

MEMORANDUM OF AGREEMENT

BETWEEN

ANOKA COUNTY,

THE ANOKA COUNTY MIDWEST MEDICAL EXAMINER'S OFFICE

AND

LAW ENFORCEMENT LABOR SERVICES, INC.

Office Investigators Bargaining Unit

TERM

JANUARY 1, 2022 THROUGH DECEMBER 31, 2024

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Appendix A/Appendix B

ARTICLE 1. PREAMBLE AND PURPOSE OF AGREEMENT

This memorandum of agreement, is entered into between the Midwest Medical Examiner's Office, hereinafter called the "Employer", the Anoka County Board of Commissioners, and Law Enforcement Labor Services, Inc. hereinafter called the "Union". The intent and purpose of this agreement is to:

- A. Express, in written form, the complete agreement between the parties on hours, wages and all other conditions of employment.
- B. Establish orderly procedures for the resolution of disputes.
- C. Specify the full and complete understanding of the parties.
- D. Maintain and improve greater individual productivity and quality of services.
- E. Insure against any interruptions of work and interference with the efficient and effective rendering of service to the public.

The Employer and the Union, through this agreement, continue their dedication to the highest quality of public service. The parties recognize that this agreement is not intended to modify any of the authority vested in the Midwest Medical Examiner's Office or the Anoka County Board of Commissioners.

ARTICLE 2. RECOGNITION

Section 1. The Employer recognizes the Union as the exclusive bargaining representative, under Minnesota Statutes, Section 179A.03, Subdivision 14, as certified by the Bureau of Mediation Services on March 23, 2021, BMS Case No. 21-PCE-0336, and described as:

All Office Investigators employed by the Anoka County Midwest Medical Examiner's Office, Anoka, Minnesota, who are public employees within the meaning of Minn. Stat. Sec. 179A.03, Subd. 14, excluding supervisory, confidential and all other employees.

Section 2. The Union recognizes the labor relations representative designated by the Anoka County Board and the Midwest Medical Examiner's Office as the exclusive representative of the Employer and shall meet and negotiate exclusively with such representative. No agreement covering terms and conditions of employment or other matters made between the Union and the Employer shall be binding upon the Employer unless the witnessed signature of the Employer's designated labor relations representative is affixed thereon.

Section 3. The Employer agrees not to enter into any agreements covering terms and conditions of employment with members of the bargaining unit under jurisdiction of this agreement either individually or collectively which in any way conflict with the terms and conditions set forth in this agreement, except through certified representatives as designated in Article 3, Section 3.

Section 4. In the event that the Employer and the Union are unable to agree as to the inclusion or exclusion of a new or modified job class the issue shall be submitted to the Bureau of Mediation Services for determination.

Section 5. It is understood and agreed that the Employer may use Intermittent/Casual employees as that term is defined in the Anoka County Rules and Regulations.

ARTICLE 3. DEFINITIONS

Section 1. Days. Except as indicated otherwise in the Agreement, all references to days are calendar days.

ARTICLE 4. UNION SECURITY

Section 1. The Union may designate certain employees from the bargaining unit to act as stewards and shall, within five (5) days of such designation, certify to the Employer, in writing, of such choice and the designation of successors to former stewards.

- A. The Employer agrees to recognize stewards certified by the Union as provided in this section subject to the following stipulations:
 - 1. There shall be no more than two (2) stewards.
 - 2. The Employer agrees to allow stewards a reasonable amount of time off for the purpose of bargaining and processing grievances on behalf of Employees with prior notice to the Employer and a determination by the Employer that work needs permit such interruption. The employer must approve the time off. The stewards shall notify the Employer upon resumption of their work.
- B. A non-employee business representative of the Union, previously certified to the Employer as provided herein, may, with prior notice to and approval of the Employer, come on the premises of the Employer for the purpose of bargaining and processing grievances.
- C. The Employer agrees to allow the Union to use the designated bulletin board for the purpose of posting notices of Union meetings, Union election, Union election returns, Union appointments to office, and Union recreational or social affairs and other items specifically approved by the Employer. There shall be no posting of political or inflammatory materials.

Section 2. In recognition of the Union as the exclusive representative:

- A. The Employer shall deduct an amount sufficient to provide the payment of regular dues established by the Union from the wages of all employees authorizing, in writing, such deduction in a form mutually agreed upon by the Employer and Union; and

- B. The Employer shall remit such deduction to Law Enforcement Labor Services with a list of the names of the employees from whose wages deductions were made; and
- C. Law Enforcement Labor Services shall certify to the Employer, in writing, the current amount of regular dues to be withheld.

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 action taken by the Employer under Section 2 of this Article.

ARTICLE 5. MANAGEMENT RIGHTS

Section 1. The Union recognizes the right and authority of the Employer to operate and manage its affairs in all respects in accordance with its management rights, existing and future laws and regulations of the appropriate authorities. The rights or authority which the Employer has not officially abridged, delegated or modified by this Agreement are retained by the Employer.

Section 2. Except as limited by the specific provisions of this Agreement, the Employer shall retain whatever rights and authority are necessary for it to operate and direct the affairs of the Employer in all of its various aspects, including but not limited to the right to operate and manage all facilities and equipment; to establish or discontinue functions and programs; to set and amend budgets; to determine the utilization of technology; to establish and modify the organizational structure; to schedule working hours and assign overtime; to select, direct and determine the number of personnel; to hire, promote, suspend, discipline or discharge personnel for just cause; to lay off or relieve Employees due to lack of work or other reasons; to make and enforce reasonable rules and regulations; and to perform such other inherent managerial function as set forth in the Minnesota Public Employee Labor Relations Act.

Section 3. The Employer's failure to exercise any right, prerogative, or function hereby reserved to it, or the Employer's exercise of any such right, prerogative, or function in a particular way, shall not be considered a waiver of the Employer's right to exercise such right, prerogative, or function or preclude it from exercising the same in some other way not in conflict with the express provisions of this Agreement.

Section 4. The parties recognize that all employees covered by this Agreement shall perform the services and duties prescribed by the Employer and shall be governed by Employer rules, policies, regulations, directives and orders, provided that such rules, regulations and orders are not inconsistent with the provisions of this Agreement or state or federal laws.

ARTICLE 6. RIGHT OF SUBCONTRACT

Nothing in this agreement shall prohibit or restrict the right of employer from subcontracting work performed by employees covered by this agreement.

ARTICLE 7. GRIEVANCE PROCEDURE

Section 1. A grievance shall be defined as a dispute or disagreement raised by an employee against the Employer involving the violation or application of the specific provisions of this agreement.

Section 2. It is specifically understood that any matters governed by statutory provisions, or Personnel Rules except as expressly provided for in this agreement, shall not be considered grievances under this agreement. In the event that more than one procedure is available for resolution of a dispute arising from any provisions covered by this agreement, the aggrieved employee(s) shall be limited to one procedure through which remedy may be sought. The aggrieved employee(s) shall indicate, in writing, which procedure is to be utilized and shall sign a statement to the effect that the choice of any one procedure precludes the aggrieved employee(s) from making a subsequent appeal under any other procedure(s).

Section 3. GRIEVANCE PROCEDURE:

Grievances, as herein defined, shall be processed in the following manner:

Step 1. INFORMAL - An employee claiming a violation concerning the application of the express provisions of this agreement shall:

- A. Within fourteen (14) calendar days after the first occurrence of the event giving rise to the grievance, present such grievance in writing to his/her immediate supervisor who is designated by the employer.
- B. The supervisor shall answer within seven (7) calendar days after such presentation.

Step 2. FORMAL - If the grievance is not satisfactorily resolved in Step 1 and the employee wishes to appeal the grievance to Step 2 of the Grievance Procedure, it may be appealed in writing, to the Director or the Director's designated representative-within fourteen (14) calendar after the designated supervisor's answer as provided for in Section 3, Step 1. The appeal shall be in writing, set forth the nature of the grievance, the facts on which it is based, the provision or provisions of the agreement allegedly violated, the relief requested and shall be signed by the grievant and business representative. The employer or the employer's designated representative shall discuss the grievance with the employee within seven (7) calendar days after the date presented or at a time mutually agreeable to the parties.

If the grievance is resolved as a result of such a meeting, the settlement shall be reduced to writing and signed by the Manager or the Manager's designated representative, the employee and the union representative. If no settlement is reached, the Manager or the Manager's designated representative shall give written answer to the employee and the union representative within fourteen (14) calendar days following their meeting.

Step 3. ARBITRATION. If the grievance is not settled in accordance with the foregoing procedure, the employee and union may refer the grievance to arbitration within fourteen (14) calendar days after the employee and union's receipt of the employer's written answer in Step 2. The selection of the arbitrator shall be made in accordance with the "Rules Governing the Arbitration of Grievances" as established by the Bureau of Mediation Services.

Section 4. 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 employee and the Union may elect to treat the grievance as denied at that step and immediately appeal the grievance to the next step. The time limit in each step may be extended by mutual written agreement of the Employer and Union representatives involved in each step. The term "working days" as used in this Article, shall mean the days Monday through Friday inclusive, (exclusive of holidays).

Section 5. Arbitrator's Authority:

a. The arbitrator shall have no right to amend, modify, nullify, ignore, add to, or subtract from the terms and conditions of this agreement. The arbitrator shall consider and decide only the specific issue(s) submitted in writing by the Employer and the Union and shall have no authority to make a decision on any other issue not so submitted.

b. The arbitrator shall be without power to make decisions contrary to, or inconsistent with, or modifying or varying in any way the application of laws, rules, or regulations having the force and effect of law. The arbitrator's decision shall be submitted in writing within thirty (30) calendar days following the close of the hearing or the submission of briefs by the parties, whichever is later, unless the parties agree to an extension. The decision shall be binding on both the Employer and the Union and shall be based solely on the arbitrator's interpretation or application of the express terms of this agreement and to the facts of the grievance presented.

c. The fees and expenses for the arbitrator's services and proceedings shall be borne equally by the Employer and the Union provided that each party shall be responsible for compensating its own representatives and witnesses. If either party desires a verbatim record of the proceedings, it may cause such a record to be made, providing it pays for the record. If both parties desire a verbatim record of the proceedings, the cost shall be shared equally.

Section 6. Waiver:

If a grievance is not presented within the time limits set forth above, it shall be considered "waived". If a grievance is not appealed to the next step within the specified time limit or any agreed extension thereof, it shall be considered settled on the basis of the Employer's last answer. If the Employer does not answer a grievance or an appeal thereof within the specified time limits, the Union may elect to treat the grievance as denied at that step and immediately appeal the grievance

to the next step. The time limit in each step may be extended by mutual agreement of the Employer and the Union.

Section 7. Any matters governed by statutory provisions except as expressly provided for in this Agreement, shall not be considered grievances under this Agreement. Employees may use both this grievance procedure and a statutory procedure where provided by state or federal law. In the event that more than one procedure is available for resolution of a dispute arising from any provisions covered by this Agreement, including a veterans preference hearing, the aggrieved employee(s) shall be limited to one procedure through which remedy may be sought. The aggrieved employee(s) shall indicate, in writing, which procedure is to be utilized and shall sign a statement to the effect that the choice of any one procedure precludes the aggrieved employee(s) from making a subsequent appeal under any other procedure.

ARTICLE 8. HOURS OF WORK

Section 1. This Article is intended only to define the normal hours of work and normal scheduling and to provide the basis for the calculation of overtime or other premium pay. Nothing herein shall be construed as a guarantee of hours.

Section 2. Except as otherwise provided in this Agreement, any employee required to work hours in excess of 40 hours, shall be compensated for such excess compensable hours at the rate one and one half (1 -1/2) times the normal rate with payment thereof to be made at least once monthly.

Section 3. The assignment of overtime shall be at the discretion of the Employer.

Section 4. Shift Differential. Any employee covered by this Agreement who work in a full shift or a portion of a shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m. shall be entitled to receive a night differential provided at least four hours of the shift or partial shift are worked between the hours of 6:00 p.m. and 6 a.m. This night differential shall be six dollars (\$6.00) per shift. Payment shall be included in the regular payroll check.

Section 5. Call out. Any covered employee called out for service during their regularly scheduled days off or time off shall receive a minimum of three (3) hours credit computed at the applicable rate. This minimum shall not apply to early reports or extension of shifts, responding to telephone calls where the employee is not required to physically return to work or scheduled trainings.

Section 6. Court Time. For any employee who is required to appear in court as part of their duty assignment at times other than their regular duty time, it is agreed that a minimum of two (2) hours credit computed at overtime rate shall be earned and paid. Court time other than as regularly scheduled which is in excess of two (2) hours shall be computed at the applicable rate relative to the work hours of the affected employee during the period involved.

ARTICLE 9. HOLIDAYS

Section 1. Employees in this bargaining unit will be covered by the County's Holiday Program as outlined in the Anoka County Rules and Regulations except that, beginning in 2024, the

holidays for bargaining unit members will be observed on the actual holiday as opposed to moving the weekend holidays to Friday and Monday. This recognizes the employees in the bargaining unit work weekends.

ARTICLE 10. PREFERRED BENEFIT PROGRAM

Employees in this bargaining unit will be covered by the County's Preferred Benefit Program as outlined in the Anoka County Rules and Regulations Manual.

ARTICLE 11. SENIORITY

Section 1. Upon request of the Union, the Employer shall establish a seniority list as of the effective date of this agreement for the classification covered by this agreement to include and rank, in order of highest to lowest seniority, all employees in the bargaining unit which shall:

- A. Be based upon the hire date with Anoka County in the bargaining unit classification.
- B. Upon request of the Union be posted in the employee's work area with a copy furnished to each steward and non-employee business representative of the Union, certified to the employer as provided in the Article herein titled "Union Security". Any employee or the Union shall be obligated to notify the employer of any error in the seniority list within thirty (30) days of such posting. If no error is reported within this thirty (30) day period, the list will stand correct as posted.
- C. Provide that when an employee takes a non-compensated leave of absence from employment which is approved by the employer or is on lay-off status and returns to active employment, having fulfilled all terms and conditions of the leave of absence or lay-off as established by the employer, such employee shall be entitled to credit for all seniority accrued as of the time the leave or lay-off commenced. Disciplinary suspensions will not result in a loss of seniority.

Section 2. Except in those instances where senior employees are not qualified to perform remaining work duties, seniority shall determine the order of:

- A. Lay-off, which shall be in inverse order of seniority.
- B. Recall from lay-off shall be in order of seniority within each classification provided that if an employee does not return to work upon recall as directed by the employer or on an extended date mutually acceptable to the employee and employer, the employee shall automatically have terminated their employment.
- C. Employees who terminate their employment with the employer or are on lay-off status in excess of one (1) year shall not have any seniority rights under this agreement.

Section 3. The employer shall issue notice of lay-off to the last known address of employees as shown by the employer's records to affected permanent employees, in writing, at least five (5) days in advance of the effective date of the lay-off and shall issue notice of recall from lay-off to affected

permanent employees, in writing, at least ten (10) calendar days in advance of the effective date of the recall from lay-off.

ARTICLE 12. DISCIPLINE

Section 1. The Employer will discipline employees for just cause only. Discipline does not need to be progressive.

Section 2. Suspensions, demotions, or discharges will be in written form.

Section 3. Written reprimands and notices of suspension shall be read and acknowledged by signature of the Employee.

Section 4. Grievances relating to a suspension or discharge shall be initiated by the Union at Step 2 of the grievance procedure.

Section 5. Oral reprimands are subjective to the grievance procedure but are not subject to arbitration.

Section 6. Discharges will be preceded by a five (5) day suspension, without pay.

ARTICLE 13. INSURANCE

Section 1. All eligible employees shall be offered participation in the Employer's insurance program. An eligible employee is defined as an individual who would be covered under the health insurance coverage provisions of the County personnel policies. The Employer will contribute to health, dental, long term disability, short term disability and life insurance on the same basis as the basic non-union employee program for the term of this Agreement.

With respect to health coverage subject to Health Care Reform, the County reserves the right to provide coverage in addition to the coverage described herein in order to manage the potential penalties to which the County may be subject. Such coverage, in addition to the coverage described herein, will be considered bargained but specifically will not be considered part of the aggregate value of benefits and specifically will not be subject to any applicable aggregate reduction in value limitations.

Section 2. All eligible employees may participate in the Employer's pretax premium payment program on the same basis and subject to the same conditions and restrictions as the basic program for nonunion employees as it may be amended from time to time.

ARTICLE 14. TUITION REFUND

All eligible employees may participate in the Employer's tuition refund program on the same basis and subject to the same conditions and restrictions as the basic program for nonunion employees as it may be amended from time to time.

ARTICLE 15. PART TIME EMPLOYEE – COMPENSATION AND BENEFITS

Part time employees will be consistent with the County Rules and Regulations.

ARTICLE 16. PAY PLAN

Section 1. Employees shall be paid in accordance with the wage schedule attached to this Agreement and marked Appendix A. In the event that there is a rounding difference between the attached wage schedule and payroll, payroll shall govern. The attached wage schedule shall be considered part of this Agreement.

Section 2. The Compensation range as set forth on the attached Appendix A shall be applicable to the classification included in this unit. This represents an increase to the minimum and maximum ranges of three percent (3%) effective the beginning of the first full pay period in January of 2022 and 2023. Effective February 11, 2023 the ranges will be adjusted as identified in Appendix A. There will not be a change to the range for 2024. There will not be a corresponding increase except as necessary to bring an employee to the new range minimum.

Section 3. Movement through the range shall be on the same basis as the general non-union employee group. The merit amount will be three percent (3%) effective the first full pay period in January of 2022, 2023 and 2024. Effective February 11, 2023 certain employees will have their pay adjusted as part of the County implementation of the new pay grade. Appendix B will show application of this movement and new pay grade placement based upon performance at a level warranting full merit increases.

Section 4. The effective date of any change in an economic item including general increases , step increases, differentials, premiums will be on the beginning of the first full payroll period following the designated date.

ARTICLE 17. PROBATION PERIODS

Section 1. The probation period for personnel covered by this agreement shall be twelve (12) months. The parties agree that any probation period extension shall only occur by mutual agreement of the Union, the employee involved and the Midwest Medical Examiner’s Office

Section 2. At any time during the probationary period, a newly hired or rehired employee may be terminated at the sole discretion of the Employer and the employee may not appeal the termination through the grievance procedure contained in Article 7.

ARTICLE 18. COMPLETE AGREEMENT AND WAIVER OF BARGAINING

Section 1. This agreement shall represent the complete agreement between the Union and the Employer.

Section 2. The parties acknowledge that during the negotiations which resulted in this agreement, each had the unlimited right and opportunity to make requests and proposals with respect to any

subject or matter not removed by law from the area of collective bargaining, and that the complete understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this agreement. Therefore, the Employer and the Union, for the life of this agreement, each voluntarily and unqualifiedly waives the right and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered in this agreement or with respect to any subject or matter not specifically referred to or covered in this agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this agreement.

ARTICLE 19. MUTUAL CONSENT CONTINGENCY

This agreement may be amended any time during its life upon the mutual consent of the Employer and the Union. Such amendment, to be enforceable, must be in writing and attached to all executed copies of this agreement.

ARTICLE 20. SAVINGS CLAUSE

This agreement is subject to the laws of the United States, the State of Minnesota, and Anoka County. In the event any provisions of this agreement shall be held to be contrary to law by a court of competent jurisdiction or a state or federal administrative agency from whose final judgment or decree no appeal has been taken within the time provided, such provision shall be voided. All other provisions shall continue in full force and effect.

ARTICLE 21. DURATION

This agreement shall be in full force and effect from January 1, 2022 through December 31, 2024, and shall be automatically renewed from year to year thereafter unless either party shall notify the other, in writing, by October 1, 2024 or by October 1 prior to any subsequent anniversary date, that it desires to modify or terminate this agreement.

IN WITNESS WHEREOF, the parties have caused this agreement to be executed:

For: ANOKA COUNTY



Matt Look
Chair, Anoka County Board

For: LAW ENFORCEMENT LABOR
SERVICES INC.

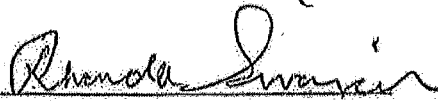


Union Representative



Shane Sheets
Director

Union Representative



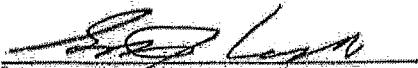
Rhonda Sivarajah
Anoka County Administrator

Union Representative



Steph Beito-Ziemer
Chief Human Resources Officer

Union Representative



Scott M. Lepak
Anoka County Labor Negotiator

4154606v1

**MEMORANDUM OF AGREEMENT
Between Anoka County and
Law Enforcement Labor Services, Inc.**

**Medical Examiner's Office Investigators –
Pilot Project on Time Off Requests**

The County will have a sign up period from November 1, 2023 through December 15, 2023 in which employees can sign up for Flexible Time Off of one week or more based on seniority for the 2024 calendar year. Following December 16, 2023, requests for Flexible Time Off for 2024 will be considered on a first come first served basis with seniority a tiebreaker in the instance in which competing requests are submitted at the same time.

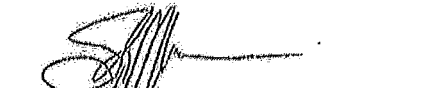
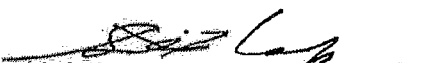
The County may, in its management discretion, deny Flexible Time Off as needed in order to retain effective operations as well as avoiding unreasonable burdens on any particular employee or group of employees (for example senior employees submitting requests on December 16 seeking to take off a holiday or holidays they are scheduled to work where it would otherwise result in a need for a less senior employee to work a forced shift on the holiday).

During this Pilot Program, the parties will have the opportunity to monitor the degree to which employees in the bargaining unit are able to take desired time off without negatively affecting operations and whether the Program operates in a manner that unfairly disadvantages an employee or group of employees.

The parties agree that by having the discussion on time off scheduling and by entering into this Memorandum of Agreement, the County is not waiving any management right. The parties further agree that this pilot project will expire no later than December 31, 2024 without further action by either party. This Agreement will not establish any precedent.

For the County of Anoka

For LELS



Scott Lepak
Chief Labor Negotiator

Business Agent

Dated Oct. 14, 2023

Dated 09/01/2023

**MEMORANDUM OF AGREEMENT
Between Anoka County and
Law Enforcement Labor Services, Inc.**

Medical Examiner's Office Investigators --
(Limited Retroactive Pay Application)

This Memorandum of Agreement is entered into between Anoka County (hereafter "County") and Law Enforcement Labor Services, Inc. (hereafter "Union").

WHEREAS, the County and the Union negotiated a collective bargaining agreement (hereinafter Agreement) in effect from January 1, 2022, to December 31, 2024, providing for the terms and conditions of employment for certain Office Investigators in the Midwest Medical Examiner's Office; and

WHEREAS, the County historically has not provided retroactive payments to employees who have separated from the County and been removed from the payroll system; and


WHEREAS, as a result of the late date of settlement caused by unique events outside the control of the parties, the parties reached an agreement that would allow retroactive payments to three identified (3) individuals who were: 1) not formally separated from the County; or 2) are remaining with the County but in different positions outside of the bargaining unit, and remained on the County pay system as of the date of Union ratification of the tentative agreement (June 28, 2023);

NOW, THEREFORE, the parties agree that retroactive application of the pay adjustments negotiated by the parties will apply to the following individuals as outlined in Appendix B: Courtney Cochran; Alyssa Lehman; and Rebeka Nilius


The parties further agree that this retroactive payment to the affected individuals was specifically negotiated based upon the unique facts of these negotiations and is not intended to negatively impact the parties' ability to negotiate over the matter in future negotiations. Accordingly, the parties agree that this Memorandum of Agreement will not constitute a waiver of management rights or union rights, that it may not be utilized as evidence of any practice; it may not be used as evidence related to the interpretation of any language in the CBA and will not be precedential in establishing any claim for retroactive payments in the future and may not be utilized as evidence in any future interest arbitration on retroactive payments from labor negotiations.

For the County of Anoka

For LELS



Scott Lepak
Chief Labor Negotiator



Business Agent

Dated Oct 16, 2023

Dated 09/01/2023

Appendix A

Salary Ranges Anoka County Medical Examiner
LELS - Office Investigators

2022		effective 01/01/2022					
Grade		Minimum	Min + 3%	1st Quartile	Midpoint	3rd Quartile	Maximum
B010	Hourly	\$20.27	\$20.88	\$22.88	\$25.49	\$28.10	\$30.70
	Monthly	\$3,513.47	\$3,619.20	\$3,965.87	\$4,418.27	\$4,870.67	\$5,321.34
	Annual	\$42,161.60	\$43,430.40	\$47,590.40	\$53,019.20	\$58,448.00	\$63,856.00

Start rate \$22.15

2023		effective 01/14/2023					
Grade		Minimum	Min + 3%	1st Quartile	Midpoint	3rd Quartile	Maximum
B010	Hourly	\$20.88	\$21.51	\$23.57	\$26.26	\$28.95	\$31.63
	Monthly	\$3,619.20	\$3,728.40	\$4,085.47	\$4,551.74	\$5,018.00	\$5,482.54
	Annual	\$43,430.40	\$44,740.80	\$49,025.60	\$54,620.80	\$60,216.00	\$65,790.40

Start rate \$22.82

2023		effective 02/11/2023		
Grade		Minimum	Midpoint	Maximum
28	Hourly	\$23.08	\$27.12	\$31.16
	Annual	\$48,006.40	\$56,409.60	\$64,812.80

2024		effective 01/13/2024		
Grade		Minimum	Midpoint	Maximum
28	Hourly	\$23.08	\$27.12	\$31.16
	Annual	\$48,006.40	\$56,409.60	\$64,812.80

Employee ID	Employee	Most Recent Hire Date	Current Rate	Helios Feb 11, 2023 grade 28
E0301399	Alyssa Lehman	04/15/2019	\$24.26	\$25.91
E0302354	Camille Ashfeld	02/23/2021	\$22.88	\$25.06
E0304769	Christopher Snell	08/08/2022	\$21.50	\$24.21
E0304147	Courtney Cochran	05/16/2022	\$22.36	\$24.21
E0303173	Elise Kuchera	09/27/2021	\$22.36	\$24.71
E0301623	Kara Kraemer	07/12/2019	\$24.26	\$25.91
E0301498	Macy Berg	05/20/2019	\$24.26	\$25.91
E4000072	Rebekah Nilius	11/07/2022	\$21.50	\$23.08
	New hires after Feb 11			\$23.08