

MEMORANDUM OF AGREEMENT
AFSCME Council 5, Local #34
AND
HENNEPIN COUNTY

Re: Accretion of the classification Staff Nurse to the AFSCME Local 34 Bargaining Unit

WHEREAS, the Staff Nurse classification was properly accreted to the AFSCME Local 34 Bargaining Unit (Union) by order of the Bureau of Mediation Services (BMS) dated April 7, 2025; and

WHEREAS, the parties received an arbitration award dated February 25, 2026, addressing the Staff Nurse accretion process and the proper extension of terms and conditions to the newly accreted Staff Nurse classification, consistent with Article 2 Section 5; and

WHEREAS, effective April 20, 2025, Hennepin County (County) properly implemented all terms and conditions excepting the sole issue of wages as required by Article 2, Section 5; and

WHEREAS, the parties met and negotiated the sole issue of wages as required by Article 2, Section 5 of the Labor Agreement.

As a result, the following items are agreed:

The wage grids for years 2026 and 2027 will be as follows:

JOB CLASS	Effective Date	2026 Hourly Rate Minimum	2026 Hourly Rate Maximum	2026 Annual Rate Minimum	2026 Annual Rate Maximum
Nurse, Staff	04/19/2026	\$40.893043	\$61.826533	\$85,057	\$128,599

JOB CLASS	Effective Date	2027 Hourly Rate Minimum	2027 Hourly Rate Maximum	2027 Annual Rate Minimum	2027 Annual Rate Maximum
Nurse, Staff	12/27/2026	\$42.528763	\$64.299594	\$88,459	\$133,743

Pay range adjustment and general increase treatment (Staff Nurse)

1. **Effective Date:** The MOA becomes effective on **April 19, 2026**.
2. **Range minimum adjustment:** On the MOA effective date, the new 2026 Staff Nurse range minimum exceeds the minimum previously in effect. Any Staff Nurse whose base rate is below the new 2026 range minimum will be adjusted to that minimum.
3. **Headroom at the top of range:** Staff Nurses who were at the range maximum prior to negotiations will have room for a performance increase at their next review, if eligible.
4. **No immediate changes otherwise:** No other salaries will change immediately solely due to this range update.
5. **Prior general increases / no retro:** Staff Nurses received their general increase for 2025 prior to accreting into Local #34 and received their general increase for 2026. Accordingly, no retroactive payments for contract wage increases will be made.
6. **Eligibility going forward (Local #34):** Effective April 19, 2026, Staff Nurses will be eligible for and receive all scheduled contract raises and other benefits applicable to members of AFSCME Local #34.

For the Union

Grace Molenaar-Maldonado

Grace Molenaar-Maldonado
AFSCME Council 5, Local
#34 President

4/17/2026

Date

Dane Ryan

Dane Ryan
AFSCME Council 5, Local #34
Field Representative

4/16/2026

Date

For the Employer

Holland Atkinson

Holland Atkinson
Chief Labor Relations Officer

4.17.26

Date