

AGREEMENT
BETWEEN
ST. LOUIS COUNTY BOARD OF COMMISSIONERS
AND
COUNCIL 5, AFSCME
REPRESENTING
ST. LOUIS COUNTY CIVIL SERVICE
BASIC UNIT EMPLOYEES

2026-2028

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AGREEMENT
BETWEEN
ST. LOUIS COUNTY BOARD OF COMMISSIONERS
AND
COUNCIL 5, AMERICAN
FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES,
REPRESENTING ST. LOUIS COUNTY BASIC UNIT EMPLOYEES

PREAMBLE

The County of St. Louis, Minnesota, (hereinafter referred to as the "Employer") through its duly authorized representatives and the City and County Public Service Union Local 66, affiliated with the American Federation of State, County, and Municipal Employees, which local union is exclusively represented by Council 5, (which Council 5 is hereinafter referred to as the "Union") representing the employees covered by this agreement do hereby agree as to the terms and conditions of their employment.

ARTICLE 1 - RECOGNITION

Section 1. The Employer recognizes the Union as the exclusive representative for collective bargaining purposes of all employees of the County of St. Louis who are public employees within the meaning of Minn. Stat. Sec. 179A.03, Subd. 14, excluding all St. Louis County Merit Basic Unit employees, all Investigators in the County Attorney's Department, all non-clerical employees of the St. Louis County Public Works Department - Maintenance Divisions, and all essential, supervisory and confidential employees.

Section 2. The Employer or its representative shall not enter into any agreements or bargain collectively or individually in any way which conflicts with the terms of this Agreement.

ARTICLE 2 - MANAGEMENT RIGHTS

The Employer has and retains the right to control its properties, maintain order and efficiency, determine the amount of supervision, direct the work force, hire, promote, transfer, assign, suspend, demote, discharge or retain employees in this unit, and take whatever action to carry out the mission of the Employer in situations of emergency.

Such rights and responsibilities are limited only to the extent specifically modified within this Agreement.

ARTICLE 3 - UNION SECURITY

Section 1. Payroll deductions shall be made monthly from the salary of the employees upon presentation by the Union of authorized certification from the proper Union representatives and said Union dues deductions shall be remitted to the Union within fifteen (15) days.

Section 2. The Employer shall deduct from the wages of any employee who is a member of the Union a P.E.O.P.L.E. deduction as provided for in a written authorization voluntarily executed by the employee on a form mutually agreeable to the Employer and the Union. The deduction shall be discontinued upon reasonable advance written notice from the employee to the Employer. The Employer shall remit any deductions made pursuant to this provision monthly to the Union.

Section 3. 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 taken at the written request of the Union pursuant to Sections 1, 2, or 3 of this Article.

Section 4. Upon written request of the employee, arrangement shall be made to permit leaves without pay from duty not to exceed one week duration, but limited to five (5) employees at any one time for representation of the Union at International, State, or District meetings.

Section 5. Subject to approval of the Department Head, Union representatives shall have access to the premises to meet and confer with the employees. The Union agrees that its representatives shall not interfere with the normal operation of the Employer's facilities at any time.

ARTICLE 4 - WORK DAY/WORK WEEK

Section 1. The normal workday shall be seven and one-half (7½) hours except where negotiated schedules are in effect. The normal workday shall be Monday through Friday and the normal work hours shall be between 8:00 a.m. and 4:30 p.m. The normal workweek shall begin at 12:00:01 a.m. Saturday and end at 12:00 midnight Friday and have thirty seven and one-half (37½) hours in the normal workweek. Employees may request a flexible work schedule. An optional four (4) day workweek may be negotiated upon mutual agreement between the Department

Head and the Union. Flextime work schedules or job sharing arrangements may be had upon mutual agreement between the Board, the Department Head, and the Union. If an employee's request to work a flexible schedule is denied, the supervisor will promptly provide the reason (s) for the denial in writing to the Employee.

The annual work year shall be one thousand nine hundred fifty (1950) hours.

Section 2. All employees shall receive two (2) break periods of fifteen (15) minutes each during a seven and one-half (7½) hour work day. Those employees working seven and one-half (7½) hours may receive an unpaid one (1) hour lunch period.

Section 3. Employees may be required to work shifts or schedules as designated by the Department Head. Any schedule change proposed by the Employer shall be submitted to the Union for review on a meet and confer basis.

If the Union does not agree to the schedule change within fourteen (14) days after the proposed change is submitted to the Union, the proposed change may be submitted by the Employer to the Schedule Review Committee for consideration.

The Committee's jurisdiction shall be limited to either approving or rejecting the proposed schedule change. The decision of the Schedule Review Committee shall be binding on the Employer and the Union and shall not be subject to the grievance procedure of Article 22.

The Schedule Review Committee shall be a standing Committee composed of five (5) members, two (2) members designated by the Union, two (2) members designated by the Employer, and a fifth, neutral member selected by mutual agreement of the other four (4) members. If the four (4) Committee members cannot agree on selection of the fifth member, the two sides shall each nominate one (1) person and the neutral shall be designated from among the nominees by flip of a coin. Each side shall nominate the proposed fifth member within ten (10) days after request by the other side. At any time either party may substitute one (1) member to serve on the Committee, it being anticipated that either party may want at least one (1) member of the Committee who is familiar with scheduling issues in the Department in which the schedule change is being brought forward to the Committee.

The neutral member shall be the chair of the Committee and shall vote to break ties. The Schedule Review Committee shall hear the matter and render its decision within thirty (30) days after the proposed change is submitted to the Union.

Section 4. There shall be no split shifts nor shall work be scheduled on a four (4) hours on and four (4) hours off basis. Upon mutual agreement, the Employer and the Union may meet and confer regarding the use of no-pay days for County employees. No employee shall be scheduled for more than one shift in a twelve (12) hour period except with the

employee's consent.

Section 5. The County Board shall designate one (1) County official or their alternate who shall have exclusive and complete authority on behalf of all departments to uniformly designate closing of all County offices and departments in a given area, Duluth, or Iron Range, for snow, storms or blizzards.

ARTICLE 5 - WAGE RATES AND PAY DATES

Section 1. Pay dates shall be every other Friday and pay periods shall commence at 12:00:01 a.m. Saturday and shall end at 12:00 midnight Friday. The official payroll year shall be defined as commencing with the beginning of the pay period covered by the first bi-weekly paycheck of the new calendar year. Vacation and sick leave hours accrued will be stated on each paycheck, current to within one pay period. The end of the payroll year shall apply to administration of the maximum sick leave accruals, waivers from the maximum vacation accrual, as well as to the use of allotted personal leave days, as specified in other provisions of this agreement.

Section 2. The bi-weekly and hourly wage rates annexed hereto as Exhibit "A" shall be paid all employees within this jurisdiction effective upon the ratification of this Agreement by the Union or December 13, 2025, whichever is later (4.00% increase). The bi-weekly and hourly wage rates annexed hereto as Exhibit "B" shall be paid all employees within this jurisdiction effective upon the ratification of this Agreement by the Union or December 26, 2026, whichever is later (3.00% increase). The bi-weekly and hourly wage rates annexed hereto as Exhibit "C" shall be paid all employees within this jurisdiction effective upon the ratification of this Agreement by the Union or December 25, 2027, whichever is later (3.00% increase). Employees who have resigned, other than a retirement during the contract duration, or have involuntarily separated are not eligible to receive retroactive pay increases. Wage adjustments will be applied for the full pay period covered by the first bi-weekly paycheck of the new contract year. No lower or higher rates of pay shall be paid unless previously negotiated between the Employer and the Union.

When a new classification is created, the rate of pay for such new classification shall be negotiated between the Employer and the Union.

Section 3. Longevity. Upon receiving a work performance rating of competent for the preceding year, an employee shall receive an increase in pay equal to one pay step, after the 8th, 12th, 16th, 20th and 24th consecutive years of service without a break in employment. All such increases shall be carried in promotion or demotion. Part-time employees working one thousand (1000) hours or more per year for each year of continuous service shall receive a one step increase after eight (8), twelve (12), sixteen (16), twenty (20), and twenty-four (24) years of service.

Beginning December 18, 2021, upon receiving a work performance rating of competent

for the preceding year, an employee shall receive an increase in pay equal to one pay step as outlined in Appendix C, after the 8th, 10th, 12th, 14th, 16th, 18th, 20th and 22nd consecutive years of service without a break in employment. All such increases shall be carried in promotion or demotion. Part-time employees working one thousand (1000) hours or more per year for each year of continuous service shall receive a one step increase after eight (8), ten (10), twelve (12), fourteen (14), sixteen (16), eighteen (18), twenty (20), and twenty-two (22) years of service.

Section 4. Out-of-Class Assignment. In order to accomplish the duties and responsibilities assigned in a position which is unoccupied due to the temporary, short-term absence of an incumbent, an employee in a position allocated to a lower salary grade may be assigned to perform all or part of the duties of the vacant position. If the employee having newly assigned job duties is required to perform a majority of the duties and responsibilities that serve as the basis for the higher grade allocation of the vacant position for five (5) days or more, the employee shall be considered to be working "out-of-class" and shall receive an Emergency Appointment to the higher classified position, retroactive to the first day of the current out-of-class assignment.

Section 5. Employees working a regular shift commencing between the hours of 2:00 p.m. and 10:00 p.m. shall, in addition to their hourly pay, receive a shift differential equal to \$.75 per hour effective the first day of the first payroll period for 2023 for each hour worked during such a shift. This shift differential shall increase to \$.90 per hour effective the first day of the first full payroll period for 2025. Employees working a regular shift commencing between the hours of 10:00 p.m. and 5:00 a.m. shall, in addition to their hourly pay, receive a shift differential equal to \$.85 per hour effective the first day of the first payroll period for 2023 for each hour worked during such a shift. This shift differential shall increase to \$1.00 per hour effective the first day of the first full payroll period for 2025.

ARTICLE 6 - OVERTIME

Section 1. All employees required to work over seven and one-half (7½) hours per day or thirty-seven and one-half (37½) hours per week shall be paid in cash at the overtime rate of one and one-half (1½) times their regular rate. However, each hour over seven and one-half (7½) per day or thirty-seven and one-half (37½) per week may be taken as compensatory time at time and one-half.

All employees who choose to bank compensatory time off shall be permitted to bank such compensatory time off without restriction as to the number of hours banked, but in no case shall accumulated compensatory time exceed the maximum allowable under the Fair Labor Standards Act. Compensatory time off shall be taken at times agreed to by the supervisor and the employee. If an employee is unable to use and take said compensatory time off before the end of the payroll year, the employee shall automatically be paid for said

accumulated compensatory time in a separate check no later than January 15 of the following year in which the compensatory time was earned, except that at the employee's option, up to thirty-seven and one-half (37½) hours of compensatory time may be carried over to the following year. All overtime payoffs shall be paid at the pay plan rate in effect during the payroll year in which the overtime was earned.

Section 2. No overtime shall be paid when employees switch shifts or substitute for each other for their own convenience and not as instructed by the supervisor.

Section 3. Each Department shall post notice of the Department's overtime distribution policy. The policy shall be based on one or more of the following methods of distribution of overtime: (1) project based; (2) as equal as possible within the classification assigned the work; and (3) by seniority within the classification assigned the work. The Union shall be afforded the opportunity to meet and confer with the Department Head before the policy is initially adopted and posted and if the policy is modified in the future. Failure to follow the final overtime policy shall be subject to the grievance procedure. The overtime policy shall remain in effect for the duration of the collective bargaining agreement unless a change is negotiated.

Section 4. Authorized paid time off in the form of vacation, personal leave or holiday pay shall count as "hours worked" for the purpose of computing overtime. Sick leave and compensatory time shall not count as "hours worked" for the purpose of computing overtime.

Section 5. Employees who receive prior authorization from Department Head or their designee to work emergency off hours, or project based off hours, shall be paid premium pay of one and one-half (1 ½) times their regular rate for all hours worked in the preauthorized off hours shift. This premium payment shall be paid as compensation and cannot be accrued as or converted to compensatory time. These emergency and/or project off hours, shall not be included as hours worked for purposes of the Article 6, section 1, contractual calculation of weekly and pay period hour overtime thresholds, however said hours worked shall be included in the FLSA calculation of overtime thresholds. This Section 5 regarding emergency off hours premium pay shall sunset effective December 31, 2028 unless the parties mutually agree to continue it.

ARTICLE 7 - CALL BACK

Section 1. All employees who have completed their daily shift and have returned home and are called back to return to work before the beginning of the next daily shift shall be termed as an emergency call-out and shall be paid at the minimum rate of three (3) hours at time and one-half (1½) the employee's basic hourly rate of pay for each such call-back. Call back hours shall not be credited as "hours worked" in the calculation of total work day/work week hours for overtime computation.

Section 2. Section 1 of this Article shall not apply to within a four (4) hour period immediately preceding the regular starting time. All employees required to come on duty within this four (4) hour period shall be allowed time and one-half on a quarter hour basis to the nearest quarter hour. An employee who reports to work within this four (4) hour period shall be allowed to work their normal work shift.

ARTICLE 8 – HOLIDAYS

Section 1. Holiday Schedule. All permanent and probationary employees shall be entitled to the following guaranteed paid holidays: New Year's Day, Martin Luther King Day, President's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Veterans Day (November 11), Thanksgiving Day, Friday after Thanksgiving, and Christmas Day.

Provided, however, when New Year's Day, Independence Day, Veterans Day, or Christmas Day falls on a Saturday, the Friday preceding is the official holiday and if they fall on Sunday, the Monday following is the official holiday; except for employees whose normal work week regularly includes Saturdays and Sundays, holidays shall be considered to be on the day on which the holiday actually falls.

Consistent with the amendment to Minn. Stat. 645.44, subdivision 5, all permanent and probationary employees shall be entitled to the Juneteenth holiday effective in 2024. When the Juneteenth holiday falls on a Saturday, the Friday preceding is the official holiday and if it falls on a Sunday, the Monday following is the official holiday; except for employees whose normal work week regularly includes Saturdays and Sundays, the holiday shall be considered to be on the day on which the holiday actually falls.

Section 2. Holiday Pay Eligibility. If an employee is not scheduled to work on a holiday the employee shall receive seven and one-half (7½) hours pay at the regular rate of pay. However, to be eligible to receive a paid holiday, an eligible employee must be in payroll status on the normal scheduled work day immediately preceding and the normal scheduled work day immediately following the holiday(s). Payroll status shall be defined as when actually working, on paid vacation, paid sick leave, compensatory time off, paid personal leave day, or on a paid leave of absence.

Section 3. Holiday Pay. Employees required to work on any of the aforementioned holidays shall be considered working overtime and compensated accordingly as provided in Article 6, in addition to holiday pay or another day off. Employees shall be paid two and one-half (2½) times their regular rate for all hours worked over seven and one-half (7½) hours on a holiday.

Section 4. Part-time Employees. Part-time employees shall receive holidays and personal leave on a pro-rated basis. For purposes of prorating personal leave and holidays (for which employees are eligible after working four hundred eighty nine (489) hours) the first

four hundred eighty nine (489) hours worked will be divided by the number of pay periods to determine the average hours worked per pay period. The average hours worked per pay period will then be divided by seventy-five (75) to determine the percentage of proration for the remainder of the calendar year. Annually thereafter, straight time hours worked in the preceding year will be divided by one thousand nine hundred fifty (1950) to determine the percentage or proration. Employees continuously employed since on or before January 1, 1993, shall continue to receive their present holiday and personal leave benefits.

ARTICLE 9 - PERSONAL LEAVE

Section 1. Four (4) days of personal leave with pay will be granted to permanent and probationary employees in the first year of employment and four (4) days of personal leave with pay each year thereafter. Personal leave may be taken in one-quarter (1/4) hour increments. Personal leave shall not accumulate from year to year. Approval for personal leave shall require mutual agreement between the employee and their supervisor. An employee requesting personal leave in writing, with at least five (5) working days advance notice, shall be given a written response at least three (3) working days before commencement of the requested leave.

Section 2. Newly hired part-time employees shall receive prorated personal leave based on the FTE of their position. Annually thereafter, eligible part-time employees shall receive prorated personal leave in accordance with Article 8, Section 4, above.

ARTICLE 10 - VACATIONS

Section 1. Permanent and probationary employees shall earn vacation with pay in accordance with the following schedule:

<u>Years of Service</u>	<u>Hours per Pay Period</u>
Commencing 0 through 3 years	3.75
Commencing 4 through 5 years	5.25
Commencing 6 through 10 years	6.5
Commencing 11 through 15 years	7.25
Commencing 16 through 20 years	7.75
Commencing 21 through 24 years	8.25
25 Years and Over	9.0

Employees are eligible to receive and use accrued vacation with pay upon successful completion of 489 hours or three (3) calendar months, whichever is later.

Changes in vacation earnings shall be effective the beginning of the pay period that includes the first of the month following the employee's required years of service.

Vacation for full-time and part-time employees shall be given in accordance with present Civil Service Rules on vacations. Vacations may be taken in one-quarter (1/4) hour increments. The employer shall give good faith consideration to granting employees vacation requests, subject to the needs of the department.

Vacation for seven and one-half (7½) hour day employees may accumulate to a maximum of two hundred ninety (290) hours at the end of any given pay period. Requests to temporarily exceed the two hundred ninety (290) hour maximum may be submitted to the Department Head for consideration pursuant to the Civil Service Rules.

Section 2. Paid holidays occurring during an employee's approved vacation shall not be charged against vacation time but shall be treated as holidays.

Section 3. Upon termination, employees shall be paid up in full for all past earned and accumulated vacation.

Section 4. Permanent and probationary employees shall earn, accumulate and be compensated for vacation in accordance with the following conditions:

1. Employees must work at least 489 hours.
2. The formula for computing vacation hours for employees shall be as follows:

Number of hours worked divided by 75 and then multiplied by the applicable hourly factor according to years of service as outlined in the union contract not to exceed the maximum accrual for each factor. This hourly figure will be rounded up to the nearest one- quarter hour.

ARTICLE 11 - SICK AND PARENTAL LEAVE

Section 1. Sick leave with pay shall be earned by all permanent and probationary employees in accordance with the following schedule:

<u>Years of Service</u>	<u>Hours per Pay Period</u>
Commencing 0 to 24 months	3.75
Commencing 25 months and over	5.25

Section 2. Sick leave accumulation shall not exceed fifteen hundred (1500) hours (or such greater number of hours, not to exceed nineteen hundred (1900) as an individual employee has accumulated as of the date of ratification by the County Board of the 2012- 2014

contract) as of the end of the last pay period of the payroll year. Sick leave shall be accrued in the pay period in which it is earned and deducted in the pay period in which it is used.

Section 3. Employees while on probation shall earn and be permitted use of sick leave.

Section 4. Sick leave may be paid for absence because of an employee's inability to perform their duties by reason of illness or injury, by necessity for medical or dental care, or by exposure to a contagious disease under circumstances in which the health of employees with whom associated or members of the public necessarily dealt with would be endangered by attendance on duty.

Sick leave may be paid, upon approval of the supervisory staff, for absence due to illness in the immediate family of the employee where attendance of the employee is necessary. "Immediate family" for this purpose shall be defined as parents, step-parents, spouse, children, step-children or wards of the employee, or other family members referenced under Minnesota Statute 181.9413, as amended.

Sick leave may be paid, upon approval of the supervisory staff, for absence because of death in the immediate family of the employee where attendance of the employee is necessary. "Immediate family" for this purpose shall be defined as spouse, parents of spouse, parents, guardian, children, brothers, sisters, wards of the employee, grandparents or grandchildren or step-family members. An employee may be permitted, upon the approval of their Department Head, up to a maximum of ten (10) days sick leave in the event of death in the immediate family, as defined in this subsection, and in conformity with Civil Service Rules and Regulations. An employee with fewer than 3 years of service from date of hire may be permitted, upon approval of their Department Head, to go into a negative sick leave balance of up to a maximum equivalent of 3 days if the employee does not have sufficient sick leave to cover the duration of their leave in the event of death in the immediate family as defined above.

Sick leave because of hospitalization of the employee or because of hospitalization or death in the employee's immediate family as defined in Article 11, Section 4, occurring during an employee's approved vacation shall not be charged against vacation time if the employee presents written verification.

Section 5. A Department Head or their designee may at any time request an employee to submit complete medical verification, on a form provided by the Employer, as to why the employee's illness or injury prevents the employee from working, if there is a concern about appropriate use of sick leave. The Department Head may indicate whether the verification shall be from an attending or a designated physician. The documentation provisions referenced in the Earned Sick and Safe Time Act, Minn. Stat. 181.9447, subd. 3(b), shall not apply to paid leave available to an employee for absences from work in excess of the minimum amount required by ESST.

Section 6. Parental Leave may be paid, upon approval of the supervisory staff, for absence due to the birth or adoption of child(ren) and shall be deducted from the employee's accrued sick leave. An employee may be permitted up to a maximum of three (3) weeks of Parental Leave for bonding purposes within 12 months following the birth or adoption of a child(ren) which occurs after January 1, 2020. This benefit is limited to the employee's child(ren).

The three (3) weeks of Parental Leave are in addition to the paid Sick Leave used by the parent if eligible pursuant to Section 4. For purposes of allowing employees to use the Union's Sick Leave Bank or the Vacation Donation Policy, the birth or adoption of a child(ren) shall be included in the definition of "serious health condition."

In the event a paid parental leave benefit is enacted in state or federal law, an employee must elect to use either the County Parental Leave benefit or the state or federal paid parental leave benefit. The County's Parental Leave benefit may not be stacked on top of a state or federal paid parental leave benefit to result in a paid leave greater than three (3) weeks.

Section 7. Effective January 1, 2026, the Employer and employee will split the premiums for the Minnesota Paid Family and Medical Leave, or an alternative private plan, on a 50/50 basis with the employee share payable through payroll deductions pursuant to Minnesota Statute §268B.14.

ARTICLE 12 - SICK LEAVE BANK

Section 1. The unit Sick Leave Bank shall be administered by a committee appointed by the Union to permit extensions of sick leave in the event of major illness or injury. The Union shall keep the Employer advised, in writing, of the membership of the Committee. The Committee shall act pursuant to guidelines established by the St. Louis County Board of Commissioners. No employee shall be allowed to participate in the Sick Leave Bank until they have reached the maximum rate of accrual for sick leave.

The Committee, upon establishing a need for additional funding of the Sick Leave Bank, shall provide, written documentation of such need to the Human Resources Director, at the beginning of the payroll year. Upon receipt of reasonable documentation, one (1) day of sick leave will be deducted from the total sick leave accumulation of each unit employee qualified to participate in the Sick Leave Bank and who has not yet donated a day, will be credited to the unit Sick Leave Bank. If additional funding is still needed, parties agree to meet and confer regarding deduction of an additional one (1) day from employees who have already donated.

An employee shall not be eligible to draw from the Sick Leave Bank unless the employee enters into a Sick Leave Bank Reimbursement Agreement, on a form prepared by the Employer, which: (1) acknowledges that the Employer has not agreed, by contract or

otherwise, to compensate the employee any amount in excess of the employee's regular wages; (2) requires the employee to reimburse the Sick Leave Bank 100% of the funds received; (3) authorizes and directs the Employer to deduct the amount drawn from the Sick Leave Bank from the wage loss proceeds, if any, awarded in a workers' compensation proceeding or from any other funds designated in the executed Sick Leave Bank Reimbursement Agreement; and (4) includes any other provisions applicable to the individual employee's specific request.

ARTICLE 13 - EMPLOYEE INSURANCE PLANS

Section 1. Health Insurance. The Employer agrees to permit all permanent and probationary employees to be covered by the St. Louis County Group Health Care Plan.* The Employer shall contribute to the premium as follows for full-time employees:

Single Coverage	91% of Total Single Premium
Family Coverage	82% of Total Family Premium

The Employer shall contribute to the premium for part-time employees pursuant to Section 6 of this Article.

[*NOTE: The actual descriptions of the Group Health Care Plan benefits are contained in the plan documents and are available in the Human Resources Department.]

Eligibility. Permanent and probationary employees are eligible for group health plan coverage on the first of the month following one (1) full calendar month of employment.

Section 2. Life Insurance. The Employer agrees to pay the full premium for group life insurance for full-time permanent and probationary employees and also contribute to the premium for part-time permanent and probationary employees pursuant to Section 6 of this Article. The amount of group life insurance is based on annual base salary, according to the following schedule:

<u>Annual Base Salary</u>	<u>Policy Amount</u>
Up to \$15,000	\$15,000
\$15,000 - \$20,000	\$20,000
\$20,000 - \$25,000	\$25,000
\$25,000 - \$30,000	\$30,000
\$30,000 - \$35,000	\$35,000
\$35,000 - \$40,000	\$40,000
\$40,000 - \$45,000	\$45,000
\$45,000 and over	\$50,000

Annual base salary shall be computed on January 1 of each year, or for new employees, on their date of hire.

Eligibility. Full-time employees become eligible for life insurance on the first of the month following six full calendar months of employment. Part-time employees become eligible on the first of the month following completion of 1000 hours.

Section 3. Dental Insurance. The Employer will pay for the full cost of the premium for single dental coverage for all full-time permanent and probationary employees and also contribute to the premium for part-time permanent and probationary employees pursuant to Section 6 of this Article. The maximum benefit is \$1500 per year.

Eligibility. Full-time employees become eligible for dental coverage on the first of the month following six full calendar months of employment. Part-time employees become eligible on the first of the month following the completion of 1000 hours.

NOTE: The actual descriptions of the Group Dental Plan benefits are contained in the plan documents and are available in the Human Resources Department.

Section 4. Claims Against Employer. Any description of insurance benefits contained in this Article is intended to be informational only and the eligibility for benefits shall be governed by the terms of the insurance plan and not by this Agreement. The Employer's only obligation is to pay such amounts as agreed to herein and no claim shall be made against the Employer as a result of a denial of insurance benefits by the insurance plan administrator, except in case of error by the Employer in reporting information to the administrator.

Section 5. Participants in an approved job sharing arrangement may, by mutual agreement between the job share participants, apportion the health care and dental benefits for which the job share position is eligible. Apportionment shall be limited to either (a) one employee receiving all of the benefit and the other none; or (b) the two employees splitting the benefit equally.

Section 6. Prorated Employer Contribution for Eligible Part-Time Employees. Except for all newly-appointed eligible part-time employees (new County employees, full-time employees moving to part-time status, and part-time employees changing positions) will receive a prorated Employer contribution to the premiums for health, dental and life coverage based on the full-time equivalent of the position to which they are appointed.

Thereafter, the proration amount for the following insurance year will be recalculated at the end of each payroll year. The proration amount will be equal to the percentage of the employee's full time equivalent based on the actual hours in payroll status during the previous payroll year. For this purpose, "payroll status" includes regular hours worked, the

straight time equivalent of overtime hours worked, and any paid leave time.

ARTICLE 14 - WORKERS' COMPENSATION

Section 1. Any employee who by reason of sickness or injury receives Worker's Compensation benefits may do either of the following:

- A. Retain the Worker's Compensation benefits without assessment against any available leave credits, or
- B. Retain the Worker's Compensation benefit and receive from the Employer any available earned accumulated sick leave, vacation leave or other accumulated leave benefit. The total weekly compensation including leave and worker's compensation benefits shall not exceed the regular weekly net base pay rate of the employee. "Net base pay" is defined as the employee's regular weekly gross less FICA, medicare, PERA and federal and state income tax withholding. Overtime will be considered on the same basis as it is for workers' compensation purposes.

If any employee uses sick leave pursuant to this agreement, and is subsequently awarded workers' compensation benefits for the same period, the Employer is authorized to deduct from workers' compensation wage loss benefits the amount of sick leave received by the employee, less the sick leave which the employee would be eligible to receive pursuant to Section 1 of this Article.

Section 2. While an employee is receiving loss of wage benefits under the Worker's Compensation Act (temporary total or temporary partial disability benefits), the Employer shall continue to pay the Employer's share of hospital-medical insurance premiums for both single and family dependents' premiums together with the premiums on the employee's life insurance and such payments shall continue even though the employee has exhausted their sick leave, vacation, and personal leave benefits. Payments of such premiums by the Employer pursuant to this Article shall end upon issuance of a notice of discontinuance of benefits by the Commissioner of the Department of Labor and Industry or upon the employee being declared permanently totally disabled.

Section 3. Sick leave used by employees while receiving County Worker's Compensation benefits shall be credited back to the employee's sick leave accumulation at retirement, but not to exceed the individual employee's maximum allowable sick leave accumulation as provided for in Article 11, Section 2 above. This Section is meant to mean sick leave used from the date the employee went to work for St. Louis County.

ARTICLE 15 - MEALS AND TRAVEL EXPENSES

Section 1. The schedule of maximum payments for meal reimbursement shall be in accordance with the then-current County Board policy. Meal reimbursement shall be allowed only under the following circumstances:

- A. Where an employee is in travel status within the County and overnight lodging is approved;
- B. When an employee is in travel status outside St. Louis County; or
- C. When an employee is required to attend a workshop, seminar, or working lunch meeting where a meal is served for which payment is required. Provided, however, the employee shall be reimbursed for the actual cost of the meal, even if in excess of the meal reimbursement rate set forth in the then-current County Board policy, if the employee is required to purchase a specific meal and does not have a choice of alternatives.

An employee on approved travel status, upon obtaining advance approval from the Department Head to incur lodging expense, shall be reimbursed for necessary lodging expense, single or double occupancy or its equivalent, upon presentation of receipt.

Section 2. Travel time regulations applicable to hourly paid employees of Public Works Department Divisions shall apply uniformly in all Public Works Department Districts as follows:

- A. Employees assigned to work in areas other than the area to which they are normally assigned will be paid travel time at the rate of pay received for the type of work the employee performed the major part of the day in question. Changes in work assignment can only be made by prior agreement between the superintendent and the employee involved.
- B. The amount of travel time allowance shall be determined by considering the normal and reasonable time expectancy for said travel to the projects or areas in each district.
- C. Employees operating County equipment (trucks, graders, loaders, carry-alls, busses, etc.) shall be paid for the actual and reasonable time spent in the operation of said equipment, with time calculated to the nearest one-half (½) hour.
- D. No employee shall be required or directed to transport other employees in their own vehicle to or from work sites.
- E. No employee shall be transported as a passenger in a County vehicle unless

said vehicle is designed and equipped for the transportation of passengers and the number of riders does not exceed the normal complement of riders.

- F. No employee shall be transported in boxes of dump trucks without established safety devices attached.

ARTICLE 16 - TOOLS AND UNIFORMS

Section 1. Uniforms. Uniforms shall be furnished and maintained for all employees required to wear a special uniform. Classifications involved are: Automotive Technicians, Janitors, Building Maintenance Helpers, Building Maintenance Workers, Carpenters, Head Janitors, Cook Supervisors, custodial workers, laundry workers, and cooks.

Section 2. Mechanics Tools. Whenever, in line of duty, personal tools and equipment furnished by employees are damaged or broken on the job, they shall be replaced by the Employer at Employer expense with equal value replacements.

Section 3. Tool Allowance. An employee in the classification of Automotive Technician required to provide their own tools shall be compensated at the rate of \$.25 (twenty-five cents) per hour for each hour worked. This additional pay shall apply to all paid hours actually worked except paid leave (vacation, sick leave, holidays, personal leave, compensatory time or leave of absence).

Section 4. Clothing Allowance. An employee who works within the Land & Minerals department and whose classification is: Forestry Technician Trainee, Forestry Technician I, II or III, Forester Trainee, Forester I, II or III, Utility Worker II or Forest Road Technician, may receive up to \$250.00 reimbursement annually for the purchase of protective outdoor outerwear. An employee who works within the Public Works department, Land Survey division and whose classification is Land Survey Technician series or Licensed Land Surveyor, may receive up to \$250.00 reimbursement annually for the purchase of protective outdoor outerwear. A list of acceptable reimbursable items will be maintained by the Land & Minerals Department Head.

ARTICLE 17 - SAFETY AND SAFETY EQUIPMENT

Section 1. Both the Employer and the Union agree to responsibility for cooperative enforcement of safety rules and regulations.

Section 2. The Safety Committee shall include representatives from both the Employer and the Union and whomever else the Employer shall designate.

Section 3. Should an employee file written complaint to the Safety Committee of unsafe or unhealthy conditions in violation of accepted safety and health policies, the matter if not

corrected in five (5) days satisfactorily may be processed according to provisions under Article 23 of this Agreement.

Section 4. Eyeglasses. Safety glasses where required shall be furnished by the Employer.

Section 5. Safety Shoes. The Employer will provide metatarsal guards for every employee where required for foot protection by OSHA regulations. In lieu of such metatarsal guards, safety shoes meeting the A.N.S.I. standards purchased by the employees may be worn. Employees who are required to have foot protection by OSHA regulations who elect to wear safety shoes shall receive a safety shoe allowance of \$200.00 per year payable in November.

ARTICLE 18 - SENIORITY AND JOB SECURITY

Section 1. Seniority. Seniority shall be defined by length of service in a classification within a County Department in which the service occurred. Seniority shall consist of the continuous uninterrupted accumulation of paid service as a permanent employee in the classified service.

Classification seniority earned by an employee in a department shall be retained and shall continue to accrue in that department as the employee promotes or transfers to other County Departments. Seniority shall not be lost due to absence by illness, authorized leaves (filed in writing), or temporary lay-offs that may occur for whatever reason. A seniority list shall be initially established and brought up to date on the first of January of each year, and a copy sent to the Union.

Classification seniority earned in the employee's current department shall be exercised first, and thereafter exercised by classification seniority earned in the department(s) in which the employee had prior service in the inverse order of departments that promotions and transfers occur. If the exercise of seniority rights within the departments in which service occurred does not prevent lay-off, the employee may exercise County wide seniority rights in the lowest job title of the employee's classification series, if the employee has permanent status in that classification.

ARTICLE 19 - PROBATION, TEMPORARY, SEASONAL

Section 1. The probation period for all new and promotional employees hired shall be six (6) months for full-time employees and the later of six (6) months or one thousand (1000) hours paid service for part-time employees, unless extended by the Department Head, not to exceed one year.

A Department Head may extend the probationary period of an employee, not to exceed 24 calendar months, if the employee is unable to perform a majority of the essential functions of their position due to an approved work accommodation or approved leave of absence. Anytime during the extended probation period a Department Head can decide to accept the employee as qualified. If an employee is discharged during the initial probation, the employee shall not have any rights under the grievance procedure contained herein. Promotional employees may be demoted during their promotional probation period without rights under the grievance procedure.

Section 2. Temporary appointment to a permanent position shall not be made in excess of ninety (90) days. All other temporary appointments shall not exceed ninety (90) days in any given year. All provisional appointments shall first be made by seniority from the ranks of eligible employees by seniority before anyone outside of County employment is given said appointment. These provisions shall not apply to persons replacing employees who are on approved leave of absence.

Temporary appointments may be made to a temporary position to accomplish long-term projects or work activities lasting more than six (6) months, but not to exceed one (1) calendar year as defined in MN Stat. 383C.043(e).

Section 3. Seasonal Employment Status. Seasonal appointments to an entry level position may be made to accomplish short-term projects or work activities lasting more than ninety (90) calendar days. Appointments to seasonal positions shall not exceed one thousand (1000) hours worked or six (6) months, whichever is less in duration. An individual shall not commence more than one (1) seasonal appointment in a calendar year. Seasonal appointments may only be employed between the dates of May 15 through November 15.

Seasonal appointments must be made from an appropriate eligible register. Seasonal appointments made from a register may be eligible for re-employment as a seasonal employee the following season at the Employer's discretion, prior to the Employer calling for an eligibility register. However, when the Human Resources Director is unable to refer names from an employment list, the appointing authority is authorized to appoint a qualified individual. Seasonal appointments are "temporary" in nature, and do not entitle the appointee to any "permanent" status in Civil Service or under this collective bargaining agreement, nor shall the period of seasonal service be credited as part of the probationary period in case of subsequent appointment to a permanent position. Seasonal employees shall be terminated from employment on or before the expiration of their six (6) month appointment term.

Seasonal and temporary appointments shall not be utilized to replace permanent part-time or full-time positions. Individuals appointed to seasonal and temporary positions do not accrue seniority, nor do they earn, accrue or participate in any benefits except paid holidays that fall within the period of their employment.

ARTICLE 20 - PROMOTIONS, TRANSFERS

Section 1. Promotions. Employees upon promotion to higher classifications shall have the option at any time during the probationary period to accept a voluntary demotion to the position from which promoted provided that the position is not filled permanently. At the option of the Employer, the employee accepting a voluntary demotion may be returned to a different position in the same classification. However, a promoted employee shall have the option to return to the employee's same position from which promoted at any time during the first thirty (30) days in the promoted position.

Section 2. Transfers. Notice of the classification and location of a position available in a County department will be posted by the Human Resources Department on bulletin boards at the department's work sites at least five (5) days prior to closing of applications for such vacancy. Employees in the department and in the same classification may request consideration for lateral transfer by submitting a memorandum to the Human Resources Department within the stated time limit. All employees submitting such a memorandum within the stated limit will be interviewed for the posted vacancy. Requests received after the stated time limit will only be given consideration if the appointing authority is still interested in seeing additional candidates. The appointing authority has the discretion to select one (1) of the interested candidates or none of the interested candidates. Applicants who are not selected will be notified.

ARTICLE 21 - LEAVES OF ABSENCE

Section 1. Military Leaves. Any employee required to be on military leave shall receive all rights of seniority while on such leave.

Section 2. Services Upon a Jury. Leaves of absence with pay for jury duty, court ordered appearances of legislative bodies as witnesses are permitted, as provided in the Civil Service Rules.

Section 3. Parental Leave. Upon sixty (60) days' advance written request by an employee to their Department Head, up to a maximum of six (6) continuous months of unpaid leave of absence shall be granted in connection with the birth or adoption of a child. The employee shall have discretion to determine the length of leave up to the maximum allowed under this section. Parental leave shall commence within one (1) year

after the birth or adoption. When both parents are employees within this contract, the parental leave shall be divided, upon request of the employee, in accordance with this Article.

Section 4. Employees holding a permanent position with St. Louis County after five (5) years employment, and subject to approval of the Department Head, may be granted a sabbatical leave of absence, without pay, for a period of not less than one (1) year, nor in excess of two (2) years. An employee on a sabbatical leave shall not accrue additional seniority, vacation or sick leave during the leave of absence. These benefits will be frozen at the level immediately prior to the beginning of the leave.

The employee shall be returned to the job classification held at the time of approval of the sabbatical leave, upon the first available opening after the expiration date of the leave. Employees on an approved sabbatical leave under this section may be returned to a position prior to the expiration of their approved leave upon mutual agreement of the employee and the Department Head.

ARTICLE 22 - LAYOFF AND ABSENCE WITHOUT APPROVED LEAVE

Section 1. Layoff. In reduction of forces, all temporary employees shall be first removed, and layoff shall be in orderly fashion in strict accordance with the established seniority roster per classification first, and second by total departmental time in the inverse order of hiring, and rehiring shall be in inverse order of layoff.

Section 2. Layoff Notice. Written notice of layoff contemplated shall be served upon the employees, and a copy to the Union, at least ten (10) days prior to such layoff.

Section 3. Absence Without Approved Leave. An employee not on sick leave or authorized leave of absence but absent without notice of any kind for three days, shall be considered resigned at the discretion of the Employer. The Employer may, however, consider any written request of the employee or the Union on the employee's behalf.

ARTICLE 23 - GRIEVANCE PROCEDURE

A. Employee Rights of Protection and Representation:

Section 1. Nothing contained in this Agreement shall be construed to deny any employee their rights under applicable Civil Service Law and Rules made thereunder.

Section 2. Every employee shall have the right to present their grievance to the Employer free from interference, coercion, restraint, discrimination or reprisal, and shall have the right to be represented at all stages thereof.

Section 3. It is understood and agreed by and between the parties that any employee covered by this agreement working in probationary or provisional status may be discharged at the sole discretion of the Employer and shall not have the right to such relief pursuant to the grievance procedure contained herein.

B. Grievance Defined:

Section 1. A grievance shall be defined as a dispute or disagreement raised by any employee against the Employer involving the interpretation or application of the specific provisions of this agreement, and all disciplinary actions; provided, however, that a grievance shall not include any matter which is not within the authority of the Employer to act.

Section 2. The filing or pendency of any grievance shall in no way operate to impede, delay, or interfere with the right of the Employer to take the action complained of, subject, however, to the final resolution of the grievance.

C. Grievance Procedure:

In the event an employee covered by this Agreement claims that their rights and privileges under this Agreement have been violated, the matter shall be resolved in accordance with the following procedure:

Step 1: Within ten (10) calendar days after the first occurrence of the event giving rise to the claimed violation, the employee and/or their representative shall submit their grievance to their supervisor who, within three (3) working days thereafter, shall give their answer.

Step 2: If the grievance is not settled in Step 1, the employee and/or their representative shall present the matter in writing to the employee's Department Head (Appointing Authority) within seven (7) calendar days after receipt of the Supervisor's answer. The written grievance shall set forth the nature of the grievance, the facts on which it is based, the provision or provisions of the Agreement allegedly violated, and the relief requested.

Within five (5) calendar days of the receipt of such written grievance, the Department Head shall arrange a meeting with the Union at a mutually agreeable time to discuss the matter. If the grievance is settled as a result of such meeting, the settlement shall be reduced to writing and signed by the Department Head and the Union. If no settlement is reached, the Department Head shall give the Department's written answer to the Union within five (5) calendar days following their meeting.

The Employer and the Union may agree to submit the grievance to voluntary grievance mediation prior to submitting the grievance to Step 3. The agreement to mediate must occur within the time limit for submitting the grievance to Step 3 and the time limit for submitting the grievance to Step 3 shall not be extended in the absence of an agreement to mediate.

Step 3: If the grievance is not settled in Step 2, the Union shall present the matter in writing to the County Grievance Board within five (5) calendar days after receipt of the Department Head's written answer. The Grievance Board shall be composed of three (3) members appointed by the County Board of Commissioners.

Within fourteen (14) calendar days of receipt of such written grievance, the County Grievance Board shall schedule a hearing into the matter, after the close of which it shall render its decision no later than fourteen (14) calendar days thereafter.

If the grievance is not settled in accordance with the foregoing procedure, the Union may refer the grievance to arbitration within ten (10) calendar days after receipt of the County Grievance Board's decision by requesting the Bureau of Mediation Services to submit a panel of seven (7) arbitrators. Both the Employer and the Union shall have the right to alternately strike names from the panel. The party striking the first name shall be established by the Rules of the Bureau of Mediation Services. The remaining person shall be notified of their selection and requested to set a date and a time subject to the availability of the Employer and the Union representatives.

The arbitrator shall have no right to amend, modify, nullify, ignore, add to, or subtract from the provisions of this Agreement. The arbitrator shall consider only the specific issue submitted to the arbitrator in writing by the Employer and the Union, and shall have no authority to make a decision on any other issue not so submitted to the arbitrator. The arbitrator shall be without power to make decisions contrary to or inconsistent with or modifying or varying in the application of laws and rules and regulations having the force and effect of law. If the arbitrator finds that the grievance concerns matters not covered by this Agreement or the procedures contained herein have not been adhered to, he/she shall return the matters to the parties without decision.

The arbitrator shall submit the decision in writing within thirty (30) calendar days following close of the hearing or the submission of briefs by the parties, whichever is later, unless the parties agree to an extension thereof. The decision shall be based solely upon the arbitrator's interpretation of the meaning or application of

the express terms of this Agreement to the facts of the grievance presented. The decision of the arbitrator shall be final and binding.

The fee and expenses of the arbitrator shall be divided equally between the Employer and the Union; provided, however, that each party shall be responsible for compensating its own representative and witnesses.

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 specified time limits, the Union may elect to treat the grievance as denied at the 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 Union representative involved in each step.

ARTICLE 24 - RETENTION OF BENEFITS, SEPARABILITY

Section 1. Retention of Benefits. All benefits now enjoyed by the employees who are covered by this Agreement, but which benefits are not included in this Agreement shall remain in force during the period of the operation of this Agreement.

Section 2. This Agreement is subject to the laws of the State of Minnesota, including the St. Louis County Civil Service law and all Civil Service Regulations made pursuant thereto, and at any time any provision is in conflict and held to be contrary to law by a court of competent jurisdiction, from which final judgment or decree no appeal has been taken within the time provided, or is contrary to a federal or state administrative ruling or is found to be in violation of legislation or administrative regulations, such provision shall be void and inoperative. However, up until such ruling is given, all provisions of this Agreement shall remain operative, or if such provision is ruled inoperative, all other provisions shall remain in full force and effect.

ARTICLE 25 - RETIREMENT

Section 1. The Employer agrees to permit retired employees to be continued on the then existing hospitalization and insurance programs provided they qualify for retirement under the rules and regulations of P.E.R.A. or Coordinated Plans established by state law and are otherwise eligible to continue coverage under Minn. Stat. §471.61.

Section 2. The Employer has adopted a policy providing for the implementation of a Post-Retirement Health Care Savings Plan for qualifying employees covered by this agreement. Pursuant to that policy, to qualify for participation in the Post-Retirement

Health Care Savings Plan, an employee must, at retirement, have been employed by the Employer for five consecutive years immediately prior to retirement, and qualify for and receive retirement benefits under the rules and regulations of the Public Employees Retirement Association or other appropriate State of Minnesota sponsored retirement fund, or Social Security.

Pursuant to the Post-Retirement Health Care Savings Plan policy, the Employer shall, upon a qualifying employee's retirement, deposit the cash equivalent of the employee's accumulated, unused sick leave and accumulated, unused vacation into the employee's account with the plan.

Accumulated, unused sick leave shall be an amount equal to the number of hours of unused sick leave multiplied by the employee's hourly base pay rate during the last payroll period prior to retirement. Accumulated sick leave hours shall not exceed the maximum allowable hours of sick leave accumulation for the individual employee pursuant to Article 11, Section 2. Accumulated, unused vacation shall be an amount equal to the number of hours of unused vacation time multiplied by the employee's hourly base pay rate during the last payroll period prior to retirement.

Prior to an employee's retirement, the Employer shall provide the employee with notice of their accrued vacation. The employee may utilize their vacation in full prior to retirement. If the employee does not qualify for the Post-Retirement Health Care Savings Plan, the employee shall, upon retirement, be paid in full for all accrued vacation. If the employee does qualify for the Post-Retirement Health Care Savings Plan, the employee shall have the cash equivalent of the employee's accrued vacation deposited into the employee's account pursuant to the Employer's Post-Retirement Health Care Savings Plan policy.

Adoption of the policy shall not be construed as a waiver of the Employer's position that employer contributions to Post-Retirement Health Care Savings Plans are not a mandatory topic of negotiations. The Employer may amend or repeal the policy at any time; provided, however, if the Union objects to the Employer's amendment or repeal, the Union shall be entitled, upon written notice to the Employer, to reinstate the terms of Article 23 of the 2000-2001 collective bargaining agreement in lieu of the Post-Retirement Health Care Savings Plan.

In the event that an employee is legally qualified to be exempt from the Post-Retirement Health Care Savings Plan and the employee's application for exemption is approved by the Plan Administrator, then in lieu of any of the above-referenced payments on behalf of the employee to a Post-Retirement Health Care Savings Plan account, the employee shall receive a taxable cash severance payment calculated as follows:

First, from the employee's accumulated, unused sick leave, calculate the lesser of one-half of the employee's accumulated, unused sick leave or the cost of the maximum life insurance benefit available to the employee under the employee's collective bargaining contract, when the life insurance is purchased as paid up life insurance. This amount shall be designated as the "option amount." The employee shall next designate the portion of the option amount which the employee wishes to use to purchase paid up life insurance. From the balance of the option amount, after deduction of the life insurance cost, shall be subtracted an amount equal to any Employer's FICA tax payable on the option amount. The remaining balance of the option amount shall then be paid to the employee as a cash payment, subject to withholding deductions required by law (e.g. employee's FICA, State and Federal income tax, etc.).

It is the parties' intention that in no event shall payment of the option amount, whether received as paid up life insurance or cash severance, result in a FICA tax payment by the Employer which cannot be fully deducted from the option amount.

Section 3. The Employer is agreed to pay the employer's pension share as provided under Minnesota Law for payment into the P.E.R.A. Fund or the P.E.R.A. Social Security Coordinated Plan for those employees having either plan, and to deduct the employee's share as required by the same pension law.

ARTICLE 26 - EQUAL APPLICATION

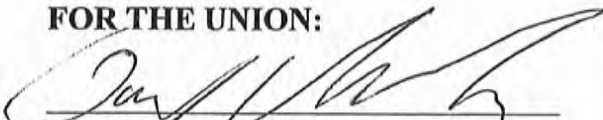
The provisions of this Agreement shall be applied equally to all employees in the bargaining unit without discrimination as to race, creed, color, national origin, sex, age, religion, marital status, political affiliation, disability or status with regard to public assistance. The Union shall represent all employees in the bargaining unit without discrimination.

ARTICLE 27 - RENEWAL AND ARBITRATION

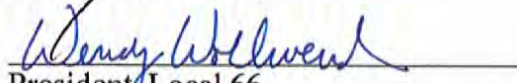
Section 1. This Agreement shall continue in full force and effect from the first day of January 2026 through December 31, 2028, and from year to year thereafter unless either party hereto shall give written notice to the other on or before sixty (60) days prior to the expiration date. During any negotiation period this agreement shall continue in effect.

Section 2. Arbitration. Should meetings to resolve differences result in no resolve, the matters being considered may be submitted to the State Mediation Department and to arbitration.

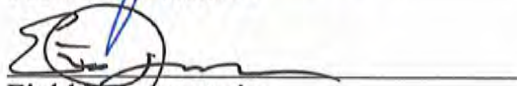
FOR THE UNION:



Director, Council 5



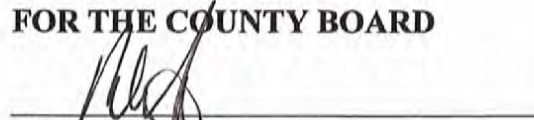
President, Local 66



Field Representative

Date: 3/3/26

FOR THE COUNTY BOARD



Chairman



County Auditor

Approved as to form and execution:



St. Louis County Attorney

No. 2026-0049

PAY PLAN B1		ST. LOUIS COUNTY CIVIL SERVICE - BASIC UNIT																
		2026 Pay Plan																
		REFLECTS A 4.00% INCREASE FOR GRADES 1 - 6																
		PAY PLAN EFFECTIVE 12/13/2025 or the Ratification Date by the Union, which ever is later.																
Grade	SL 1	SL 2	SL 3	SL 4	SL 5	SL 6	SL 7	SL 8	SL 9	SL 10	SL 11	SL 12	SL 13	SL 14	SL 15	SL 16	SL 17	SL 18
B01	17.28	17.76	18.18	18.68	19.14	19.70	19.86	20.26	20.40	20.81	20.98	21.40	21.57	22.01	22.26	22.71	23.16	23.84
B02	17.76	18.18	18.68	19.14	19.70	20.26	20.40	20.81	20.98	21.40	21.57	22.01	22.26	22.71	22.92	23.38	23.94	24.60
B03	18.18	18.68	19.14	19.70	20.26	20.81	20.98	21.40	21.57	22.01	22.26	22.71	22.92	23.38	23.66	24.12	24.60	25.34
B04	18.68	19.14	19.70	20.26	20.81	21.40	21.57	22.01	22.26	22.71	22.92	23.38	23.66	24.12	24.36	24.85	25.34	26.14
B05	19.14	19.70	20.26	20.81	21.40	22.01	22.26	22.71	22.92	23.38	23.66	24.12	24.36	24.85	25.12	25.62	26.14	
B06	19.70	20.26	20.81	21.40	22.01	22.71	22.92	23.38	23.66	24.12	24.36	24.85	25.12	25.62	26.14			
PAY PLAN B1		ST. LOUIS COUNTY CIVIL SERVICE - BASIC UNIT																
		2026 Pay Plan																
		REFLECTS A 4.00% INCREASE FOR GRADES 7 - 36																
		PAY PLAN EFFECTIVE 12/13/2025 or the Ratification Date by the Union, which ever is later.																
Grade	SL 1	SL 2	SL 3	SL 4	SL 5	SL 6	SL 7	SL 8	SL 9	SL 10	SL 11	SL 12	SL 13	SL 14	SL 15	SL 16	SL 17	SL 18
B07	20.09	20.66	21.28	21.88	22.56	23.22	23.49	23.96	24.21	24.69	24.96	25.48	25.83	26.35	26.70	27.24	27.79	28.34
B08	20.66	21.28	21.88	22.56	23.22	23.96	24.21	24.69	24.96	25.48	25.83	26.35	26.70	27.24	27.79	28.34	28.89	29.44
B09	21.28	21.88	22.56	23.22	23.96	24.69	24.96	25.48	25.83	26.35	26.70	27.24	27.79	28.34	28.89	29.44	29.99	30.54
B10	21.88	22.56	23.22	23.96	24.69	25.48	25.83	26.35	26.70	27.24	27.79	28.34	28.89	29.44	29.99	30.54	31.09	31.64
B11	22.56	23.22	23.96	24.69	25.48	26.35	26.70	27.24	27.79	28.34	28.89	29.44	29.99	30.54	31.09	31.64	32.19	32.74
B12	23.22	23.96	24.69	25.48	26.35	27.24	27.79	28.34	28.89	29.44	29.99	30.54	31.09	31.64	32.19	32.74	33.29	33.84
B13	23.96	24.69	25.48	26.35	27.24	28.19	28.62	29.19	29.58	30.18	30.60	31.21	31.69	32.32	32.88	33.54	34.20	34.86
B14	24.69	25.48	26.35	27.24	28.19	29.19	29.58	30.18	30.60	31.21	31.69	32.32	32.88	33.54	34.20	34.86	35.52	36.18
B15	25.48	26.35	27.24	28.19	29.19	30.18	30.60	31.21	31.69	32.32	32.88	33.54	34.20	34.86	35.52	36.18	36.84	37.50
B16	26.35	27.24	28.19	29.19	30.18	31.21	31.69	32.32	32.88	33.54	34.20	34.86	35.52	36.18	36.84	37.50	38.16	38.82
B17	27.24	28.19	29.19	30.18	31.21	32.32	32.88	33.54	34.20	34.86	35.52	36.18	36.84	37.50	38.16	38.82	39.48	40.14
B18	28.19	29.19	30.18	31.21	32.32	33.54	34.20	34.86	35.52	36.18	36.84	37.50	38.16	38.82	39.48	40.14	40.80	41.46
B19	29.19	30.18	31.21	32.32	33.54	34.76	35.39	36.09	36.66	37.40	38.03	38.79	39.49	40.28	41.00	41.82	42.64	43.46
B20	30.18	31.21	32.32	33.54	34.76	36.09	36.66	37.40	38.03	38.79	39.49	40.28	41.00	41.82	42.64	43.46	44.28	45.10
B21	31.21	32.32	33.54	34.76	36.09	37.40	38.03	38.79	39.49	40.28	41.00	41.82	42.64	43.46	44.28	45.10	45.92	46.74
B22	32.32	33.54	34.76	36.09	37.40	38.79	39.49	40.28	41.00	41.82	42.64	43.46	44.28	45.10	45.92	46.74	47.56	48.38
B23	33.54	34.76	36.09	37.40	38.79	40.28	41.00	41.82	42.64	43.46	44.28	45.10	45.92	46.74	47.56	48.38	49.20	50.02
B24	34.76	36.09	37.40	38.79	40.28	41.82	42.64	43.46	44.28	45.10	45.92	46.74	47.56	48.38	49.20	50.02	50.84	51.66
B25	36.09	37.40	38.79	40.28	41.82	43.37	44.19	45.07	45.86	46.77	47.62	48.57	49.44	50.43	51.35	52.36	53.36	54.37
B26	37.40	38.79	40.28	41.82	43.37	45.07	45.86	46.77	47.62	48.57	49.44	50.43	51.35	52.36	53.36	54.37	55.38	56.39
B27	38.79	40.28	41.82	43.37	45.07	46.77	47.62	48.57	49.44	50.43	51.35	52.36	53.36	54.37	55.38	56.39	57.40	58.41
B28	40.28	41.82	43.37	45.07	46.77	48.57	49.44	50.43	51.35	52.36	53.36	54.37	55.38	56.39	57.40	58.41	59.42	60.43
B29	41.82	43.37	45.07	46.77	48.57	50.43	51.35	52.36	53.36	54.37	55.38	56.39	57.40	58.41	59.42	60.43	61.44	62.45
B30	43.37	45.07	46.77	48.57	50.43	52.36	53.36	54.37	55.38	56.39	57.40	58.41	59.42	60.43	61.44	62.45	63.46	64.47
B31	45.07	46.77	48.57	50.43	52.36	54.37	55.38	56.39	57.40	58.41	59.42	60.43	61.44	62.45	63.46	64.47	65.48	66.49
B32	46.77	48.57	50.43	52.36	54.37	56.39	57.40	58.41	59.42	60.43	61.44	62.45	63.46	64.47	65.48	66.49	67.50	68.51
B33	48.57	50.43	52.36	54.37	56.39	58.41	59.42	60.43	61.44	62.45	63.46	64.47	65.48	66.49	67.50	68.51	69.52	70.53
B34	50.43	52.36	54.37	56.39	58.41	60.43	61.44	62.45	63.46	64.47	65.48	66.49	67.50	68.51	69.52	70.53	71.54	72.55
B35	52.36	54.37	56.39	58.41	60.43	62.45	63.46	64.47	65.48	66.49	67.50	68.51	69.52	70.53	71.54	72.55	73.56	74.57
B36	54.37	56.39	58.41	60.43	62.45	64.47	65.48	66.49	67.50	68.51	69.52	70.53	71.54	72.55	73.56	74.57	75.58	76.59
B37	56.35	58.67	60.95	63.29	65.80	68.41	69.66	71.05	72.36	73.81	75.24	76.75	78.29	79.85	81.35	82.98	84.64	
B38	58.67	60.95	63.29	65.80	68.41	71.05	72.36	73.81	75.24	76.75	78.29	79.85	81.35	82.98	84.64			
PAY PLAN B1		ST. LOUIS COUNTY CIVIL SERVICE - BASIC UNIT																
		2026 Pay Plan																
		REFLECTS A 4.00% INCREASE FOR GRADES 7 - 36																
		PAY PLAN EFFECTIVE 12/13/2025 or the Ratification Date by the Union, which ever is later.																
Grade	SL 1	SL 2	SL 3	SL 4	SL 5	SL 6	SL 7	SL 8	SL 9	SL 10	SL 11	SL 12	SL 13	SL 14	SL 15	SL 16	SL 17	SL 18
B07	20.09	20.66	21.28	21.88	22.56	23.22	23.49	23.96	24.21	24.69	24.96	25.48	25.83	26.35	26.70	27.24	27.79	28.34
B08	20.66	21.28	21.88	22.56	23.22	23.96	24.21	24.69	24.96	25.48	25.83	26.35	26.70	27.24	27.79	28.34	28.89	29.44
B09	21.28	21.88	22.56	23.22	23.96	24.69	24.96	25.48	25.83	26.35	26.70	27.24	27.79	28.34	28.89	29.44	29.99	30.54
B10	21.88	22.56	23.22	23.96	24.69	25.48	25.83	26.35	26.70	27.24	27.79	28.34	28.89	29.44	29.99	30.54	31.09	31.64
B11	22.56	23.22	23.96	24.69	25.48	26.35	26.70	27.24	27.79	28.34	28.89	29.44	29.99	30.54	31.09	31.64	32.19	32.74
B12	23.22	23.96	24.69	25.48	26.35	27.24	27.79	28.34	28.89	29.44	29.99	30.54	31.09	31.64	32.19	32.74	33.29	33.84
B13	23.96	24.69	25.48	26.35	27.24	28.19	28.62	29.19	29.58	30.18	30.60	31.21	31.69	32.32	32.88	33.54	34.20	34.86
B14	24.69	25.48	26.35	27.24	28.19	29.19	29.58	30.18	30.60	31.21	31.69	32.32	32.88	33.54	34.20	34.86	35.52	36.18
B15	25.48	26.35	27.24	28.19	29.19	30.18	30.60	31.21	31.69	32.32	32.88	33.54	34.20	34.86	35.52	36.18	36.84	37.50
B16	26.35	27.24	28.19	29.19	30.18	31.21	31.69	32.32	32.88	33.54	34.20	34.86	35.52	36.18	36.84	37.50	38.16	38.82
B17	27.24	28.19	29.19	30.18	31.21	32.32	32.88	33.54	34.20	34.86	35.52	36.18	36.84	37.50	38.16	38.82	39.48	40.14
B18	28.19	29.19	30.18	31.21	32.32	33.54	34.20	34.86	35.52	36.18	36.84	37.50	38.16	38.82	39.48	40.14	40.80	41.46
B19	29.19	30.18	31.21	32.32	33.54	34.76	35.39	36.09	36.66	37.40	38.03	38.79	39.49	40.28	41.00	41.82	42.64	43.46
B20	30.18	31.21	32.32	33.54	34.76	36.09	36.66	37.40	38.03	38.79	39.49	40.28	41.00	41.82	42.64	43.46	44.28	45.10
B21	31.21	32.32	33.54	34.76	36.09	37.40	38.03	38.79	39.49	40.28	41.00	41.82	42.64	43.46	44.28	45.10	45.92	46.74
B22	32.32	33.54	34.76	36.09	37.40	38.79	39.49	40.28	41.00	41.82	42.64	43.46	44.28	45.10	45.92	46.74	47.56	48.38
B23	33.54	34.76	36.09	37.40	38.79	40.28	41.00	41.82	42.64	43.46	44.28	45.10	45.92	46.74	47.56	48.38	49.20	50.02
B24	34.76	36.09	37.40	38.79	40.28	41.82	42.64	43.46	44.28	45.10	45.92	46.74	47.56	48.38	49.20	50.02	50.84	51.66
B25	36.09	37.40	38.79	40.28	41.82	43.37	44.19	45.07	45.86	46.77	47.62	48.57	49.44	50.43	51.35	52.36	53.36	54.37
B26	37.40	38.79	40.28	41.82	43.37	45.07	45.86	46.77	47.62	48.57	49.44	50.43	51.35	52.36	53.36	54.37	55.38	56.39
B27	38.79	40.28	41.82	43.37	45.07	46.77	47.62	48.57	49.44	50.43	51.35	52.36	53.36	54.37	55.38	56.39	57.40	58.41
B28	40.28	41.82	43.37	45.07	46.77	48.57	49.44	50.43	51.35	52.36	53.36	54.37	55.38	56.39	57.40	58.41	59.42	60.43
B29	41.82	43.37																

EXHIBIT A

EXHIBIT A

ST. LOUIS COUNTY CIVIL SERVICE - BASIC UNIT
B1 - Conversion Chart for 2026 Pay Plan - 37.5 Hours/Week

Pay Plan Effective 12/13/2025											
Hourly	Bi-Weekly	Monthly	Hourly	Bi-Weekly	Monthly	Hourly	Bi-Weekly	Monthly	Hourly	Bi-Weekly	Monthly
17.28	1295.78	2808	27.24	2042.87	4425	47.62	3571.28	7738			
17.76	1331.77	2856	27.64	1934.95	4491	47.71	3340.47	7753			
18.18	1363.37	2934	27.79	1945.60	4515	48.57	3400.29	7892			
18.68	1401.12	3036	28.19	1973.46	4580	49.44	3461.76	8035			
19.14	1435.36	3110	28.62	2003.79	4651	49.54	3468.32	8050			
19.70	1477.50	3201	28.75	2012.80	4672	50.43	3530.60	8194			
19.86	1489.79	3228	29.19	2043.95	4744	51.35	3595.35	8345			
20.09	1506.47	3284	29.98	2070.89	4807	51.43	3601.08	8358			
20.26	1519.64	3293	29.78	2084.92	4839	52.38	3667.46	8512			
20.40	1530.17	3315	30.18	2112.79	4904	53.36	3736.31	8672			
20.66	1549.49	3357	30.50	2142.29	4972	53.43	3741.22	8683			
20.81	1560.90	3382	30.78	2155.40	5003	54.43	3810.89	8845			
20.98	1573.19	3409	31.21	2184.91	5071	55.44	3881.37	9008			
21.28	1596.02	3453	31.69	2218.51	5149	55.52	3887.10	9022			
21.40	1604.80	3477	31.83	2228.34	5172	56.55	3959.22	9189			
21.57	1617.86	3506	32.32	2262.76	5252	57.52	4027.25	9347			
21.88	1640.79	3555	32.88	2302.10	5343	57.68	4038.72	9374			
22.01	1650.45	3576	32.96	2307.84	5355	58.67	4107.56	9533			
22.26	1669.76	3618	33.54	2348.00	5450	59.76	4183.78	9710			
22.45	1683.81	3648	34.09	2386.52	5539	59.84	4189.52	9724			
22.56	1691.71	3665	34.20	2394.71	5558	60.95	4267.37	9904			
22.71	1703.12	3690	34.76	2434.05	5649	62.05	4344.41	10083			
22.92	1718.92	3724	35.39	2477.49	5750	62.17	4352.60	10102			
23.16	1737.36	3764	35.46	2482.40	5761	63.29	4431.28	10285			
23.22	1741.75	3774	36.09	2526.65	5864	64.51	4516.51	10483			
23.38	1753.16	3799	36.86	2566.82	5957	64.55	4519.79	10490			
23.49	1761.94	3818	36.81	2577.47	5982	65.80	4606.96	10692			
23.66	1774.23	3844	37.40	2618.45	6077	67.06	4695.17	10897			
23.84	1788.28	3875	38.03	2662.70	6180	67.11	4698.45	10905			
23.96	1797.05	3894	38.15	2670.90	6199	68.41	4789.42	11116			
24.12	1809.35	3920	38.79	2715.97	6304	69.66	4877.11	11319			
24.21	1815.49	3934	39.49	2765.15	6418	69.78	4885.31	11338			
24.36	1826.90	3958	39.56	2770.06	6429	71.05	4974.64	11546			
24.60	1845.34	3998	40.28	2820.06	6545	72.36	5066.43	11759			
24.69	1851.48	4012	41.00	2870.87	6663	72.47	5073.80	11776			
24.85	1863.78	4036	41.08	2876.60	6675	73.81	5168.05	11995			
24.98	1873.43	4059	41.62	2928.24	6795	75.24	5268.04	12227			
25.12	1883.97	4082	42.51	2976.59	6908	75.29	5271.32	12234			
25.34	1900.65	4118	42.65	2986.42	6931	76.75	5373.76	12472			
25.48	1911.18	4141	43.37	3036.42	7047	78.28	5481.12	12721			
25.62	1921.72	4164	44.19	3093.78	7180	79.85	5590.94	12976			
25.83	1937.52	4196	44.23	3097.06	7188	81.35	5695.84	13220			
26.14	1960.34	4247	45.07	3155.25	7323	81.45	5702.40	13235			
26.35	1976.15	4292	45.96	3210.98	7452	82.98	5809.76	13484			
26.70	2002.48	4339	45.97	3218.35	7470	84.64	5926.13	13754			
26.88	2015.65	4367	46.77	3274.90	7601						

EXHIBIT A

PAY PLAN B4		CORRECTIONS COUNSELOR, PROGRAM FACILITATOR, COOK AND JAIL PROGRAM OPERATIONS COORDINATOR 2026 PAY PLAN - 40 HOURS/WEEK Reflects a 4.00% Increase PAY PLAN EFFECTIVE 12/13/2025 or the Ratification Date by the Union, which ever is later.														
COOK - GRADE 14A		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step L1</u>	<u>Step L2</u>	<u>Step L3</u>	<u>Step L4</u>	<u>Step L5</u>	<u>Step L6</u>	<u>Step L7</u>	<u>Step L8</u>
Annually	51,355	52,998	54,808	56,659	58,635	60,715	61,526	62,774	63,848	64,917	65,915	67,226	68,390	69,763	71,136	
Monthly	4280	4417	4567	4722	4886	5060	5127	5231	5304	5410	5493	5602	5699	5814	5928	
Biweekly	1975.20	2038.40	2108.00	2179.20	2255.20	2335.20	2366.40	2414.40	2448.00	2496.80	2535.20	2585.60	2630.40	2683.20	2736.00	
Hourly	24.69	25.48	26.35	27.24	28.19	29.19	29.58	30.18	30.60	31.21	31.69	32.32	32.88	33.54	34.20	
COOK LEAD - GRADE 16A		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step L1</u>	<u>Step L2</u>	<u>Step L3</u>	<u>Step L4</u>	<u>Step L5</u>	<u>Step L6</u>	<u>Step L7</u>	<u>Step L8</u>
Annually	54,808	56,659	58,635	60,715	62,774	64,917	65,915	67,226	68,390	69,763	70,907	72,301	73,611	75,067	76,565	
Monthly	4567	4722	4886	5060	5231	5410	5493	5602	5699	5814	5909	6025	6134	6256	6380	
Biweekly	2108.00	2179.20	2255.20	2335.20	2414.40	2496.80	2535.20	2585.60	2630.40	2683.20	2727.20	2780.80	2831.20	2887.20	2944.80	
Hourly	26.35	27.24	28.19	29.19	30.18	31.21	31.69	32.32	32.88	33.54	34.09	34.76	35.39	36.09	36.81	
CORRECTIONS COUNSELOR - GRADE 20A		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step L1</u>	<u>Step L2</u>	<u>Step L3</u>	<u>Step L4</u>	<u>Step L5</u>	<u>Step L6</u>	<u>Step L7</u>	<u>Step L8</u>
Annually	62,774	64,917	67,226	69,763	72,301	75,067	76,253	77,792	79,102	80,883	82,139	83,782	85,280	86,986	88,712	
Monthly	5231	5410	5602	5814	6025	6256	6354	6483	6592	6724	6845	6982	7107	7249	7393	
Biweekly	2414.40	2496.80	2585.60	2683.20	2780.80	2887.20	2932.80	2992.00	3042.40	3103.20	3159.20	3222.40	3280.00	3345.60	3412.00	
Hourly	30.18	31.21	32.32	33.54	34.76	36.09	36.66	37.40	38.03	38.79	39.49	40.28	41.00	41.82	42.65	
PROGRAM FACILITATOR - GRADE 20A		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step L1</u>	<u>Step L2</u>	<u>Step L3</u>	<u>Step L4</u>	<u>Step L5</u>	<u>Step L6</u>	<u>Step L7</u>	<u>Step L8</u>
Annually	62,774	64,917	67,226	69,763	72,301	75,067	76,253	77,792	79,102	80,883	82,139	83,782	85,280	86,986	88,712	
Monthly	5231	5410	5602	5814	6025	6256	6354	6483	6592	6724	6845	6982	7107	7249	7393	
Biweekly	2414.40	2496.80	2585.60	2683.20	2780.80	2887.20	2932.80	2992.00	3042.40	3103.20	3159.20	3222.40	3280.00	3345.60	3412.00	
Hourly	30.18	31.21	32.32	33.54	34.76	36.09	36.66	37.40	38.03	38.79	39.49	40.28	41.00	41.82	42.65	
JAIL PROGRAM OPERATIONS COORDINATOR - GRADE 21A		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step L1</u>	<u>Step L2</u>	<u>Step L3</u>	<u>Step L4</u>	<u>Step L5</u>	<u>Step L6</u>	<u>Step L7</u>	<u>Step L8</u>
Annually	64,917	67,226	69,763	72,301	75,067	77,792	79,102	80,883	82,139	83,782	85,280	86,988	88,421	90,210	91,998	
Monthly	5410	5602	5814	6025	6256	6483	6592	6724	6845	6982	7107	7249	7388	7517	7667	
Biweekly	2496.80	2585.60	2683.20	2780.80	2887.20	2992.00	3042.40	3103.20	3159.20	3222.40	3280.00	3345.60	3400.80	3469.60	3538.40	
Hourly	31.21	32.32	33.54	34.76	36.09	37.40	38.03	38.79	39.49	40.28	41.00	41.82	42.51	43.37	44.23	

EXHIBIT A

ST. LOUIS COUNTY CIVIL SERVICE - BASIC UNIT															
2027 Pay Plan															
REFLECTS A 3.00% INCREASE FOR GRADES 1 - 6															
PAY PLAN EFFECTIVE 12/26/2026 or the Ratification Date by the Union, whichever is later.															
Grade	St. 1	St. 2	St. 3	St. 4	St. 5	St. 6	St. 7	St. 8	St. 9	St. 10	St. 11	St. 12	St. 13	St. 14	St. 15
B01	17.60	18.29	18.72	19.24	19.71	20.29	20.46	20.87	21.01	21.44	21.61	22.04	22.22	22.67	23.12
B02	18.29	18.72	19.24	19.71	20.29	20.87	21.01	21.44	21.61	22.04	22.22	22.67	22.83	23.39	23.86
B03	18.72	19.24	19.71	20.29	20.87	21.44	21.61	22.04	22.22	22.67	22.83	23.39	23.61	24.08	24.56
B04	19.24	19.71	20.29	20.87	21.44	22.04	22.22	22.67	22.83	23.39	23.61	24.08	24.37	24.85	25.34
B05	19.71	20.29	20.87	21.44	22.04	22.67	22.83	23.39	23.61	24.08	24.37	24.85	25.09	25.60	26.10
B06	20.29	20.87	21.44	22.04	22.67	23.39	23.61	24.08	24.37	24.85	25.09	25.60	25.87	26.39	26.92

ST. LOUIS COUNTY CIVIL SERVICE - BASIC UNIT															
2027 Pay Plan															
REFLECTS A 3.00% INCREASE FOR GRADES 7 - 38															
PAY PLAN EFFECTIVE 12/26/2026 or the Ratification Date by the Union, whichever is later.															
Grade	St. 1	St. 2	St. 3	St. 4	St. 5	St. 6	St. 7	St. 8	St. 9	St. 10	St. 11	St. 12	St. 13	St. 14	St. 15
B07	20.69	21.28	21.92	22.53	23.23	23.92	24.20	24.68	24.93	25.43	25.73	26.29	26.61	27.14	27.68
B08	21.28	21.92	22.53	23.23	23.92	24.68	24.93	25.43	25.73	26.29	26.61	27.14	27.50	28.06	28.62
B09	21.92	22.53	23.23	23.92	24.68	25.43	25.73	26.29	26.61	27.14	27.50	28.06	28.47	29.03	29.61
B10	22.53	23.23	23.92	24.68	25.43	26.29	26.61	27.14	27.50	28.06	28.47	29.03	29.43	30.07	30.67
B11	23.23	23.92	24.68	25.43	26.29	27.14	27.50	28.06	28.47	29.03	29.43	30.07	30.47	31.08	31.71
B12	23.92	24.68	25.43	26.29	27.14	28.06	28.47	29.03	29.43	30.07	30.47	31.08	31.52	32.14	32.76
B13	24.68	25.43	26.29	27.14	28.06	29.03	29.43	30.07	30.47	31.08	31.52	32.14	32.64	33.29	33.95
B14	25.43	26.29	27.14	28.06	29.03	30.07	30.47	31.08	31.52	32.14	32.64	33.29	33.87	34.54	35.23
B15	26.29	27.14	28.06	29.03	30.07	31.08	31.52	32.14	32.64	33.29	33.87	34.54	35.11	35.81	36.52
B16	27.14	28.06	29.03	30.07	31.08	32.14	32.64	33.29	33.87	34.54	35.11	35.81	36.45	37.17	37.92
B17	28.06	29.03	30.07	31.08	32.14	33.29	33.87	34.54	35.11	35.81	36.45	37.17	37.76	38.52	39.29
B18	29.03	30.07	31.08	32.14	33.29	34.54	35.11	35.81	36.45	37.17	37.76	38.52	39.17	39.96	40.76
B19	30.07	31.08	32.14	33.29	34.54	35.81	36.45	37.17	37.76	38.52	39.17	39.96	40.69	41.49	42.32
B20	31.08	32.14	33.29	34.54	35.81	37.17	37.76	38.52	39.17	39.96	40.69	41.49	42.23	43.08	43.93
B21	32.14	33.29	34.54	35.81	37.17	38.52	39.17	39.96	40.69	41.49	42.23	43.08	43.79	44.67	45.56
B22	33.29	34.54	35.81	37.17	38.52	39.96	40.69	41.49	42.23	43.08	43.79	44.67	45.51	46.42	47.35
B23	34.54	35.81	37.17	38.52	39.96	41.49	42.23	43.08	43.79	44.67	45.51	46.42	47.24	48.16	49.14
B24	35.81	37.17	38.52	39.96	41.49	43.08	43.79	44.67	45.51	46.42	47.24	48.16	49.05	50.02	51.02
B25	37.17	38.52	39.96	41.49	43.08	44.67	45.51	46.42	47.24	48.16	49.05	50.02	50.93	51.94	52.98
B26	38.52	39.96	41.49	43.08	44.67	46.42	47.24	48.16	49.05	50.02	50.93	51.94	52.89	53.95	55.04
B27	39.96	41.49	43.08	44.67	46.42	48.16	49.05	50.02	50.93	51.94	52.89	53.95	54.97	56.05	57.18
B28	41.49	43.08	44.67	46.42	48.16	50.02	50.93	51.94	52.89	53.95	54.97	56.05	57.10	58.24	59.41
B29	43.08	44.67	46.42	48.16	50.02	51.94	52.89	53.95	54.97	56.05	57.10	58.24	59.25	60.43	61.63
B30	44.67	46.42	48.16	50.02	51.94	53.95	54.97	56.05	57.10	58.24	59.25	60.43	61.55	62.76	64.03
B31	46.42	48.16	50.02	51.94	53.95	56.05	57.10	58.24	59.25	60.43	61.55	62.76	63.91	65.19	66.49
B32	48.16	50.02	51.94	53.95	56.05	58.24	59.25	60.43	61.55	62.76	63.91	65.19	66.44	67.77	69.12
B33	50.02	51.94	53.95	56.05	58.24	60.43	61.55	62.76	63.91	65.19	66.44	67.77	69.07	70.40	71.87
B34	51.94	53.95	56.05	58.24	60.43	62.76	63.91	65.19	66.44	67.77	69.07	70.40	71.75	73.18	74.64
B35	53.95	56.05	58.24	60.43	62.76	65.19	66.44	67.77	69.07	70.40	71.75	73.18	74.53	76.03	77.55
B36	56.05	58.24	60.43	62.76	65.19	67.77	69.07	70.40	71.75	73.18	74.53	76.03	77.50	79.05	80.63
B37	58.24	60.43	62.76	65.19	67.77	70.40	71.75	73.18	74.53	76.03	77.50	79.05	80.63	82.25	83.89
B38	60.43	62.76	65.19	67.77	70.40	73.18	74.53	76.03	77.50	79.05	80.63	82.25	83.79	85.47	87.18

EXHIBIT B

EXHIBIT B

ST. LOUIS COUNTY CIVILS SERVICE - BASIC UNIT
B1 - Conversion Chart for 2027 Pay Plan - 37.5 Hours/Week

Pay Plan Effective 12/26/2026								
Hourly	BL/Weekly	Monthly	Hourly			BL/Weekly		
			Hourly	Monthly	Monthly	Hourly	BL/Weekly	Monthly
17.80	1334.65	2892	28.06	2104.15	4559	49.05	3678.42	7970
18.29	1371.72	2972	28.47	1934.95	4626	49.14	3340.47	7986
18.72	1404.28	3043	28.62	1945.50	4651	50.02	3400.29	8129
19.24	1443.16	3127	29.03	1973.46	4718	50.93	3461.76	8276
19.71	1478.42	3203	29.48	2003.79	4790	51.02	3468.32	8291
20.29	1521.83	3297	29.61	2012.80	4812	51.94	3530.50	8440
20.45	1534.48	3325	30.07	2043.95	4886	52.89	3595.35	8595
20.69	1551.67	3362	30.47	2070.99	4951	52.98	3601.08	8609
20.87	1565.23	3391	30.67	2084.92	4984	53.95	3667.46	8767
21.01	1576.08	3415	31.06	2112.79	5051	54.97	3736.31	8932
21.28	1595.97	3458	31.52	2142.29	5121	55.04	3741.22	8944
21.44	1607.73	3483	31.71	2155.40	5153	56.06	3810.89	9110
21.61	1620.39	3511	32.14	2184.91	5223	57.10	3881.37	9279
21.92	1643.90	3562	32.64	2218.51	5303	57.18	3887.10	9292
22.04	1652.94	3581	32.78	2228.34	5327	58.24	3959.22	9465
22.22	1666.50	3611	33.29	2262.76	5409	59.25	4027.25	9627
22.53	1690.01	3662	33.87	2302.10	5503	59.41	4038.72	9655
22.67	1699.96	3683	33.95	2307.84	5517	60.43	4107.56	9819
22.93	1719.85	3726	34.54	2348.00	5613	61.55	4183.78	10002
23.12	1734.32	3758	35.11	2386.52	5705	61.63	4199.52	10015
23.23	1742.46	3775	35.23	2394.71	5725	62.78	4267.37	10201
23.39	1754.21	3801	35.81	2434.05	5819	63.91	4344.41	10386
23.61	1770.49	3836	36.45	2477.49	5923	64.03	4352.60	10405
23.86	1789.48	3877	36.52	2482.40	5934	65.19	4431.28	10593
23.92	1794.00	3887	37.17	2526.66	6040	66.44	4516.51	10797
24.08	1805.75	3912	37.76	2566.82	6136	66.49	4519.79	10805
24.20	1814.90	3932	37.92	2577.47	6162	67.77	4606.56	11013
24.37	1827.46	3959	38.52	2618.45	6260	69.07	4695.17	11224
24.56	1841.92	3991	39.17	2662.70	6365	69.12	4698.45	11232
24.68	1850.97	4010	39.29	2670.90	6385	70.46	4789.42	11449
24.85	1863.63	4038	39.96	2715.97	6493	71.75	4877.11	11659
24.93	1869.96	4052	40.68	2765.15	6610	71.87	4885.31	11679
25.09	1881.71	4077	40.75	2770.06	6622	73.18	4974.64	11892
25.34	1900.70	4118	41.49	2820.06	6742	74.53	5066.43	12112
25.43	1907.03	4132	42.23	2870.87	6863	74.64	5073.80	12129
25.60	1919.69	4159	42.32	2876.60	6877	76.03	5168.05	12355
25.73	1929.63	4181	43.08	2928.24	7000	77.50	5268.04	12594
25.87	1940.49	4204	43.78	2976.59	7116	77.55	5271.32	12601
26.10	1957.67	4242	43.99	2986.42	7139	79.05	5373.76	12846
26.25	1968.52	4265	44.67	3036.42	7259	80.63	5481.12	13103
26.39	1979.37	4289	45.51	3093.78	7396	82.25	5590.94	13365
26.61	1995.64	4324	45.56	3097.06	7404	83.79	5695.84	13616
26.92	2019.15	4375	46.42	3155.25	7543	83.89	5702.40	13682
27.14	2035.43	4410	47.24	3210.98	7676	85.47	5809.76	13889
27.50	2062.56	4469	47.35	3218.35	7694	87.18	5926.13	14167
27.68	2076.12	4498	48.18	3274.90	7829			

EXHIBIT B

PAY PLAN B4		CORRECTIONS COUNSELOR, PROGRAM FACILITATOR, COOK AND JAIL PROGRAM OPERATIONS COORDINATOR 2027 PAY PLAN - 40 HOURS/ WEEK Reflects a 3.00% increase PAY PLAN EFFECTIVE 12/26/2026 or the Ratification Date by the Union, which ever is later.														
COOK - GRADE 14A		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step L1</u>	<u>Step L2</u>	<u>Step L3</u>	<u>Step L4</u>	<u>Step L5</u>	<u>Step L6</u>	<u>Step L7</u>	<u>Step L8</u>
Annually	52,804	54,600	56,451	58,365	60,342	62,346	63,378	64,046	65,562	66,851	67,801	68,243	70,450	71,843	73,276	
Monthly	4400	4550	4704	4864	5032	5212	5281	5337	5463	5571	5650	5687	5871	5987	6107	
Biweekly	2034.40	2100.00	2171.20	2244.80	2322.40	2405.60	2437.60	2488.40	2521.60	2571.20	2611.20	2663.20	2709.60	2763.20	2818.40	
Hourly	26.43	26.25	27.14	28.06	29.03	30.07	30.47	31.08	31.52	32.14	32.64	33.29	33.87	34.54	35.23	
COOK LEAD - GRADE 16A		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step L1</u>	<u>Step L2</u>	<u>Step L3</u>	<u>Step L4</u>	<u>Step L5</u>	<u>Step L6</u>	<u>Step L7</u>	<u>Step L8</u>
Annually	56,451	58,365	60,342	62,346	64,340	66,351	67,001	69,243	70,450	71,843	73,029	74,485	75,818	77,314	78,874	
Monthly	4704	4864	5032	5212	5387	5571	5668	5770	5871	5987	6088	6207	6318	6443	6573	
Biweekly	2171.20	2244.80	2322.40	2405.60	2488.40	2571.20	2611.20	2663.20	2709.60	2763.20	2808.80	2864.80	2916.00	2973.60	3033.60	
Hourly	27.14	28.06	29.03	30.07	31.08	32.14	32.64	33.29	33.87	34.54	35.11	35.81	36.45	37.17	37.92	
CORRECTIONS COUNSELOR - GRADE 20A		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step L1</u>	<u>Step L2</u>	<u>Step L3</u>	<u>Step L4</u>	<u>Step L5</u>	<u>Step L6</u>	<u>Step L7</u>	<u>Step L8</u>
Annually	64,040	66,051	68,243	71,843	74,485	77,314	78,541	80,122	81,474	83,117	84,614	86,299	87,638	89,000	91,374	
Monthly	5367	5571	5770	5987	6207	6443	6545	6677	6769	6928	7051	7192	7320	7467	7615	
Biweekly	2488.40	2571.20	2663.20	2763.20	2864.80	2973.60	3020.80	3081.60	3133.60	3198.80	3254.40	3319.20	3378.40	3446.40	3514.40	
Hourly	31.08	32.14	33.29	34.54	35.81	37.17	37.78	38.52	39.17	39.98	40.68	41.49	42.23	43.08	43.93	
PROGRAM FACILITATOR - GRADE 20A		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step L1</u>	<u>Step L2</u>	<u>Step L3</u>	<u>Step L4</u>	<u>Step L5</u>	<u>Step L6</u>	<u>Step L7</u>	<u>Step L8</u>
Annually	64,040	66,051	68,243	71,843	74,485	77,314	78,541	80,122	81,474	83,117	84,614	86,299	87,638	89,000	91,374	
Monthly	5367	5571	5770	5987	6207	6443	6545	6677	6769	6928	7051	7192	7320	7467	7615	
Biweekly	2488.40	2571.20	2663.20	2763.20	2864.80	2973.60	3020.80	3081.60	3133.60	3198.80	3254.40	3319.20	3378.40	3446.40	3514.40	
Hourly	31.08	32.14	33.29	34.54	35.81	37.17	37.78	38.52	39.17	39.98	40.68	41.49	42.23	43.08	43.93	
JAIL PROGRAM OPERATIONS COORDINATOR - GRADE 21A		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step L1</u>	<u>Step L2</u>	<u>Step L3</u>	<u>Step L4</u>	<u>Step L5</u>	<u>Step L6</u>	<u>Step L7</u>	<u>Step L8</u>
Annually	66,851	68,243	71,843	74,485	77,314	80,122	81,474	83,117	84,614	86,299	87,638	89,000	91,063	92,814	94,765	
Monthly	5571	5770	5987	6207	6443	6677	6769	6926	7051	7192	7320	7467	7590	7743	7897	
Biweekly	2571.20	2663.20	2763.20	2864.80	2973.60	3081.60	3133.60	3198.80	3254.40	3319.20	3378.40	3446.40	3503.20	3573.80	3644.80	
Hourly	32.14	33.29	34.54	35.81	37.17	38.52	39.17	39.98	40.68	41.49	42.23	43.08	43.79	44.87	45.68	

ST. LOUIS COUNTY CIVIL SERVICE - BASIC UNIT																
2028 Pay Plan																
REFLECTS A 3.00% INCREASE FOR GRADES 1 - 6																
PAY PLAN EFFECTIVE 12/25/2027 or the Ratification Date by the Union, which ever is later.																
Grade	SL 1	SL 2	SL 3	SL 4	SL 5	SL 6	SL 7	SL 8	SL 9	SL 10	SL 11	SL 12	SL 13	SL 14	SL 15	SL 16
B01	18.33	18.64	19.29	19.62	20.30	20.90	21.07	21.50	21.64	22.08	22.25	22.70	22.89	23.35	23.62	23.82
B02	18.64	19.29	19.62	20.30	20.90	21.50	21.64	22.08	22.25	22.70	22.89	23.35	23.62	24.09	24.31	24.58
B03	19.29	19.62	20.30	20.90	21.50	22.08	22.25	22.70	22.89	23.35	23.62	24.09	24.31	24.80	25.30	25.30
B04	19.62	20.30	20.90	21.50	22.08	22.70	22.89	23.35	23.62	24.09	24.31	24.80	25.10	25.69	26.10	26.10
B05	20.30	20.90	21.50	22.08	22.70	23.35	23.62	24.09	24.31	24.80	25.10	25.69	25.84	26.36	26.69	26.69
B06	20.90	21.50	22.08	22.70	23.35	24.09	24.31	24.80	25.10	25.69	25.84	26.36	26.65	27.18	27.73	27.73

EXHIBIT C

ST. LOUIS COUNTY CIVIL SERVICE - BASIC UNIT																
2028 Pay Plan																
REFLECTS A 3.00% INCREASE FOR GRADES 7 - 38																
PAY PLAN EFFECTIVE 12/25/2027 or the Ratification Date by the Union, which ever is later.																
Grade	SL 1	SL 2	SL 3	SL 4	SL 5	SL 6	SL 7	SL 8	SL 9	SL 10	SL 11	SL 12	SL 13	SL 14	SL 15	SL 16
B07	21.31	21.92	22.68	23.21	23.93	24.64	24.92	25.42	25.68	26.19	26.50	27.03	27.41	27.95	28.51	28.51
B08	21.92	22.58	23.21	23.83	24.64	25.42	25.68	26.19	26.50	27.03	27.41	27.95	28.33	28.90	29.48	29.48
B09	22.58	23.21	23.93	24.64	25.42	26.19	26.50	27.03	27.41	27.95	28.33	28.90	29.52	29.90	30.50	30.50
B10	23.21	23.93	24.64	25.42	26.19	27.03	27.41	27.95	28.33	28.90	29.32	29.90	30.36	30.97	31.59	31.59
B11	23.93	24.64	25.42	26.19	27.03	27.95	28.33	28.90	29.32	29.90	30.36	30.97	31.38	32.01	32.66	32.66
B12	24.64	25.42	26.19	27.03	27.95	28.50	29.32	29.90	30.36	30.97	31.38	32.01	32.46	33.11	33.76	33.76
B13	25.42	26.19	27.03	27.95	28.90	29.90	30.36	30.97	31.38	32.01	32.46	33.11	33.62	34.29	34.97	34.97
B14	26.19	27.03	27.95	28.90	29.90	30.97	31.38	32.01	32.46	33.11	33.62	34.29	34.80	35.58	36.29	36.29
B15	27.03	27.95	28.90	29.90	30.97	32.01	32.46	33.11	33.62	34.29	34.80	35.58	36.16	36.88	37.61	37.61
B16	27.95	28.90	29.90	30.97	32.01	33.11	33.62	34.29	34.80	35.58	36.16	36.88	37.54	38.29	39.06	39.06
B17	28.90	29.90	30.97	32.01	33.11	34.29	34.80	35.58	36.16	36.88	37.54	38.29	38.99	39.69	40.47	40.47
B18	29.90	30.97	32.01	33.11	34.29	35.58	36.16	36.88	37.54	38.29	38.99	39.68	40.35	41.15	41.97	41.97
B19	30.97	32.01	33.11	34.29	35.58	36.88	37.54	38.29	38.99	39.68	40.35	41.15	41.90	42.73	43.59	43.59
B20	32.01	33.11	34.29	35.58	36.88	38.29	38.99	39.68	40.35	41.15	41.90	42.73	43.50	44.37	45.25	45.25
B21	33.11	34.29	35.58	36.88	38.29	39.68	40.35	41.15	41.90	42.73	43.50	44.37	45.10	46.01	46.93	46.93
B22	34.29	35.58	36.88	38.29	39.68	41.15	41.90	42.73	43.50	44.37	45.10	46.01	46.88	47.81	48.77	48.77
B23	35.58	36.88	38.29	39.68	41.15	42.73	43.50	44.37	45.10	46.01	46.88	47.81	48.65	49.65	50.62	50.62
B24	36.88	38.29	39.68	41.15	42.73	44.37	45.10	46.01	46.88	47.81	48.65	49.62	50.52	51.52	52.55	52.55
B25	38.29	39.68	41.15	42.73	44.37	46.01	46.88	47.81	48.65	49.62	50.52	51.52	52.45	53.50	54.57	54.57
B26	39.68	41.15	42.73	44.37	46.01	47.81	48.65	49.62	50.52	51.52	52.45	53.50	54.48	55.57	56.68	56.68
B27	41.15	42.73	44.37	46.01	47.81	49.62	50.52	51.52	52.45	53.50	54.48	55.57	56.61	57.74	58.90	58.90
B28	42.73	44.37	46.01	47.81	49.62	51.52	52.45	53.50	54.48	55.57	56.61	57.74	58.81	59.99	61.20	61.20
B29	44.37	46.01	47.81	49.62	51.52	53.50	54.48	55.57	56.61	57.74	58.81	59.99	61.02	62.24	63.48	63.48
B30	46.01	47.81	49.62	51.52	53.50	55.57	56.61	57.74	58.81	59.99	61.02	62.24	63.39	64.66	65.95	65.95
B31	47.81	49.62	51.52	53.50	55.57	57.74	58.81	59.99	61.02	62.24	63.39	64.66	65.83	67.14	68.49	68.49
B32	49.62	51.52	53.50	55.57	57.74	59.99	61.02	62.24	63.39	64.66	65.83	67.14	68.44	69.80	71.19	71.19
B33	51.52	53.50	55.57	57.74	59.99	62.24	63.39	64.66	65.83	67.14	68.44	69.80	71.14	72.57	74.02	74.02
B34	53.50	55.57	57.74	59.99	62.24	64.66	65.83	67.14	68.44	69.80	71.14	72.57	73.90	75.38	76.88	76.88
B35	55.57	57.74	59.99	62.24	64.66	67.14	68.44	69.80	71.14	72.57	73.90	75.38	76.77	78.31	79.87	79.87
B36	57.74	59.99	62.24	64.66	67.14	69.80	71.14	72.57	73.90	75.38	76.77	78.31	79.82	81.43	83.05	83.05
B37	59.99	62.24	64.66	67.14	69.80	72.57	73.90	75.38	76.77	78.31	79.82	81.43	83.05	84.72	86.41	86.41
B38	62.24	64.66	67.14	69.80	72.57	75.38	76.77	78.31	79.82	81.43	83.05	84.72	86.31	88.03	89.80	89.80

EXHIBIT C

ST. LOUIS COUNTY CIVIL SERVICE- BASIC UNIT
B1 - Conversion Chart for 2028 Pay Plan - 37.5 Hours/Week

Pay Plan Effective 12/25/2027									
Hourly	Bi-Weekly	Monthly	Hourly	Bi-Weekly	Monthly	Hourly	Bi-Weekly	Monthly	Hourly
18.33	1374.69	2978	28.90	2167.28	4696	50.52	3788.78	8209	
18.84	1412.87	3061	29.32	1934.95	4764	50.62	3340.47	8225	
19.29	1446.40	3134	29.48	1945.60	4791	51.52	3400.29	8372	
19.82	1486.45	3221	29.90	1973.46	4899	52.45	3461.76	8524	
20.30	1522.77	3299	30.36	2003.79	4934	52.55	3468.32	8540	
20.90	1567.48	3356	30.50	2012.80	4956	53.50	3530.60	8693	
21.07	1580.52	3424	30.97	2043.95	5033	54.48	3595.35	8853	
21.31	1598.22	3463	31.38	2070.99	5099	54.57	3601.08	8867	
21.50	1612.19	3483	31.59	2084.92	5134	55.57	3667.46	9030	
21.64	1623.36	3517	32.01	2112.79	5202	56.61	3736.31	9200	
21.92	1643.85	3562	32.46	2142.29	5275	56.69	3741.22	9212	
22.08	1655.96	3588	32.66	2155.40	5307	57.74	3810.89	9383	
22.25	1669.00	3616	33.11	2184.91	5380	58.81	3881.37	9557	
22.58	1693.21	3669	33.62	2218.51	5463	58.90	3887.10	9571	
22.70	1702.53	3689	33.76	2228.34	5487	59.99	3959.22	9749	
22.89	1716.50	3719	34.29	2262.76	5572	61.02	4027.25	9916	
23.21	1740.71	3772	34.88	2302.10	5668	61.20	4038.72	9944	
23.35	1750.96	3794	34.97	2307.84	5683	62.24	4107.56	10114	
23.62	1771.45	3838	35.58	2348.00	5781	63.39	4183.78	10302	
23.82	1786.35	3870	36.16	2386.52	5876	63.48	4189.52	10316	
23.93	1794.73	3889	36.29	2394.71	5896	64.66	4267.37	10507	
24.09	1806.84	3915	36.88	2434.05	5993	65.83	4344.41	10697	
24.31	1823.60	3951	37.54	2477.49	6100	65.95	4352.60	10717	
24.58	1843.16	3994	37.61	2482.40	6112	67.14	4431.28	10911	
24.64	1847.82	4004	38.29	2526.66	6221	68.44	4516.51	11121	
24.80	1859.93	4030	38.89	2566.82	6320	68.49	4519.79	11129	
24.92	1869.24	4050	39.06	2577.47	6346	69.80	4606.66	11343	
25.10	1882.28	4078	39.68	2618.45	6447	71.14	4695.17	11561	
25.30	1897.18	4111	40.35	2662.70	6556	71.19	4698.45	11569	
25.42	1906.50	4131	40.47	2670.90	6576	72.57	4789.42	11793	
25.59	1919.53	4159	41.15	2715.97	6687	73.90	4877.11	12009	
25.88	1925.05	4173	41.90	2765.15	6809	74.02	4885.31	12029	
25.84	1938.16	4199	41.97	2770.06	6821	75.38	4974.64	12249	
26.10	1957.72	4242	42.73	2820.06	6944	76.77	5066.43	12475	
26.19	1964.24	4256	43.50	2870.87	7059	76.88	5073.80	12483	
26.36	1977.28	4284	43.59	2876.60	7083	78.31	5168.05	12725	
26.50	1987.52	4306	44.37	2928.24	7210	79.82	5268.04	12971	
26.65	1998.70	4331	45.10	2976.59	7329	79.87	5271.32	12979	
26.89	2016.40	4369	45.25	2986.42	7353	81.43	5373.76	13232	
27.03	2027.57	4393	46.01	3036.42	7476	83.05	5481.12	13496	
27.18	2038.75	4417	46.88	3093.78	7618	84.72	5580.94	13766	
27.41	2055.51	4454	46.93	3097.06	7626	86.31	5685.84	14025	
27.73	2079.73	4506	47.81	3155.25	7769	86.41	5702.40	14041	
27.95	2096.49	4542	48.65	3210.98	7906	88.03	5809.76	14305	
28.33	2124.43	4603	48.77	3218.35	7924	89.80	5926.13	14592	
28.51	2138.40	4633	49.62	3274.90	8064				

EXHIBIT C

PAY PLAN B4		CORRECTIONS COUNSELOR, PROGRAM FACILITATOR, COOK AND JAIL PROGRAM OPERATIONS COORDINATOR 2028 PAY PLAN - 40 HOURS/WEEK Reflects a 3.00% Increase PAY PLAN EFFECTIVE 12/25/2027 or the Ratification Date by the Union, which ever is later.															
COOK - GRADE 14A		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step L1</u>	<u>Step L2</u>	<u>Step L3</u>	<u>Step L4</u>	<u>Step L5</u>	<u>Step L6</u>	<u>Step L7</u>	<u>Step L8</u>	
Annually	54,475	56,222	58,138	60,112	62,192	64,418	66,270	68,581	67,517	68,869	69,930	71,323	72,550	74,008	75,483		
Monthly	4540	4685	4845	5009	5183	5368	5439	5648	5626	5739	5827	5944	6046	6167	6290		
Biweekly	2095.20	2162.40	2236.00	2312.00	2392.00	2477.60	2510.40	2560.80	2596.80	2648.80	2689.60	2743.20	2790.40	2846.40	2903.20		
Hourly	26.19	27.03	27.95	28.90	29.60	30.87	31.38	32.01	32.46	33.11	33.62	34.29	34.88	35.58	36.29		
COOK LEAD - GRADE 15A		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step L1</u>	<u>Step L2</u>	<u>Step L3</u>	<u>Step L4</u>	<u>Step L5</u>	<u>Step L6</u>	<u>Step L7</u>	<u>Step L8</u>	
Annually	58,136	60,112	62,192	64,418	66,581	68,869	69,930	71,323	72,550	74,008	75,213	76,710	78,083	79,643	81,245		
Monthly	4845	5009	5183	5368	5548	5739	5827	5944	6046	6167	6268	6393	6507	6637	6770		
Biweekly	2236.00	2312.00	2392.00	2477.60	2560.80	2648.80	2689.60	2743.20	2790.40	2846.40	2892.80	2950.40	3003.20	3063.20	3124.80		
Hourly	27.95	28.90	29.90	30.87	32.01	33.11	33.62	34.29	34.88	35.58	36.18	36.88	37.54	38.29	39.06		
CORRECTIONS COUNSELOR - GRADE 20A		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step L1</u>	<u>Step L2</u>	<u>Step L3</u>	<u>Step L4</u>	<u>Step L5</u>	<u>Step L6</u>	<u>Step L7</u>	<u>Step L8</u>	
Annually	66,581	68,869	71,323	74,008	76,710	79,643	80,891	82,534	83,928	85,592	87,152	88,878	90,480	92,290	94,120		
Monthly	5548	5739	5944	6167	6393	6637	6741	6878	6994	7133	7283	7407	7540	7691	7843		
Biweekly	2560.80	2648.80	2743.20	2846.40	2950.40	3063.20	3111.20	3174.40	3228.00	3292.00	3352.00	3418.40	3480.00	3549.60	3620.00		
Hourly	32.01	33.11	34.29	35.58	36.88	38.29	38.89	39.88	40.35	41.15	41.90	42.73	43.50	44.37	45.25		
PROGRAM FACILITATOR - GRADE 20A		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step L1</u>	<u>Step L2</u>	<u>Step L3</u>	<u>Step L4</u>	<u>Step L5</u>	<u>Step L6</u>	<u>Step L7</u>	<u>Step L8</u>	
Annually	66,581	68,869	71,323	74,008	76,710	79,643	80,891	82,534	83,928	85,592	87,152	88,878	90,480	92,290	94,120		
Monthly	5548	5739	5944	6167	6393	6637	6741	6878	6994	7133	7283	7407	7540	7691	7843		
Biweekly	2560.80	2648.80	2743.20	2846.40	2950.40	3063.20	3111.20	3174.40	3228.00	3292.00	3352.00	3418.40	3480.00	3549.60	3620.00		
Hourly	32.01	33.11	34.29	35.58	36.88	38.29	38.89	39.88	40.35	41.15	41.90	42.73	43.50	44.37	45.25		
JAIL PROGRAM OPERATIONS COORDINATOR - GRADE 21A		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step L1</u>	<u>Step L2</u>	<u>Step L3</u>	<u>Step L4</u>	<u>Step L5</u>	<u>Step L6</u>	<u>Step L7</u>	<u>Step L8</u>	
Annually	68,869	71,323	74,008	76,710	79,643	82,534	83,928	85,592	87,152	88,878	90,480	92,290	93,808	95,701	97,814		
Monthly	5739	5944	6167	6393	6637	6878	6994	7133	7283	7407	7540	7691	7817	7975	8135		
Biweekly	2648.80	2743.20	2846.40	2950.40	3063.20	3174.40	3228.00	3292.00	3352.00	3418.40	3480.00	3549.60	3608.00	3680.80	3754.40		
Hourly	33.11	34.29	35.58	36.88	38.29	39.88	40.35	41.15	41.90	42.73	43.50	44.37	45.10	46.01	46.93		

EXHIBIT C

EXHIBIT D**CIVIL SERVICE BASIC
ST. LOUIS COUNTY JOB CLASSIFICATIONS AS OF JANUARY 1, 2026**

<u>CLASSIFICATION</u>	<u>GRADE</u>	<u>PAYPLAN</u>
ACCESSIBILITY & ENGAGEMENT COORDINATOR	B23	B1
ACCESSIBILITY & ENGAGEMENT COORDINATOR SENIOR	B25	B1
ACCOUNTANT	B21	B1
ACCOUNTANT SENIOR	B23	B1
ACCOUNTING TECHNICIAN	B18	B1
APPRENTICE - LOSS CONTROL SPECIALIST	B17	B1
ASSISTANT MINE INSPECTOR I	B17	B1
ASSISTANT MINE INSPECTOR II	B19	B1
AUTOMOTIVE TECHNICIAN	B16	B1
BUILDING MAINTENANCE HELPER	B15	B1
BUILDING MAINTENANCE WORKER	B18	B1
CARPENTER	B18	B1
CHILD SUPPORT OFFICER I	B18	B1
CHILD SUPPORT OFFICER II	B20	B1
COMMUNITY HEALTH WORKER	B10	B1
COOK	B14A	B4
COOK LEAD	B16A	B4
CORRECTIONS COUNSELOR	B20A	B4
CRIME ANALYST	B21	B1
DRAFTING/PROPERTY RECORDS TECHNICIAN	B14	B1
DRAFTING/PROPERTY RECORDS TECHNICIAN	B16	B1
ELECTRONIC SYSTEMS TECHNICIAN	B21	B1
EMERGENCY MANAGEMENT COORDINATOR	B23	B1
EMERGENCY MANAGEMENT SPECIALIST	B20	B1
ENGAGEMENT COORDINATOR - YOUTH/CULTURAL & ARTS	B20	B1
ENGAGEMENT COORDINATOR - YOUTH/CULTURAL & ARTS SENIOR	B22	B1
ENGINEERING AIDE	B14	B1
ENGINEERING AIDE TRAINEE	B01	B1
ENGINEERING TECHNICIAN	B16	B1
ENGINEERING TECHNICIAN INTERMEDIATE	B20	B1
ENGINEERING TECHNICIAN SENIOR	B22	B1
ENVIRONMENTAL PROJECT MANAGER	B23	B1
ENVIRONMENTAL SERVICES WORKER I	B06	B1
ENVIRONMENTAL SERVICES WORKER II	B09	B1
ENVIRONMENTAL SPECIALIST	B21	B1

ENVIRONMENTAL SPECIALIST SENIOR	B23	B1
ENVIRONMENTAL SPECIALIST TECHNICIAN	B20	B1
ENVIRONMENTAL TECHNICIAN	B20	B1
EVIDENCE TECHNICIAN	B15	B1
FAD TRAINER	B18	B1
FINANCIAL WORKER	B13	B1
FINANCIAL WORKER SENIOR	B16	B1
FOREST ROAD TECHNICIAN	B16	B1
FORESTER I	B20	B1
FORESTER II	B22	B1
FORESTER III	B24	B1
FORESTER TRAINEE	B18	B1
FORESTRY TECHNICIAN I	B16	B1
FORESTRY TECHNICIAN II	B19	B1
FORESTRY TECHNICIAN III	B21	B1
FORESTRY TECHNICIAN TRAINEE	B14	B1
GIS PRINCIPAL	B23	B1
GIS SPECIALIST	B21	B1
GIS TECHNICIAN	B17	B1
GRADUATE ENGINEER	B21/1-5	B1
HAZARDOUS/INDUSTRIAL WASTE SPECIALIST	B19	B1
HEAD JANITOR	B14	B1
HOMECARE SPECIALIST	B06	B1
INFORMATION SPECIALIST I	B04	B1
INFORMATION SPECIALIST I	B06	B1
INFORMATION SPECIALIST II	B10	B1
INFORMATION SPECIALIST II	B12	B1
INFORMATION SPECIALIST III	B14	B1
INFORMATION SPECIALIST III	B16	B1
INSURANCE AND CLAIMS SPECIALIST	B21	B1
INSURANCE AND CLAIMS SPECIALIST SENIOR	B24	B1
INTERN TRAINEE	B04	B1
INTERNAL AUDIT ANALYST	B21	B1
INTERNAL AUDIT ANALYST SENIOR	B23	B1
IT APPLICATIONS DEVELOPER	B24	B1
IT APPLICATIONS DEVELOPER ASSOCIATE	B20	B1
IT APPLICATIONS DEVELOPER SENIOR	B26	B1
IT PROJECT AND BUSINESS ANALYST	B22	B1
IT PROJECT AND BUSINESS ANALYST SENIOR	B26	B1

IT SUPPORT ENGINEER	B24	B1
IT SUPPORT ENGINEER ASSOCIATE	B20	B1
IT SUPPORT SPECIALIST	B16	B1
IT SYSTEMS ENGINEER	B24	B1
IT SYSTEMS ENGINEER ASSOCIATE	B20	B1
IT SYSTEMS ENGINEER SENIOR	B26	B1
JAIL PROGRAM OPERATIONS COORDINATOR	B21A	B4
JANITOR	B09	B1
JANITOR	B11	B1
LEAD ELECTRONIC SYSTEMS TECHNICIAN	B23	B1
LEAD EVIDENCE TECHNICIAN	B17	B1
LEGAL SECRETARY I	B10	B1
LEGAL SECRETARY I	B12	B1
LEGAL SECRETARY II	B14	B1
LEGAL SECRETARY II	B16	B1
LICENSED LAND SURVEYOR	B23	B1
LOSS CONTROL SPECIALIST	B23	B1
LOSS CONTROL SPECIALIST SENIOR	B25	B1
MINERAL DEVELOPMENT SPECIALIST	B25	B1
OFFICE ASSISTANT	B02	B1
OFFICE ASSISTANT	B03	B1
PLANNER	B20	B1
PLANNER SENIOR	B23	B1
PRINCIPAL APPRAISER	B24	B1
PROCUREMENT SPECIALIST	B21	B1
PROCUREMENT SPECIALIST SENIOR	B24	B1
PROGRAM FACILITATOR	B20A	B4
PUBLIC ASSISTANCE INVESTIGATOR	B17	B1
PUBLIC HEALTH ANALYST	B25	B1
PUBLIC HEALTH EDUCATOR I	B20	B1
PUBLIC HEALTH EDUCATOR II	B22	B1
PUBLIC HEALTH NURSE	B22	B1
PUBLIC HEALTH NURSE SENIOR	B24	B1
PUBLIC HEALTH PROGRAM COORDINATOR	B25	B1
REGISTERED NURSE PHHS	B21	B1
RESIDENTIAL APPRAISER I	B20	B1
RESIDENTIAL APPRAISER II	B22	B1
RESOURCE PLANNER	B20	B1
RIGHT OF WAY AGENT	B23	B1
SERVICE CENTER SPECIALIST	B12	B1
SERVICE WORKER	B01	B1
SOCIAL PROGRAMS COORDINATOR	B18	B1
SOCIAL SERVICES SPECIALIST I	B13	B1
SOCIAL SERVICES SPECIALIST II	B16	B1
SOLID WASTE TECHNICIAN	B14	B1
SURVEY TECHNICIAN I	B15	B1
SURVEY TECHNICIAN II	B18	B1

SURVEY TECHNICIAN III	B21	B1
SURVEY TECHNICIAN TRAINEE	B12	B1
SUSTAINABILITY AND CAPITAL PLANNING COORDINATOR	B26	B1
UTILITY WORKER I	B03	B1
UTILITY WORKER II	B08	B1
UTILITY WORKER II	B10	B1
VETERANS SERVICE OFFICER I	B20	B1
VETERANS SERVICE OFFICER II	B22	B1
ZZ INFORMATION SPECIALIST II	B13	B1
ZZ TECHNICAL SERVICES COORDINATOR	B27	B1



Saint Louis County

100 North 5th Avenue West, Rm. 202, Duluth, Minnesota 55802-1287 (218) 726-2562

February 27, 2002

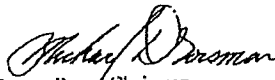
Ms. Mary Theurer
Executive Director
AFSCME Council No. 96
211 West Second Street
Duluth, MN 55802

Re: 2002-2003 Civil Service Basic Unit Agreement
Meet and Confer Re: Telework

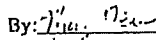
Dear Ms. Theurer:

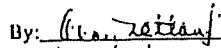
This letter will confirm our discussion during negotiation of the above-referenced agreement regarding telework policies. St. Louis County is developing policies and procedures whereby certain employees designated by the Employer may be granted telework opportunities. The parties agree to meet and confer regarding the telework policies and procedures. If, as a result of these discussions, it is necessary to reopen the contract to address mandatory topics of negotiations, the parties agree that the contract may be reopened for this limited purpose. Our signatures below will indicate agreement to the terms of this letter on behalf of St. Louis County and AFSCME Council 96, respectively.

Yours very truly,


County Board Chairman

Accepted on behalf of
AFSCME Council 96:

By: 
Its: _____

By: 
Its: Provides 7 week 66

By: _____
Its: _____

"The mission of St. Louis County is to provide to its people those services mandated
by Minnesota law and to be expected by its citizens so as to provide a good quality of life"

EXHIBIT F



Saint Louis County

100 NORTH FIFTH AVENUE WEST, ROOM 202 • DULUTH, MN 55802-1287
Phone: (218) 726-2450 • Fax: (218) 726-2469 • www.stlouiscountymn.gov

December 17, 2016

Mr. Ken Loeffler-Kemp
Field Representative
AFSCME Council 5
211 West Second Street, Suite 200
Duluth, MN 55802

RE: 2017-2019 St. Louis County Civil Service Basic Unit Agreement

Dear Mr. Loeffler-Kemp,

This letter will confirm that during negotiation of the 2017-2019 Civil Service Basic Unit agreement, the parties agreed that the contract could be reopened upon mutual agreement for limited purposes of negotiating proposed benefit changes to the St. Louis County health plan.

Yours very truly,

A handwritten signature in blue ink, appearing to read "David H. Huel", is written over the typed name "County Board Chairman".

County Board Chairman

Accepted on behalf of AFSCME Council 5:

By: A handwritten signature in blue ink, appearing to read "Ken Loeffler-Kemp", is written over the typed name "Field Representative".

Its: A handwritten signature in blue ink, appearing to read "Northern Field Director", is written over the typed name "Northern Field Director".

By: A handwritten signature in blue ink, appearing to read "Local 166 President", is written over the typed name "Local 166 President".

Its: A handwritten signature in blue ink, appearing to read "Local 166 President", is written over the typed name "Local 166 President".

By: A handwritten signature in blue ink, appearing to read "Local 166 President", is written over the typed name "Local 166 President".

Its: A handwritten signature in blue ink, appearing to read "Local 166 President", is written over the typed name "Local 166 President".



Saint Louis County

Human Resources Department • 100 N 5th Ave West, RM 1 • Duluth, MN 55802-1202
Phone: 218-726-2422 • Fax: 218-725-5054

AFSCME Council 5
Attn: Eric Jacobson
211 West Second Street
Duluth, MN 55802

Re: Civil Service Basic Unit
Deferred Compensation Account Payments

Dear Mr. Jacobson:

This letter is to confirm the agreement between St. Louis County and AFSCME Council 5 on behalf of the Civil Service Basic Unit regarding payouts of compensatory time under Article 6, Section 1, being paid into an employee's deferred compensation account.

Non-probationary active employees have the option, exercisable by completing and returning to the County Auditor's Office, within the time limits prescribed by the County Auditor's Office, a deferred compensation authorization form, to have any portion of the employee's compensatory time payout pursuant to Article 6, Section 1, directly paid into the employee's deferred compensation account. The employee must have enrolled in a deferred compensation account prior to the payout, in accordance with the requirements of the County Auditor's Office. The payment will be in addition to any amount which the employee has previously designated to be paid out of the employee's regular wages into the employee's deferred compensation account, subject to the statutory maximum contribution. Employees who have left employment with St. Louis County are not eligible for this optional payment into the deferred compensation account. Wage garnishments, wage withholding orders, and other legally binding deductions take precedence over the terms of this side letter. All terms of this side letter are subject to the requirements and restrictions of the St. Louis County Auditor's Office, as maybe in effect from time to time.

An Equal Opportunity & Veteran-Friendly Employer

ADDENDUM 1
8 HOUR SCHEDULE AGREEMENT
SUPPLEMENTAL LABOR AGREEMENT
ST. LOUIS COUNTY BOARD OF COMMISSIONERS
AND
CIVIL SERVICE BASIC UNIT-AFSCME COUNCIL 5
(St. Louis County Sheriff's Office Corrections Division Food Services)

This Addendum to the Civil Service Basic Bargaining Agreement is entered into by and between the St. Louis County Board of Commissioners, herein referred to as the "Employer", and the Civil Service Basic Bargaining unit, AFSCME Council 5, hereinafter referred to as the "Union".

WHEREAS, the Employer and the union desire to provide for an eight (8) hour day work schedule for employees in the Sheriff's Office Corrections Division Food Services who are covered by the Civil Service Basic Bargaining Agreement, hereinafter referred to as the "Basic Agreement"; and

WHEREAS, the Employer and Union desire to accomplish a work schedule that will promote a more efficient delivery of services;

NOW, THEREFORE, the parties agree that an eight (8) hour work schedule may be established as follows:

I. Work Day/Work Week

Notwithstanding the provisions of Article 4 – WORK DAY/WORK WEEK, Section 1, of the Basic Agreement, the following shall apply to the work schedule of Food Services employees in the Corrections Division:

The normal workday shall be eight (8) hours, and the normal work week shall be (40) hours. The annual work year shall be two thousand eighty hours (2080).

II. Overtime

Notwithstanding the provision of Article 6 – OVERTIME, Section 1, of the Basic Agreement, the following shall apply to the work schedule of Food Services employees in the Corrections Division:

All employees required to work over eight (8) hours per day or forty (40) hours per week shall be paid in cash at the overtime rate of one and one-half (1 ½) times their regular rate. However, each hour over eight (8) per day or forty (40) per week may be accrued as compensatory time at time and one-half.

Compensatory time off shall be taken at times agreed to by the supervisor and the employee. If an employee is unable to use and take said compensatory time off before the end of the payroll year, the employee shall automatically be paid for said accumulated compensatory time in a separate check no later than January 15 of the following year in which the

compensatory time was earned, except that at the employee's option, up to forty (40) hours of compensatory time may be carried over to the following year. All overtime payoffs shall be paid at the pay plan rate in effect during the payroll year in which the overtime was earned.

III. Leave Time

If an employee covered by this agreement is on approved paid leave on a scheduled work day, the employee shall use the same number of hours of accrued leave as the number of scheduled duty hours absent from work.

IV. Holidays

Notwithstanding the provisions of Article 8 – HOLIDAYS, Section 2 and Section 3, of the Basic Agreement, the following shall apply to the work schedule of Food Service Employees in the Corrections Division:

When a holiday listed in the Basic Agreement falls on an employee's scheduled work day, and the employee does not work the holiday, the employee shall receive eight (8) hours holiday pay.

When a holiday listed in the Basic Agreement falls on an employee's scheduled work day, and the employee works the holiday, the employee shall receive one and one-half (1 ½) times their regular hourly rate for all hours worked except hours worked exceeding eight (8) hours shall be paid at two and one-half (2 ½) times their regular rate.

V. Vacation

Notwithstanding the provisions of Article 10 – Vacations, Section 1, of the Basic Agreement, the following shall apply to the work schedule of Food Services employees in the Corrections Division:

<u>Years of Service</u>	<u>Hours per Pay Period Earned</u>
Commencing 0 through 3 years	4.00
Commencing 4 through 5 years	5.50
Commencing 6 through 10 years	6.50
Commencing 11 through 15 years	7.25
Commencing 16 through 20 years	7.75
Commencing 21 through 24 years	8.75
25 Years and Over -	9.50

Vacation hours may accumulate up to two hundred ninety (290) hours at any time during the year.

VI. Sick Leave

Notwithstanding the provisions of Article 11 - SICK LEAVE, Section 1 Accrual Schedule, of the Basic Agreement, the following shall apply to the work schedule of the Food Services employees in the Corrections Division:

<u>Years of Service</u>	<u>Hours per Pay Period Earned</u>
Commencing 0 through 24 months	3.75
Commencing 25 months and over	5.75

VII. Conflicts

During the effective dates of this Supplemental Agreement, all articles and provisions of the Basic Agreement and Civil Service Rules and Regulations shall apply. If a condition covered in the Basic Agreement has not been amended to permit the operation of the eight (8) hour work schedule, the Employer and the Union agree to meet and confer regarding proper settlement of the problem, but such meeting shall not be considered a reopening of the Basic Agreement, and such meeting being specifically limited to discussion regarding this work schedule agreement.

VI. Termination

This Supplemental Agreement may be terminated by the Employer or the Union without cause upon thirty (30) days written notice of intent to terminate by either party. If this Supplemental Agreement is terminated, employees shall revert to the existing schedule worked prior to implementation of this Agreement. The parties may agree to meet and confer for the purpose of entering into a new Supplemental Agreement.

Dated this 3rd day of March, 2026

FOR THE COUNTY BOARD



Chairman

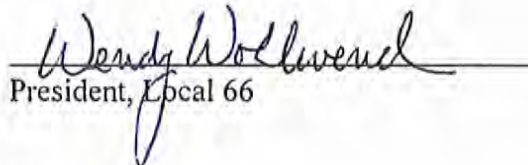


Sheriff

FOR THE UNION



Field Director, AFSCME Council 5



President, Local 66

Nancy Nelson
County Auditor

[Signature]
Field Representative

Approved as to form and execution:
[Signature]
County Attorney

**CIVIL SERVICE BASIC UNIT
SUPPLEMENTAL LABOR AGREEMENT
IT DEPARTMENT - REMOTE SUPPORT, STAND-BY**

This Supplemental Agreement to the Civil Service Basic Unit labor agreement is effective the 3rd day of August, 2019.

A. Remote Support

A.1 **Definition:** Remote support means providing application or computing infrastructure support in response to a request received while the employee is in non-pay, off-duty status from a serviced department, an IT supervisor, or an IT employee authorized to request remote support. Remote support may be provided by telephone response or by logging into the County computer network. The Department will provide appropriate equipment, as determined necessary by the Department, to an employee who is to provide remote support.

A.2 **Compensation:** An employee shall be compensated at the employee's regular hourly rate for work time spent responding to a request for remote support, subject to the following schedule of minimum compensation:

<u>Time of Call for Remote Support</u>	<u>Minimum Compensation</u>
After 8:00 a.m. until 4:30 p.m.	1 hour @ time and one half
After 4:30 p.m. until 8:00 a.m.	2 hours @ time and one half

<u>Holidays – Time of Call for Remote Support</u>	<u>Minimum Compensation</u>
After 8:00 a.m. until 4:30 p.m.	1 hour @ double time and one half
After 4:30 p.m. until 8:00 a.m.	2 hours @ double time and one half

Provided, however, a request for remote support which requires that the employee travel to the County work site will be compensated in accordance with Article 7, Call Back, of the Civil Service Basic Unit labor agreement, regardless of the time the call is received.

During any period in which the employee is receiving compensation, including the minimum compensation set forth in this Section, the employee shall not be eligible for additional remote support compensation. (For example, an employee responding to a call for remote support received at 1:00 a.m. would not be eligible for additional compensation for responding to another call or traveling to the County work site between 1:00 a.m. and 3:00 a.m.)

A.3 Eligibility: An employee is eligible to receive compensation for providing remote support in response to a request received while the employee is off duty and away from the County work site. An employee need not be on stand-by in order to be eligible to receive remote support compensation but if the employee is on stand-by duty, the employee is not eligible to receive stand-by compensation at the same time as remote support compensation.

B. Stand-By

B.1 Purpose of Stand-By: Stand-by assignments will be used to provide application and computing infrastructure support for certain critical life safety functions, as set forth in Attachment A attached hereto. Stand-by assignments may be made to provide support for other functions upon mutual agreement between the Department Head and the Union.

B.2 Classifications Eligible for Stand-By Assignment: The Department Head shall notify the Union of the classifications which the Department Head designates as eligible for stand-by assignment. In addition, members of other bargaining units, including by way of example and without limitation supervisory units, may be assigned stand-by duty if determined to be qualified by the Department Head.

Employees within eligible classifications may advise the Department Head of their desire to be included or not included in the stand-by duty assignment pool. Although all qualified employees in the eligible classifications are subject to stand-by duty assignment pursuant to the terms of this Supplemental Agreement, the Department will take into consideration an employee's desire to not be included in the pool, and will not assign the employee to stand-by, subject to, however, the Department's ability to obtain adequate staffing of stand-by duty assignments. Qualified, eligible employees who volunteer for and are accepted into the stand-by assignment pool shall be appointed to the pool in the order of seniority and shall be deemed to have given a commitment of a minimum of one year of participation in the pool. In no case shall the Department Head assign an employee to an involuntary stand-by assignment for a period of more than two (2) years without a break of one (1) year. Qualified, eligible employees involuntarily assigned to the stand-by pool shall be assigned in the reverse order of seniority.

B.3 Stand-By Shifts: Stand-by shifts shall be from 4:30 p.m. to 7:00 a.m. Monday through Thursday and from 4:30 p.m. Friday continuously to 7:00 a.m. Monday. In addition, on

holidays as designated in Article 8, Section 1 of the Civil Service Basic Unit labor agreement, stand-by shall be continuous from 4:30 p.m. the day preceding the holiday to 7:00 a.m. the day following the holiday.

Stand-by shifts shall be scheduled in one week increments beginning at 4:30 p.m. Tuesday and ending at 7:00 a.m. Tuesday. The schedule of stand-by duty assignments shall be posted on a quarterly basis. Scheduling will be coordinated by IT Department management in consultation with affected employees.

An eligible employee may be assigned to stand-by duty for not more than one week in every six weeks). However, eligible employees may volunteer for additional weeks of stand-by duty assignment. The Department will request volunteers before assigning stand-by duty.

B.4 Equipment: The Employer will provide to employees who are assigned to stand-by duty the necessary equipment, as determined by the Employer, to provide remote support.

B.5 Coordination With Served Departments: The Employer will advise served departments of the stand-by duty assignment schedule and indicate that calls for assistance are to be directed to the employee assigned to stand-by duty.

B.6 Stand-By Duty Compensation: An employee assigned to stand-by duty shall be compensated at the rate of \$ 3.75 per hour for all hours served in assigned stand-by duty status except that after 7½ hours of stand-by duty on a holiday, the employee shall be paid \$6.00 per hour served in stand-by duty status for the remainder of the holiday. Stand-by duty time is not credited as "hours worked" and therefore is not included in the computation of hours worked per day or per week for the purpose of calculating 1½ overtime compensation. An employee shall not be eligible for stand-by duty pay and another pay status simultaneously.

B.7 Available And Able To Work: It is the employee's responsibility to continuously update the Department on how the employee can be reached during a stand by duty assignment. The employee shall respond to the call within fifteen (15) minutes. An employee who fails to respond to a call by the Department within fifteen (15) minutes or who fails to report for duty promptly as required by this paragraph B.7 shall forfeit the stand by duty pay for the period and may be subject to additional disciplinary action based on just cause and subject to the contractual grievance procedure.

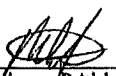
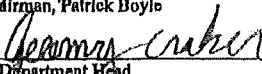
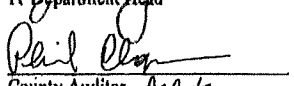
An eligible employee who is on stand-by duty assignment must be "available and able to work" during the entire period of the stand by duty assignment. "Available and able to work" means that the employee is able to commence work within thirty (30) minutes of receipt of a call, or report to the work site within one hour of receipt of the call from the Department. "Available and able to work" also means that the employee shall not be under the influence of alcohol or

mind altering drugs during the period the employee is assigned to stand by duty.

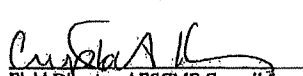
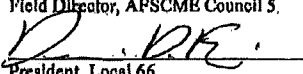
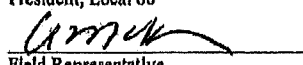
B.8 Integration: This Supplemental Agreement shall be attached to and considered part of the Civil Service Basic Unit labor agreement. All provisions of the Civil Service Basic Unit labor agreement not specifically modified herein shall continue in full force and effect for employees covered by this Supplemental Agreement.

Dated this 13th day of April, 2020.

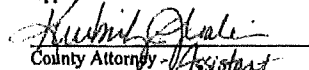
FOR THE COUNTY BOARD:


Chairman, Patrick Boyle

IT Department Head

County Auditor - Deputy

FOR THE UNION:


Field Director, AFSCME Council 3

President, Local 66

Field Representative

Approved as to form and execution:


County Attorney - Assistant
2020-013726

ATTACHMENT A

The IT Department Head will have discretion to select the technology systems for which stand-by assignments may be used to provide application and computing infrastructure support.

**CIVIL SERVICE BASIC UNIT
SUPPLEMENTAL LABOR AGREEMENT
COMMUNICATIONS DEPARTMENT - REMOTE SUPPORT, STAND-BY**

This Supplemental Agreement to the Civil Service Basic Unit Labor Agreement is effective the 17th day of December 2022.

A. Remote Support

A.1 **Definition:** Remote support means providing technical support in response to a request received while the employee is in non-pay, off-duty status from a serviced department, a Communications Department supervisor, or a Communications Department employee authorized to request remote support. Remote support may be provided by telephone response or by communications through the County radio networks. The Department will provide appropriate equipment, as determined necessary by the Department, to an employee who is to provide remote support.

A.2 **Compensation:** An employee shall be compensated at the employee's regular hourly rate for work time spent responding to a request for remote support, subject to the following schedule of minimum compensation:

<u>Time of Call for Remote Support</u>	<u>Minimum Compensation</u>
After 7:00 a.m. until 8:00 p.m.	1 hour @ time and one half
After 8:00 p.m. until 7:00 a.m.	2 hours @ time and one half

Provided, however, a request for remote support which requires that the employee travel to the County work site will be compensated in accordance with Article 7, Call Back, of the Civil Service Basic Unit labor agreement, regardless of the time the call is received.

During any period in which the employee is receiving compensation, including the minimum compensation set forth in this Section, the employee shall not be eligible for additional remote support compensation. (For example, an employee responding to a call for remote support received at 1:00 a.m. would not be eligible for additional compensation for responding to another call or traveling to the County work site between 1:00 a.m. and 3:00 a.m.)

A.3 Eligibility: An employee is eligible to receive compensation for providing remote support in response to a request received while the employee is off duty and away from the County work site. An employee need not be on stand-by in order to be eligible to receive remote support compensation but if the employee is on stand-by duty, the employee is not eligible to receive stand-by compensation at the same time as remote support compensation.

B. Stand-By

B.1 Purpose of Stand-By: Stand-by assignments will be used to provide technical radio communications infrastructure support for certain critical life safety functions, as set forth in Appendix A attached hereto. Stand-by assignments may be made to provide support for other functions upon mutual agreement between the Department Head and the Union.

- B.2 Classifications Eligible for Stand-By Assignment: All employees in the following classifications are eligible for stand-by assignment:
 - Electronic Systems Technician
 - IT System Engineer Associate
 - IT System Engineer
 - IT System Engineer Senior

Additional qualified IT System Engineers may volunteer for Stand-by Support. Additional Civil Service Basic Unit classifications may be added to the list of eligible classifications upon mutual agreement of the Department Head and the Union. In addition, members of other bargaining units, including by way of example and without limitation supervisory units, may be assigned stand-by duty if determined to be qualified by the Department Head.

Employees within eligible classifications may advise the Department Head of their desire to be included or not included in the stand-by duty assignment pool. Although all qualified employees in the eligible classifications are subject to stand-by duty assignment pursuant to the terms of this Supplemental Agreement, the Department will take into consideration an employee's desire to not be included in the pool, and will not assign the employee to stand-by, subject to, however, the

Department's ability to obtain adequate staffing of stand-by duty assignments. Qualified, eligible employees who volunteer for and are accepted into the stand-by assignment pool shall be deemed to have given a commitment of a minimum of one year of participation in the pool.

B.3 Stand-By Shifts: Stand-by shifts shall be from 5:30 p.m. to 7:00 a.m. Monday through Thursday and from 5:30 p.m. Friday continuously to 7:00 a.m. Monday. In addition, on holidays as designated in Article 8, Section 1 of the Civil Service Basic Unit labor agreement, stand-by shall be continuous from 5:30 p.m. the day preceding the holiday to 7:00 a.m. the day following the holiday.

Stand-by shifts shall be scheduled in one week increments beginning at 5:30 p.m. Wednesday and ending at 7:00 a.m. Wednesday. The schedule of stand-by duty assignments shall be posted on a quarterly basis. Scheduling will be coordinated by Communications Department management in consultation with affected employees.

An eligible employee may be assigned to stand-by duty for not more than one week in every four weeks. However, eligible employees may volunteer for additional weeks of stand-by duty assignment. The Department will request volunteers before assigning stand-by duty.

B.4 Equipment: The Employer will provide to employees who are assigned to stand-by duty the necessary equipment, as determined by the Employer, to provide remote support. This will include, at a minimum, a cellular phone or pager.

B.5 Coordination With Served Departments: The Employer will advise served departments of the stand-by duty assignment schedule and indicate that calls for assistance are to be directed to the employee assigned to stand-by duty.

B.6 Stand-By Duty Compensation: An employee assigned to stand-by duty shall be compensated at the rate of \$3.75 per hour for all hours served in assigned stand-by duty status except that after 7½ hours of stand-by duty on a holiday, the employee shall be paid \$6.00 per hour served in stand-by duty status for the remainder of the holiday. Stand-by duty time is not credited as "hours worked" and therefore is not included in the computation of hours worked per day or per week for the purpose of calculating 1½ overtime compensation. An employee shall not be eligible for stand-by duty pay and another pay status simultaneously.

B.7 Available And Able To Work: An employee on stand by duty pay shall be reachable by telephone when called. The employee shall respond to the call within fifteen (15) minutes. An employee who fails to respond to a call by the Department within fifteen (15) minutes or who fails to report for duty promptly as required by this paragraph B.7 shall forfeit the stand by duty pay for the

period and may be subject to additional disciplinary action based on just cause and subject to the contractual grievance procedure.

It is the employee's responsibility to continuously update the Department on how the employee can be reached during a stand by duty assignment.

Eligible employees assigned to stand by duty status are required to be reachable by telephone or, alternatively, by beeper, pager, cell phone or other County-supplied portable device. An eligible employee who is on stand-by duty assignment must be "available and able to work" during the entire period of the stand by duty assignment. "Available and able to work" means that the employee is able to commence work within thirty (30) minutes of receipt of a call and thereafter proceed diligently and without interruption in responding to the problem. "Available and able to work" also means that the employee shall not be under the influence of alcohol or mind altering drugs during the period the employee is assigned to stand by duty.

B.8 Planning for Cross Training: Management of the Communications Department intends to develop a plan for cross training so that all Electronic Systems Technicians have an opportunity to become familiar with both the northern St. Louis County and southern St. Louis County radio communications systems.

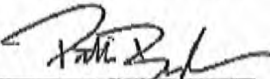
B.9 Review, Renewal: The parties shall meet, on a meet and confer basis, to review this Supplemental Agreement at 3, 6, 12 and 18 months following ratification.

This Supplemental Agreement shall expire December 31, 2006, subject to the continuing contract provisions of PELRA. The parties agree to meet and negotiate regarding a renewal agreement prior to the date of expiration.

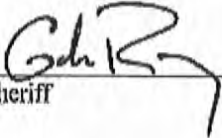
B.10 Integration: This Supplemental Agreement shall be attached to and considered part of the Civil Service Basic Unit labor agreement. All provisions of the Civil Service Basic Unit labor agreement not specifically modified herein shall continue in full force and effect for employees covered by this Supplemental Agreement.

Dated this _____ day of _____, 2023.

FOR THE COUNTY BOARD:



St. Louis County Board Chair



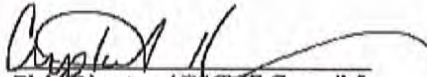
County Sheriff

Approved as to form and execution:

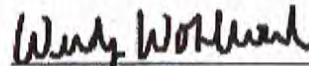


County Attorney

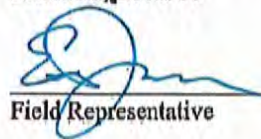
FOR THE UNION:



Field Director, AFSCME Council 5



President, Local 66



Field Representative

APPENDIX A

The Communications Department Head and the Union have identified the following mutually agreed critical life safety functions for which stand-by assignments may be used to provide technical radio communications infrastructure support:

- a. 911 Emergency Communications
- b. NEMESIS Mobile Infrastructure



*Resolution
of the
Board of County Commissioners*

St. Louis County, Minnesota

Adopted on: February 10, 2026 Resolution No. 26-109

Offered by Commissioner: McDonald

Civil Service Basic Unit 2026-2028 Collective Bargaining Agreement

WHEREAS, The Civil Service Basic unit bargaining agreement expired December 31, 2025; and

WHEREAS, St. Louis County and the American Federation of State, County and Municipal Employees (AFSCME) reached agreement on terms of a new collective bargaining agreement effective January 1, 2026, through December 31, 2028.

THEREFORE, BE IT RESOLVED, That the 2026-2028 Civil Service Basic unit contract is ratified, and the appropriate county officials are authorized to execute the collective bargaining unit agreement, a copy of which is on file in County Board File No. 62535.

Commissioner McDonald moved the adoption of the Resolution and it was declared adopted upon the following vote:

Yeas – Commissioners Harala, Boyle, Grimm, McDonald, Musolf, Nelson and Chair Jugovich – 7

Nays – None

STATE OF MINNESOTA

Office of County Auditor, ss.

County of St. Louis

I, **NANCY NILSEN**, Auditor of the County of St. Louis, do hereby certify that I have compared the foregoing with the original resolution filed in my office on the 10th day February, A.D. 2026, and that this is a true and correct copy.

WITNESS MY HAND AND SEAL OF OFFICE at Duluth, Minnesota, this 10th day of February, A.D., 2026.

NANCY NILSEN, COUNTY AUDITOR

By:

Peril Chan
Clerk of the County Board/Deputy Auditor



Saint Louis County

Human Resources Department • 100 N 5th Ave West, RM 1 • Duluth, MN 55802-1202
Phone: 218-726-2422 • TDD: 218-725-5198 • Fax: 218-725-5054

TO: Cristen Christensen
Finance Director

Tyra Goldsworthy
Human Resources Senior Advisor

FROM: Colleen Effinger
Human Resources Manager

DATE: March 5, 2026

RE: IMPLEMENTATION – 2026, 2027 & 2028 CIVIL SERVICE BASIC UNIT
AGREEMENT

The County Board ratified the 2026, 2027 & 2028 Civil Service Basic Unit Agreement on February 10, 2026. Attached, you will find a copy of the contract. The following are negotiated items that need to be implemented:

Wages (Exhibits A, B and C):

The wage settlement includes a 4.00% increase for 2026 (effective **December 13, 2025**); a 3.00% increase for 2027 (effective **December 26, 2026**); and a 3.00% increase for 2028 (effective **December 25, 2027**). The pay plans are attached. Exhibit A reflects the 2026 rates, Exhibit B reflects the 2027 rates, and Exhibit C reflects the 2028 rates.

Overtime (Article 6, New Section 5)

Employees who receive prior authorization from Department Head or their designee to work emergency off hours, or project based off hours, shall be paid premium pay of one and one-half (1 ½) times their regular rate for all hours worked in the preauthorized off hours shift. This premium pay cannot be converted to compensatory time. These premium pay hours are not included as “hours worked” for purposes contractual calculation of overtime thresholds. This premium pay shall sunset effective December 31, 2028, unless the parties mutually agree to continue it.

Personal Leave (Article 9):

Article 9 was amended to allow new employees to accrue four (4) days of personal leave after their first pay period worked and annually thereafter. New hires who are part-time will have their personal leave prorated based on the FTE of their position. Personal leave can now be used in increments of a quarter (¼) hour.

Vacation (Article 10, Section 1):

Section 1 was amended to allow new employees to begin accruing 3.75 hours of vacation at hire and up to 3 years of service (*4.0 for 80-hour employees*). This change to the accrual schedule is effective December 13, 2025. Full-time employees, who have no pay hours, will now be allowed to earn a prorated portion of their vacation accrual service level, based on hours worked each pay period. Full time employees are no longer subjected to the “18.75 (20) no-pay” rule.

Vacation leave may be taken in one-quarter (¼) hour increments and effective December 13, 2025, may accrue up to a cap of two-hundred ninety (290) hours.

Sick Leave (Article 11, Section 1):

Full time employees, who have no pay hours, will now be allowed to earn a prorated portion of their vacation accrual service level based on hours worked each pay period. Full time employees are no longer subjected to the “18.75 (20) no-pay” rule.

Sick Leave (Article 11, Section 5):

Additional clarifying language was added to section 5, that the documentation provisions referenced in the Earned Sick and Safe Time Act, Minn. Stat. 181.9447, subd.3(b), shall not apply to paid leave available to an employee for absences from work in excess of the minimum amount required by ESST.

Sick Leave (Article 11, New Section 7):

Section 7. Effective January 1, 2026, the Employer and employee will split the premiums for the Minnesota Paid Family and Medical Leave, or an alternative private plan, on a 50/50 basis with the employee share payable through payroll deductions pursuant to Minnesota Statute §268B.14.

Tools and Uniforms (Article 16, Section 4)

An increase in the annual reimbursement from \$150.00 to \$250.00 for the purchase of protective outdoor outerwear. A list of approved reimbursable items will continue to be maintained by the Land & Minerals Department Head, with an annual meeting with union to review items on list.

Safety Shoe Allowance (Article 17, Section 5):

An increase in the safety shoe allowance from \$125.00 to \$200.00

Flex Work Schedule and Official Hours of Business (Article 4):

New language was added to Article 4, that allows employees to request a flexible work schedule. If the requested flexible work schedule is denied the supervisor will provide in writing the reason(s) for the denial in writing.

Notices:

Notice: Overtime (Article 6): To the extent that the contract language for computing overtime hours may not have been consistently followed, this is notice that the clear language of the provision will be enforced. Vacation, personal leave and holiday pay shall count as “hours worked.” Sick leave and compensatory time shall not count as “hours worked.”

Notice: Sunsetting of the Vacation Donation Policy adopted on April 23, 1996, by County Board Resolution no. 96-334 and modified by Board Resolution no. 15-449, effective end of day of December 31, 2025.

Notice: The practice of when an employee works their secondary assignment for a partial day, but all hours worked, whether in the primary or secondary assignment are paid at the secondary assignment rate is ended. Employees will be paid at the rate of pay associated with the job assignment they are working, for the hours they worked that assignment.

Notice: Shift Differentials (Article 5): To the extent the following existing contract provision may not have been enforced consistently, this is notice the clear language of the provision will be enforced by the County, Shift differential are applied for when the employee’s regular shift commences.

Additional Updates:

Human Resources will conduct a job class audit of the Home Care Specialist job class.

The parking ramp gate at the Duluth GSC has been updated to allow employees assigned to the Duluth GSC to have access to opening the GSC parking ramp gate.

Human Resources has updated the job class title of Janitor to General Maintenance Worker. The minimum qualifications for the job class Building Maintenance Helper have been updated to allow three years of experience as a General Maintenance Worker to qualify the applicant to compete in an open competitive recruitment process for Building Maintenance Helper.

County has begun working with the Bureau of Medication Services (BMS) to form Labor Management Committees and receive training from BMS. The first meeting is scheduled for May of 2026. County has reached out to BMS to schedule LMC training with BMS.

If you have any questions related to the implementation of this contract, please contact me at 725-5063.

c:	Jim Gottschald	Rae Anne Zupetz	Paul Kovach	Tiffany Griffin
	Jennifer Turner	Jennifer Kopischke	Nawang Palkit	Stephanie McKinnon
	Leah Shadle	Everett Niska	Angie Mattson	Angie Patullo
	Susan Hansen	Megan Haworth	Eric Jacobson	
	Emily Masterson	Madison Himango		