The arbitrator shall have no 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 submitted.
- B. 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 the AGREEMENT and to the facts of the grievance presented.
- C. The fees and expenses for the arbitrator's services and proceedings shall be borne equally by the EMPLOYER and the UNION, 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 shared equally.

7.6 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 the specific time limits, the UNION may elect to treat the grievance as denied at that step and immediately appeal 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.

7.7 Choice of Remedy. If, as a result of the written EMPLOYER response in 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 4 of Article VII or a procedure such as: Veterans' Preference, or Fair Employment. If appealed to any procedure other than Step 4 of Article VII, the grievance is not subject to the arbitration procedure as provided in Step 4 of Article VII. The aggrieved Employee shall indicate in writing which procedure is to be utilized - Step 4 of Article VII or another appeal procedure - and shall sign a statement to the effect that the choice of any other hearing precludes the aggrieved Employee from making a subsequent appeal through Step 4 of Article VII.

ARTICLE VIII. SAVINGS CLAUSE

This AGREEMENT is subject to the laws of the United States, the State of Minnesota, and the EMPLOYER. In the event any provision of the 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 void. All other provisions of this AGREEMENT shall continue in full force and effect. The voided provision may be renegotiated at the written request of either party.

ARTICLE IX. SENIORITY

9.1 Seniority will be based on continuous employment within the bargaining unit based on 2,080 hours per year. EMPLOYEE'S working less than 2,080 hours per year shall have their seniority prorated. The seniority roster shall be posted in an appropriate location each January 1. If there are errors in the list, it is the responsibility of the EMPLOYEE to notify the EMPLOYER within thirty calendar (30) days. A seniority roster shall be maintained by the EMPLOYER on the basis of time in grade and timewithin specific classifications.

9.2 Every person appointed to a regular position shall be required to successfully complete a probation period. The probation period shall begin immediately upon appointment and continue for twelve (12) months or for part-time appointments 2,080 work hours. A probation period may be extended up to an additional six (6) months or for part-time appointments 1,040 work hours upon written notice prior to the completion of the initial probationary period. During the probationary period, a newly hired or rehired Employee may be discharged at the sole discretion of the EMPLOYER. During the probationary period, a promoted or reassigned Employee may be replaced in his/her previous position at the sole discretion of the EMPLOYER.

9.3 A reduction of work force will be accomplished on the basis of seniority within the job classification or job series. Employees shall berecalled from lay off on the basis of seniority. An Employee on lay off shall have an opportunity to return to work within two (2) years of the time of his/her lay off before any new Employee is hired.

9.4 Whenever possible and when consistent with the needs of the Department a vacancy or newly created position shall be filled from among the present employees, giving consideration to qualifications for the job and seniority. In the event a senior employee is not selected for a vacancy or newly created position, such employee shall be given written reasons, therefore, upon request. The decision and the reason shall be subject to the grievance procedure.

9.5 Vacation periods shall be selected on the basis of seniority until March 15 of each calendar year.

9.6 When an employee is appointed to a position outside the bargaining unit and in the Meeker County Social Services Department, that employee's seniority rights in the bargaining unit shall be frozen. If she/he is subsequently terminated, except for just cause, or the employee

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chooses not to remain in the non-bargaining unit position, she/he may exercise her/his seniority rights to bump back into the bargaining unit in the same classification in which she/he was previously employed for a period not to exceed ~~eighteen months (1 1/2 years six months)~~; Ta 11/24

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ARTICLE X. DISCIPLINE

10.1 The EMPLOYER will discipline Employees for just cause only. Discipline will be in the form of:

- a) oral reprimand,
- b) written reprimand,
- c) suspension,
- d) demotion, and
- e) discharge. 10/26 TA

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10.2 Suspensions and discharges will be in written form.

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10.3 Written reprimands, to become part of an Employee's personnel file, shall be read and acknowledged by signature of the Employee. Employees and the UNION will receive a copy of such reprimands and notices of suspension and discharge.

10.4 Employees may examine their own individual personnel files at reasonable times, under the direct supervision of the EMPLOYER.

~~10.5 Discharges will be preceded by a five (5) day suspension without pay. This provision does not apply to Veterans. 10/26 Union agree TA~~

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10.6 Employees will not be questioned concerning an investigation of disciplinary action unless the Employee has been given an opportunity to have a UNION representative present at such questioning.

10.7 Grievance relating to this ARTICLE shall be initiated by the UNION in Step 2 of the Grievance Procedure under ARTICLE VII.

ARTICLE XI. CONSTITUTIONAL PROTECTION

Employees shall have the rights granted to all citizens by the United States and Minnesota Constitutions.

ARTICLE XII. WORK SCHEDULES AND PREMIUM PAY

12.1 The normal workweek shall consist of five (5) consecutive eight (8)hour days, Monday through Friday on . The normal workday shall be 8a.m. to 4:30 p.m. Scheduled changes to the normal workday or workweek for an Employee must be approved by the Employee's supervisor.

- 12.2 Employees will be given a one half (1/2) hour unpaid lunch and shall be allowed two fifteen-minute rest breaks during a normal workday. Rest breaks may be combined or added to a lunch break with the approval of the Employee's supervisor.
- 12.3 Alternate work schedules (Flex Schedules) may be implemented at the request of the Employee with supervisor approval. If said Employee chooses an alternate work schedule, it is understood that overtime will only be earned after a forty (40) hour workweek has beendocumented.
- 12.4 **Non-exempt Employees** may elect compensatory time in lieu of overtimefor any hours worked beyond the normal workday. Any hours worked after a documented eight (8) hour day, exclusive of 12.3, will be paid, at one and one-half (1 ½) times the normal rate of pay or hours. Use of compensatory time shall be granted under the same conditions as a vacationrequest.
- 12.5 **Exempt Employees** will be compensated at straight time for all hours worked beyond the normal workday. Said Employees may only accrue overtime or compensatory time for unscheduled hours worked.
- 12.6 Employees may accumulate up to eighty (80) hours banked time. Accrued time in excess of the eighty (80) hours will be paid at the currentrate of pay.

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ARTICLE XIII. VACATION

- 13.1 Employees covered by this AGREEMENT shall earn paid vacation according to the following schedule. Service shall be continuous full-time.

0 – 6 years of service	1 day per month
7 - 12 years of service	1 1/4 days per month
13 - 20 years of service	1 1/2 days per month
21+ years of service	1 3/4 days per month

~~Effective January 1, 1993.~~

- 13.2 Part-time Employees shall receive vacation leave on a pro-ratabasis.
- 13.3 **Payment of Accrued Vacation:** Employees who have accumulated vacation time shall be eligible to receive, upon separation from service, payment of unused vacation at the employee's base rate of pay for up to 200 hours. All vacation payouts will be compensated in the form of a lump sum payment.

In the event of death of an employee, all earned vacation of the deceased shall be paid to the employee's spouse, if living, otherwise to the estate of the deceased employee. There may be a clearance period of up tothree weeks from the effective date of the employee's termination until the accrued vacation is paid. Payment for vacation or other pay may

be withheld if the employee is in any way indebted to the County, or is in possession of County equipment or property.

- 13.4 **Maximum Accumulation:** Vacation leave shall not accumulate in excess of 200 hours. Any accumulation beyond the maximum shall be forfeited.

ARTICLE XIV. SICK LEAVE - SEVERANCE

- 14.1 Sick leave shall be earned by permanent full-time Employees at the rate of one (1) working day for each full month of service to a maximum of 100 days.

- 14.2 Part-time Employees shall receive sick leave on a pro-rata basis.

- 14.3 Sick leave days earned beyond the maximum shall accrue at the rate of one-half (1/2) day per month and be credited to a deferred sick leave "bank." Deferred sick leave shall be used only when all regular sick leave has been exhausted. This benefit is available only to those hired on or before December 31, 2020. 11/24 TA

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- 14.4 Employees with ten or more years of consecutive service, upon retirement or separation of employment, except dismissal for cause, shall be granted severance pay on any unused sick hours according to the table below, at the employee's current rate of pay:

MEEKER COUNTY SICK/SEVERANCE PAYOUT SCHEDULE

% PAYOUT	MAXIMUM PAYOUT REGULAR SICK LEAVE		MAXIMUM PAYOUT DEFERRED SICK LEAVE	
	10+ YEARS	20+ YEARS	10+ YEARS	20+ YEARS
50%	\$7,000	\$10,000	\$3,500	\$5,000

All sick leave payouts will be deposited in the employee's VEBA account, if the employee has an established account. For employees who do not have an established VEBA account, sick leave payments will be paid directly to the employee, unless the payment totals \$1,000 or more, in which case a VEBA will be setup for them and the sick leave payment will be deposited into it. Employees who were part-time during the duration of their employment and were not eligible for health insurance at any time will receive their payment in a lump sum. No employee shall be eligible to receive more than one sick leave payout from the County.

In the event of death of an employee, all earned sick leave of the deceased shall be paid to the employee's spouse, if living, otherwise to the estate of the deceased employee. There may be a clearance period of up to three weeks from the effective date of the employee's termination until the accrued sick leave is paid. Payment for sick leave or other pay may be withheld if the employee is in any way indebted to the County or is in possession of County equipment or property.

- 14.5 Sick Leave may be used for the following purposes:

- A. An Employee may use personal sick leave benefits provided by the Employer for absences due to an illness or injury to the Employee's biological child, stepchild, adopted, foster child, adult child, spouse, sibling, parent, grandchild, mother-in-law or father-in-law, grandparent or stepparent, for reasonable periods of time as the Employee's attendance may be necessary, on the same terms upon which the Employee is able to use sick leave benefits for the Employee's own illness or injury. The Supervisor will grant sick leave use pursuant to the above family list, MN Statute 181.9413 and in accordance with FMLA.
- B. Up to fifteen (15) days of sick leave may be used to assist with the placement of a foster care child with the Employee.
- C. Sick and vacation leave shall run concurrently with any approved leave under FMLA.
- D. Adoption: Up to 15 days of sick leave may be used to assist with placement of an adopted or foster care child with the employee.

ARTICLE XV. HOLIDAYS

- 15.1 Employees shall be given ~~ten eleven~~ (11) paid holidays per year.
- | | | |
|--------------------|---|----------------------------|
| New Years Day | Independence Day | Thanksgiving Day |
| Martin Luther King | Labor Day | Day After Thanksgiving Day |
| Presidents Day | Veterans Day | Christmas Day |
| Memorial Day | Christmas Eve Day (when it falls Monday-Friday) | 10/26 |

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- 15.2 When any of the holidays fall on a Saturday, Friday shall be observed as the holiday. When any of the holidays fall on a Sunday, Monday shall be observed as the holiday.

15.3 Only emergency work, preapproved by a supervisor, may be conducted on a holiday designated above. 11/24 TA

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ARTICLE XVI. INSURANCE

Insurance benefits shall be provided in accordance with the following:

- 16.1 Life Insurance. Life insurance in the amount of \$20,000.00 shall be provided by the EMPLOYER for each Employee. The EMPLOYER shall pay all premiums due for this insurance.
- 16.2 Health Insurance. Health insurance benefits shall be provided in accordance with the

following:

~~**Family Coverage:** Effective January 1, 2019, the EMPLOYER shall pay the first \$853.96 of which \$275 will be allocated to the Employee's HSA/VEBA, plus 50% of the premium over \$853.96. Effective 2020 the EMPLOYER shall pay the first \$853.96 plus 60% of the increase from 2019 to 2020 on the Emerald single plan (Base Amount); plus 50% of the amount over the 2020 base amount. The EMPLOYER will pay for 100% of any increase over 10% for 2020.~~

Commented [KH1]: Updated insurance offer forthcoming

~~**Employee Coverage Only:** Effective January 1, 2019, the EMPLOYER shall pay \$853.96 towards single coverage of which \$112.50 will be allocated to the Employee's HSA/VEBA. Effective January 1, 2020 the EMPLOYER shall pay \$853.96 plus 60% of the increase in the Emerald plan. The EMPLOYER will pay for 100% of any increase over 10% for 2020.~~

Family Coverage: Effective January 1, 2021, on the HSA family plan, the Employer shall pay the first \$1,010.40 (base amount) of which \$283.34 will be allocated to the Employee's HSA/VEBA, plus 50% of the premium of \$1,010.40. Effective January 1, 2021, on the non-HSA family plan, the Employer shall pay the first \$1,010.40 (base amount), plus 50% of the amount for spouse and dependent coverage. Effective 2022 the Employer shall pay the first \$1,010.40 plus 50% of the increase from 2021 to 2022 on the Emerald single plan (base amount).

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Employee Coverage Only: Effective January 1, 2021, the Employer shall pay \$903.52 towards single coverage of which \$116.68 will be allocated to the Employee's HSA/VEBA. Effective January 1, 2022 the Employer shall pay \$903.52 plus 50% of the increase in the Emerald plan. **11/24 TA**

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The County has the right to choose the Health Insurance carrier/plan as long as the aggregate value of the plan(s) is not reduced.

ARTICLE XVII. LEAVES OF ABSENCE

- 17.1 **Military Leave.** Employees who are members of any reserve component of the military forces of the United States shall be granted leave of absence with pay, in accordance with State and Federal Law.
- 17.2 **Court Duty.** Any Employee subpoenaed as a witness or called and selected for jury duty, shall receive their regular compensation and other benefits for such duty. Pay received for Court Duty must be given to the EMPLOYER by the Employee. Pay for the expenses may be kept by the Employee.
- 17.3 **Maternity-Parental Leave.** ~~Maternity-Parental~~ leave, not to exceed six (6) months, may be granted by the EMPLOYER upon request by the Employee. An extension of a

~~maternity-parental~~ leave may be granted by the EMPLOYER under mutually agreeable circumstances by the EMPLOYER, Department Head and Employee. All ~~maternity-parental~~ leave shall be without compensation. Sick leave and vacation time shall not accumulate during any ~~maternity-parental~~ leave, but accrued amounts of both shall remain on record at the inception of the leave of absence and shall resume upon return of the Employee. Health and welfare benefits, described in ARTICLE XIX., Health and Welfare, of this AGREEMENT will be extended at the Employee's expense during the period which any ~~maternity-parental~~ leave is granted. Seniority for the sole purpose of lay off shall accrue during ~~maternity-parental~~ leave. 10/26 TA

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- 17.4 General Leave Regulations. All Employees covered by this AGREEMENT are encouraged to give as much prior notice for any leave of absence as possible so that the EMPLOYER can make appropriate adjustments of staff to ensure a continuation of service to the citizens of Meeker County.
- 17.5 Personal Leave of Absence. Personal leaves include all leaves of absence granted for reasons other than for those stated above and shall be granted at the discretion of the EMPLOYER for a period of time not to exceed six (6) months. Extension of leave for an additional six (6) months is possible pending the EMPLOYER'S review and approval. Seniority, sick leave or vacation leave shall not accrue during personal leave. Personal leave is automatically extended to the Employee on sick leave where accumulated paid leave expires, until such time as the EMPLOYER decides on a formal extension of personal leave.
- 17.6 Conferences, workshops, and training seminars shall be continued as per the past practices.

ARTICLE XVIII. FUNERAL LEAVE

18.1 Days may be taken with compensation in the event of the death of a family member, to a maximum of 5 days, according to the following schedule:

- Spouse, child 5 days maximum
- Parents, brother, sister 3 days maximum
- Grandparents, grandchildren, 1 day maximum
- father-in-law, mother-in-law,
sister-in-law, brother-in-law,
or a ward of the employee's household.

Department Heads are responsible for authorizing funeral leave. Regular part time employees shall have funeral leave pro-rated based on budgeted FTE equivalent. Funeral leave is non-cumulative in the event of multiple deaths from the same incident.

ARTICLE XIX. WAGES

19.1 ~~Accept the new Classification Ratings and Salary Scheduled as recommended by Arthur J. Gallagher & Co. Place EMPLOYEES on the new Salary Schedule at the next closest step equal to or greater than the EMPLOYEE's December 31, 2018 wage to begin January 1, 2019. Step Anniversary dates will remain the same and will be provided on an annual basis including those with anniversary dates of January 1, 2019. Effective January 1, 2019, any employee who has been at the top of their pay scale for one full year will have their anniversary date moved to January 1st of the following year. Employees shall be paid in accordance with Appendix C 21 attached hereto, and made part of this AGREEMENT.~~

~~19.2 Wages: Add 2% to salary schedule in 2019 and 2.5% to salary schedule in 2020 for all positions.~~

2% year 1 COLA

2% year 2 COLA

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ARTICLE XX. DURATION

This AGREEMENT shall become effective January 1, ~~2019-2020~~ and shall remain in effect through December 31, ~~2020~~2022, and shall continue in effect from year to year thereafter, unless either party shall notify the other in writing ninety (90) days prior to the termination date that it desires to modify this AGREEMENT.

COUNTY OF MEEKER

MINNESOTA TEAMSTERS PUBLIC
AND LAW ENFORCEMENT
EMPLOYEES UNION, LOCAL NO. 320

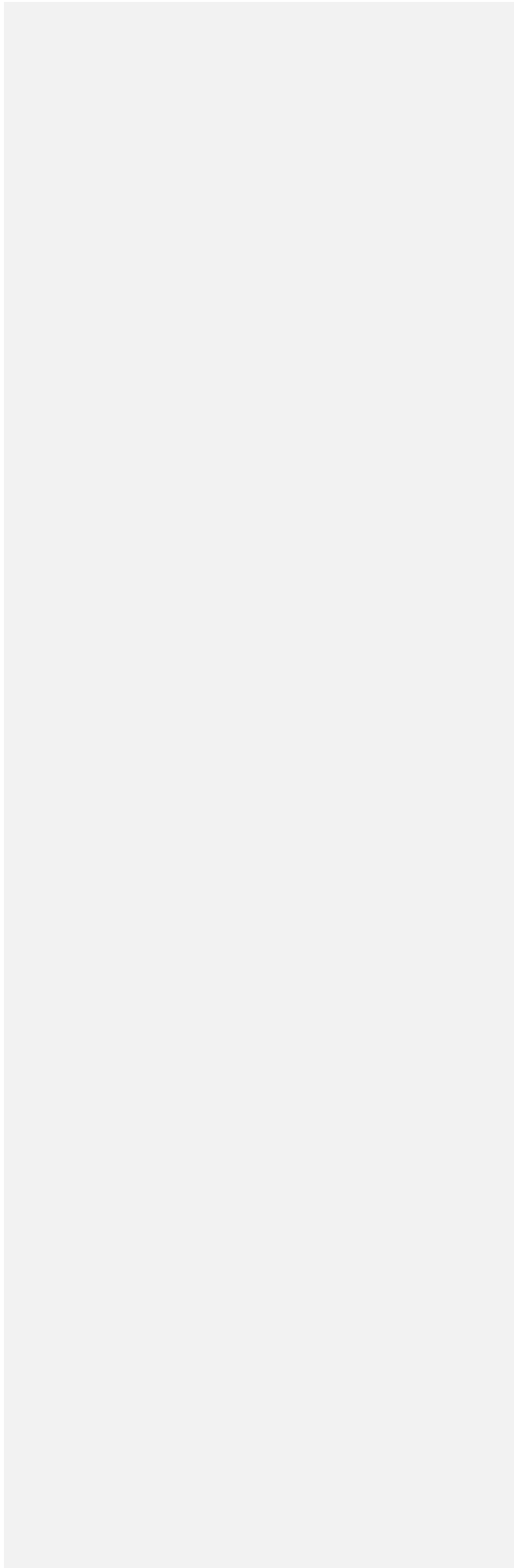
County Board of Commissioners
Chair

Business Agent

Steward

Steward

Steward



**APPENDIX C-21
MEEKER COUNTY 2019/2020 MONTHLY & HOURLY SALARY SCHEDULES**

**MEEKER COUNTY 2019 SALARY SCHEDULE
Hourly**

DBM Rating	1	2	3	4	5	6	7	8	9	10	11
A12	\$16.05	\$16.53	\$17.03	\$17.54	\$18.07	\$18.62	\$19.17	\$19.75	\$20.34	\$20.95	\$21.57
A13	\$17.25	\$17.76	\$18.30	\$18.84	\$19.41	\$19.99	\$20.59	\$21.21	\$21.85	\$22.50	\$23.17
B21	\$18.44	\$18.99	\$19.56	\$20.15	\$20.76	\$21.38	\$22.02	\$22.67	\$23.36	\$24.06	\$24.79
B22	\$19.64	\$20.22	\$20.83	\$21.45	\$22.09	\$22.76	\$23.44	\$24.14	\$24.87	\$25.61	\$26.38
C41	\$25.59	\$26.36	\$27.15	\$27.96	\$28.80	\$29.66	\$30.56	\$31.48	\$32.42	\$33.38	\$34.39

**MEEKER COUNTY 2019 SALARY SCHEDULE
Monthly**

DBM Rating	1	2	3	4	5	6	7	8	9	10	11
A12	\$2,782.83	\$2,865.93	\$2,952.56	\$3,040.96	\$3,132.90	\$3,226.60	\$3,322.07	\$3,422.85	\$3,515.39	\$3,614.47	\$3,719.32
A13	\$2,980.69	\$3,078.09	\$3,171.79	\$3,265.50	\$3,364.50	\$3,465.28	\$3,569.59	\$3,675.67	\$3,787.06	\$3,900.21	\$4,016.99
B21	\$2,196.54	\$2,292.02	\$2,391.02	\$2,491.80	\$3,597.88	\$3,705.73	\$3,817.11	\$3,930.26	\$4,048.72	\$4,170.71	\$4,296.24
B22	\$2,403.40	\$2,504.18	\$2,610.26	\$2,718.10	\$2,829.49	\$2,944.41	\$4,062.86	\$4,184.86	\$4,310.38	\$4,439.45	\$4,572.05
C41	\$4,435.91	\$4,568.51	\$4,706.42	\$4,846.09	\$4,992.83	\$5,141.34	\$5,296.93	\$5,456.05	\$5,618.70	\$5,786.66	\$5,961.70

DBM Range	Previous Classification	New Classification
A12	Office Support Specialist, Administrative Clerk	Administrative Clerk
A13	Account Clerk II	Accounting Assistant
B21	Support Enforcement Aide	Human Services Technician
B21	Case Aide	Case Aide-
B22	Eligibility Worker, Child Support/Admin Processing	Human Services Specialist
C41	Social Worker I	Human Services Professional

MEEKER COUNTY 2020 SALARY SCHEDULE

Hourly

DBM Rating	1	2	3	4	5	6	7	8	9	10	11
A12	\$16.46	\$16.95	\$17.46	\$17.98	\$18.53	\$19.08	\$19.64	\$20.24	\$20.85	\$21.47	\$22.11
A13	\$17.68	\$18.20	\$18.76	\$19.34	\$19.90	\$20.49	\$21.11	\$21.74	\$22.39	\$23.06	\$23.75
B21	\$18.90	\$19.47	\$20.05	\$20.65	\$21.28	\$21.94	\$22.62	\$23.34	\$24.09	\$24.86	\$25.64
B22	\$20.13	\$20.72	\$21.35	\$21.99	\$22.65	\$23.33	\$24.03	\$24.75	\$25.49	\$26.25	\$27.04
C41	\$26.23	\$27.02	\$27.83	\$28.66	\$29.52	\$30.40	\$31.32	\$32.26	\$33.23	\$34.22	\$35.25

MEEKER COUNTY 2020 SALARY SCHEDULE

Monthly

DBM Rating	1	2	3	4	5	6	7	8	9	10	11
A12	\$2,852.40	\$2,937.58	\$3,026.37	\$3,116.98	\$3,211.22	\$3,307.27	\$3,405.12	\$3,508.42	\$3,613.53	\$3,722.26	\$3,832.80
A13	\$3,064.43	\$3,155.04	\$3,251.09	\$3,347.13	\$3,448.62	\$3,554.91	\$3,668.83	\$3,787.56	\$3,881.73	\$3,997.71	\$4,117.32
B21	\$3,276.46	\$3,374.32	\$3,475.80	\$3,577.10	\$3,687.83	\$3,798.37	\$3,912.54	\$4,028.52	\$4,149.94	\$4,274.98	\$4,403.65
B22	\$3,488.49	\$3,591.78	\$3,700.51	\$3,814.06	\$3,925.23	\$4,043.02	\$4,164.44	\$4,289.48	\$4,418.14	\$4,550.43	\$4,686.35
C41	\$4,546.81	\$4,682.72	\$4,824.08	\$4,967.24	\$5,117.65	\$5,269.88	\$5,429.35	\$5,592.45	\$5,759.17	\$5,934.33	\$6,110.74

DBM Range	Previous Classification	New Classification
A12	Office Support Specialist, Administrative Clerk	Administrative Clerk
A13	Account Clerk II	Accounting Assistant
B21	Support Enforcement Aide	Human Services Technician
B21	Case Aide	Case Aide-
B22	Eligibility Worker, Child Support/Admin Processing	Human Services Specialist
C41	Social Worker I	Human Services Professional