

AGREEMENT BETWEEN
CONFIDENTIAL PUBLIC EMPLOYEES ASSOCIATION
REPRESENTING ST. LOUIS COUNTY
CONFIDENTIAL UNIT EMPLOYEES

AND

ST. LOUIS COUNTY

2023-2025

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AGREEMENT BETWEEN
CONFIDENTIAL PUBLIC EMPLOYEES ASSOCIATION
REPRESENTING ST. LOUIS COUNTY
CONFIDENTIAL UNIT EMPLOYEES

AND

ST. LOUIS COUNTY

PREAMBLE

The County of St. Louis, Minnesota (hereinafter referred to as the “Employer”), through its duly authorized representatives and Confidential Public Employees Association (hereinafter referred to as the “Association”), representing employees covered by this agreement, do hereby reach an Agreement for the terms and conditions of their employment.

This Agreement was adopted by the Employer and the Association, with an effective date for the conditions and terms of employment to become effective January 1, 2015.

ARTICLE 1
RECOGNITION

Section 1. The Employer recognizes the Association as the exclusive representative for collective bargaining purposes of all confidential employees of the County of St. Louis who are public employees within the meaning of Minn. Stat. Sec. 179A.03, subd. 14, excluding all other employees. An employee promoted to a position of classified service that has been designated a confidential position shall immediately become a member of this unit and subject to the terms of this Agreement. Disputes as to the inclusion of a new or changed classification shall be referred to the Minnesota Bureau of Mediation Services for decision.

Section 2. The Employer or its representatives shall not enter into any agreement 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 operate, manage and control its properties and facilities, to establish functions and programs, to set budgets, to determine the full utilization of technology, to establish or modify its organizational structure, to maintain order and efficiency, to determine the number of personnel and amount of supervision, to direct the work force, hire, promote, transfer, assign, suspend, demote, discharge or retain employees in this unit, and take whatever action necessary to carry out the mission of the Employer in situations of emergency, which shall be declared in writing by the Chairman of the County Board or his designee. It is recognized by the Association that the employees who are members of this unit have the duty and responsibility of carrying out the Employer's policies as to all the rights retained by the Employer in this Article. Such rights and responsibilities are limited only to the extent specifically modified within this Agreement.

ARTICLE 3 ASSOCIATION ACTIVITY, ACCESS TO PREMISES

Section 1. Payroll deductions shall be made monthly from the salary of the employees upon presentation by the Association of authorized certification from the proper Association representatives. Association dues deductions shall be submitted to the Association within 15 days.

The Association shall hold harmless and indemnify the Employer against any and all claims, suits, losses, orders, verdicts, or judgments against the Employer resulting from action taken by the Employer pursuant to the provisions of this Section.

Section 2. Association representatives shall have access to the premises, subject to approval of the Department Head, to meet and confer with the employees, but the Association agrees not to interfere with the normal operation of the Employer at any time. The Association shall certify to the County Board and to each Department Head, a complete and current list of officers and representatives in the bargaining unit who have authority to officially represent Association members. The steward designated by the Association and representing aggrieved employees shall in the course of attending Step 1 and Step 2 grievance meetings receive the steward's regular pay, excluding overtime, when a Step 1 or Step 2 grievance meeting is held during working hours.

ARTICLE 4
WORKDAY, REST BREAKS, SCHEDULES

Section 1. The normal workday for full-time employees shall be 7½ hours except where other schedules are in effect. The normal workweek for full-time employees shall begin at 12:01 a.m. Saturday and end at 12:00 midnight Friday and have 37½ hours in the normal workweek. The annual work year for full-time employees shall be 1,950 hours.

Section 2. All full-time employees shall receive two break periods of 15 minutes each and an unpaid lunch period of up to one hour. Part-time employees shall receive a 15 minute break for every four hours of consecutive work. Part-time employees working a shift of 7½ hours or more shall receive an unpaid lunch period of up to one hour.

Section 3. Employees may be required to work shifts on schedules as designated by the Department Head. The Department Head may change an employee's work schedule following 14 days' written notice to the employee and the Association. The Association may request to meet and confer with the Department Head to discuss the change.

Flextime schedules or job sharing arrangements may be had upon mutual agreement between the Department Head and the Association.

Section 4. At no time shall split shifts or work be scheduled such as four on and four off. No employee shall be compelled to work more than 16 consecutive hours without a break of at least four hours.

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 the use of allotted personal leave days as specified in other provisions of this Agreement.

Section 2. The bi-weekly and hourly rates annexed hereto as Exhibit "A" shall be paid to all employees effective retroactive to December 17, 2022 (3.00%). The bi-weekly and hourly wage rates annexed hereto as Exhibit "B" shall be paid to all employees effective December 16, 2023 (3.00%). The bi-weekly and hourly wage rates annexed hereto as Exhibit "C" shall be paid to all employees effective December 14, 2024 (3.00%). Wage

adjustments will be applied for the full pay period covered by the first bi-weekly pay of the new contract year. No lower or higher rates shall be paid during the life of this Agreement unless previously negotiated between the Employer and the Association. Employees who have resigned, other than a retirement pursuant to PERA during the contract duration, or have involuntarily separated are not eligible to receive retroactive pay increases.

Beginning December 18, 2021, upon receiving a work performance rating of competent for the preceding year, an employee shall receive a one-step longevity increase in pay as outlined in Appendix C, after eight (8), ten (10), twelve (12), fourteen (14), sixteen (16), eighteen (18), twenty (20) and twenty-two (22) consecutive years of service without a break in employment. Part-time employees working one thousand (1000) hours or more per year for each year of continuous service shall receive a one-step longevity increase in pay after eight (8), ten (10), twelve (12), fourteen (14), sixteen (16), eighteen (18), twenty (20), and twenty-two (22) consecutive years of service without a break in employment. All such increases shall be carried in promotion or demotion.

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

A minimum two grade differential shall be maintained between the classification of any member of this unit and the classification of any employee directly supervised by the unit member, and the unit member's pay rate shall not be less than the subordinate's basic pay rate (excluding longevity).

Section 3. Upon receiving a work performance rating of competent for the preceding year of service, 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.

Section 4. Out-of-Class Pay. 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 ten consecutive days or more, the employee shall be considered to be working "out-of-class" and shall be increased to the step in the new Grade which is equal to a 2-step increase from the employee's current rate, except that the employee may not be placed in a longevity step for which the employee is not eligible, retroactive to the first day of the current out-of-class assignment.

Section 5. Permanent and probationary employees hired on or before the date of full

execution of the Agreement will receive a one-time cash payment, not added to base, in the gross amount of \$400 subject to required payroll tax withholdings, effective following the full ratification of the 2023-2025 bargaining agreement.

ARTICLE 6

OVERTIME, EMERGENCY CALL OUT, SHIFT DIFFERENTIAL

Section 1. All employees required to work over 7½ hours per day or 37½ hours per week shall be paid in cash at the overtime rate of 1½ times their regular rate. However, each hour over 7½ per day or 37½ per week may be taken off 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 accumulate compensatory time to exceed the maximum allowable under the Fair Labor Standards Act. Compensatory time off shall be taken at times agreed to by the employee and their supervisor. If an employee is unable to use and take said compensatory time off before the end of the payroll year, the employee shall be paid for the said accumulated compensatory time in January of the following year in which the compensatory time was earned, except at the employee's option, up to 75 hours of compensatory time may be carried over to the following year. In addition, upon request of the employee, accumulated compensatory time shall be paid off at the end of the pay period nearest to June 15 or November 30, as part of the paycheck for that pay period. All overtime payoffs shall be at the pay plan rate in effect during the payroll year in which the overtime was earned.

Section 2. 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 employee's regular shift on the employee's next regularly scheduled work day shall be termed as an emergency call-out and shall be paid 1½ times the employee's straight time rate for all hours worked during the call-out, or three hours at 1½ the employee's basic hourly rate of pay, whichever is greater.

The above paragraph shall not apply to within a four hour period immediately preceding the regular starting time. All employees required to come on duty within this four hour period shall be allowed 1½ on a quarter-hour basis to the nearest quarter hour. Call out hours shall not be credited as "hours worked" in the calculation of total work day/work week hours for overtime computation.

Section 3. Employees working a regular shift commencing between the hours of 2:00 p.m. and 10:00 p.m. shall, in addition to their regular hourly rate of pay, receive a shift differential equal to \$.25 (2013 - \$.30; 2014 - \$.35) per hour for each hour worked during

such a shift. Employees working a regular shift commencing between the hours of 10:00 p.m. and 5:00 a.m. shall, in addition to their regular hourly rate of pay, receive a shift differential equal to \$.35 (2013 - \$.40; 2014 - \$.45) per hour for each hour worked during such a shift. No employee shall receive shift differential for any time for which the employee will receive overtime or call-out compensation provided for in this Article.

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

ARTICLE 7 HOLIDAYS

Section 1. 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 (June 19), Independence Day, Labor Day, Veterans Day (November 11), Thanksgiving Day, Friday after Thanksgiving, and Christmas Day. 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 a Sunday, the Monday following is the official holiday.

Section 2. To be eligible to receive a paid holiday, an 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, or on a paid leave of absence.

Section 3. If an employee does not work on the holiday, the employee shall receive holiday pay of 7½ hours at the employee's regular rate of pay. Any employees required to work on any of the aforementioned holidays shall be considered as working overtime and compensated accordingly as provided in Article 6.

Section 4. Part-time employees shall receive holidays and personal leave on a pro-rated basis. For purposes of prorating personal leave (for which employees are eligible after working 489 hours) the first 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 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 1,950 to determine the percentage or proration.

**ARTICLE 7A
PERSONAL LEAVE**

Section 1. Two days of personal leave with pay will be granted to permanent and probationary employees in the first year of employment, and four days of personal leave with pay annually after the first year of employment. Personal leave may be taken in one-half hour increments and shall not accumulate from year to year. New employees must work 489 hours before being eligible to use personal leave days.

Use of personal leave requires advance approval from the employee's supervisor.

Section 2. Eligible part-time employees shall receive prorated personal leave in accordance with Article 7, Section 4, above.

**ARTICLE 8
VACATIONS**

Section 1. All 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 1 years	2.00
Commencing 2 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 and over	9.0

Vacations for full-time and part-time employees shall be given in accordance with present Civil Service Rules on vacations. Vacation may accumulate to 270 hours at the end of any given pay period. Vacation may be taken in one-quarter (1/4) hour minimum increments.

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.

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. Proration. Eligible employees being paid for less than a full 75 hour pay period shall have their vacation accruals pro-rated.

**ARTICLE 9
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 months	4.00
Commencing 25 months (for employees whose most recent date of hire is prior to July 1, 2013 only)	5.25

Section 2. 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. Eligible employees being paid for less than a full 75 hour pay period shall have their sick leave accrual pro-rated. Employees on probation shall earn and be permitted use of sick leave.

No accumulated sick leave shall exceed 1,900 hours (1,350 for employees whose most recent date of hire is July 1, 2013 and after) as of the end of the last pay period of the payroll year.

Section 3.

- (a) 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 the employees with whom associated or members of the public necessarily dealt with would be endangered by attendance on duty.
- (b) 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,

spouse, children, minor wards of the employee, or other family members referenced under Minnesota Statute 181.9413, as amended.

- (c) 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, step-parents, guardian, children, step-children, brothers, sisters, wards of the employee, grandparents or grandchildren. An employee may be permitted, upon 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.
- (d) Sick leave because of hospitalization of the employee or because of hospitalization or death in the employee's immediate family as defined in Article 9, Section 3(c), occurring during an employee's approved vacation shall not be charged against vacation time if the employee presents written verification.

Section 4. A Department Head 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.

Section 5. Parental Leave may be paid, upon approval of the supervisory staff, for absence due to the birth or adoption of a 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.

ARTICLE 10
SICK LEAVE BANK

The Confidential Unit Sick Leave Bank is an additional benefit system maintained by the employer and shall be administered by a committee appointed by the Association to permit extensions of sick leave in the event of major injury or illness. The Association shall keep the Employer advised in writing of membership of the committee. The Committee shall act pursuant to guidelines established by St. Louis County Board of Commissioners.

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 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, to be credited to the Unit's 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.

No employee shall be allowed to participate in the Sick Leave Bank until they have reached the maximum rate of accrual for sick leave.

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 11
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. Full-time permanent and probationary employees are eligible for group health plan coverage on the first of month following one full calendar month of employment. Part-time permanent and probationary employees are eligible for group health plan coverage on the first day of the next calendar month of employment after completing 489 hours of service.

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 - \$50,000	\$50,000
\$50,000 and over	Annual base salary rounded to nearest one thousand dollar increment

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 \$1,500 per year.

Section 3(a). Long Term Disability Insurance. The Employer shall provide and pay seventy percent (70%) of the monthly premium for a policy of long term disability insurance coverage in accordance with the St. Louis County Long Term Disability Coverage Plan for those employees eligible for and electing to enroll in the Plan. Premium cost shall be added to the employee's W-2.

Eligibility. Full-time permanent and probationary employees are eligible for long term disability insurance coverage on the first of the month following one (1) full calendar month of employment. Part-time permanent and probationary employees are eligible for long term disability insurance coverage on the first of the month following one full calendar month of employment provided that part-time employees occupy a position with a minimum of a .5 FTE in the first payroll year of employment. Thereafter, eligibility for part-time employees requires an average of at least 18.75 hours worked per week in the preceding payroll year.

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. 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 12

SENIORITY, PROMOTIONS, TRANSFERS AND PROBATION

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

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 layoffs that may occur for whatever reason. A seniority list shall be initially established by the employer and brought up to date by the first of April of each year based on the previous calendar year, and a copy sent to the Association.

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 the service occurred does not prevent layoff, 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.

Section 2. 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.

Section 3. Transfers. Notice of the classification and location of a position available in a County department will be posted by the Human Resources Department at least five days prior to filling the 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 time 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 of the interested candidates or none of the interested candidates. Applicants who are not selected will be notified.

Section 4. Probation. Unless extended by the Department Head, not to exceed one year, the probationary period for all full-time employees shall be six months full-time service and for part-time employees shall be the later of six months or 1,000 hours paid service. 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. Any time during the extended probationary period a Department Head may decide to accept the employee as qualified. If an employee is discharged during probation, the employee shall not have any rights under the grievance procedure contained herein. Employees on probation for promotional appointments shall not be entitled to grieve termination of the promotional appointment.

Section 5. Temporary appointment to an entry level position may be made to accomplish short-term projects or work activities for a period not to exceed 12 consecutive calendar months.

ARTICLE 13 RESIGNATION, LAYOFF

Section 1. Resignation. An employee who is absent without authorized leave for three days will be considered as having resigned not in good standing, at the discretion of the Department Head. The Department Head may, however, consider any written request for reconsideration submitted by the employee or the Association on the employee's behalf.

Section 2. Reemployment. An employee who has submitted their resignation may withdraw their resignation within one year and the Department Head will place their name on the reemployment list for the appropriate class. Reemployment rights of an employee who has withdrawn their resignation will be limited to one year from the date of the resignation unless extended for up to an additional year by the Human Resources Director. A former employee who returns to the County employment within 15 months may, at the discretion of the Department Head, have their former sick leave balance restored upon reemployment, up to the limitations of Appendix A, effective January 2016.

Section 3. Layoff. If it becomes necessary to reduce the workforce, all emergency, provisional, temporary and probationary employees shall be terminated before permanent employees in the same class are laid off. Permanent employees shall be laid off in inverse order of seniority in accord with the established seniority roster per classification first, and second by total departmental time.

Section 4. Layoff Notice. Written notice of layoff shall be served upon the affected employees, with a copy to the Association, at least 14 calendar days prior to the effective date of the layoff.

Section 5. Recall from Layoff. Employees will be recalled from layoff by appointment from the reemployment list in order of seniority.

ARTICLE 14 LEAVES OF ABSENCE

Section 1. Jury Duty Leave. Paid leave shall be granted for service upon a jury. "Service upon a jury" includes time when the employee is impaneled for actual service or is required by the Court to be present for potential selection for service. During any other time, the employee shall report to work.

Section 2. Parenting Leaves. Upon 60 days advance written request by an employee to their Department Head, a maximum of six 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 a maximum allowed under this section. The leave shall commence within one year after the birth or custody date of an adopted child. Provided, however, when both parents are employees of the County, the leave provided to the combination of both parents shall not exceed the maximum provided under this section.

ARTICLE 15 DISCIPLINE

Section 1. Discipline. The Employer shall not discipline an employee without just cause. Discipline shall consist of a written reprimand, demotion, suspension or discharge. An employee who is disciplined shall receive written notice of the action, stating the reasons therefore, with copy to the Association. An employee has the right to request the presence of an Association representative when questioned as part of an investigation that could lead to discipline for the employee.

Written documentation of disciplinary action shall be read and acknowledged by signature of the employee, with copy to be provided to the employee and to the Association. An employee may examine their personnel file at reasonable times, under direct supervision of the Employer.

ARTICLE 16 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 a 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. Any original entrance employee covered by this Agreement working in probationary or provisional status may be discharged or any person provisionally promoted may be demoted to their former permanent class 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; 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 action complained of, subject, however, to the final resolution of the grievance.

C. Grievance Procedure.

In the event an employee covered by this Agreement files a grievance as defined in Section 1, the matter shall be resolved in accordance with the following procedure:

Step 1. Within ten calendar days after the first occurrence of the event giving rise to the grievance, the employee and/or the employee's representative shall submit the employee's grievance to the employee's supervisor who, within five calendar days thereafter, shall give their answer.

If the employee's immediate supervisor is the Department Head, the grievance procedure will begin at Step 2.

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 within seven 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 relief requested.

Within five calendar days of the receipt of the written grievance, the Department Head shall arrange a meeting with the Association 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 Association. If no settlement is reached, the Department Head shall give the Department's written answer to the Association within five calendar days following their meeting.

The Employer and the Association 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 Association shall present the matter in writing to the County Grievance Board within five calendar days after the receipt of the Department Head's written answer. The Grievance Board shall be composed of three members appointed by the County Board of Commissioners.

Within 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 five calendar days thereafter.

Step 4. If the grievance is not settled in accordance with the foregoing procedure, the Association may refer the grievance to arbitration within ten 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 Association shall have the right to alternately strike two names from the panel. The party striking the first name shall be established by the flip of a coin. The remaining person shall be notified of their selection and requested to set a time and a place for the hearing, subject to the availability of the Employer and the Association 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 by the Employer and the Association, and shall have no authority to make a decision on any other issue not so submitted. The arbitrator shall be without power to make decisions contrary to or inconsistent with or modifying or varying 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, the arbitrator shall return the matters to the parties without decision.

The arbitrator shall submit the arbitrator's written decision within 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 Association. Each party shall be responsible for compensating its own representative and witnesses.

D. 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 Association 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 Association representative involved in each Step.

E. Election of Remedies.

In the event more than one procedure is available for resolution of a grievance arising under this Agreement, the aggrieved employee(s) shall be limited to one procedure through which remedy may be sought. If as a result of the written Employer response in Step 3, the grievance remains unresolved, and if the grievance involves the suspension, demotion, or discharge of an employee who has completed the required probationary period, the grievance may be appealed either to arbitration pursuant to this Article 16 or another procedure including but not limited to fair employment or veterans preference. If appealed to any procedure other than arbitration pursuant to this Article, the grievance is not subject to the arbitration procedure as provided in this Article 16.

An employee pursuing remedy pursuant to a statute under the jurisdiction of the United State Equal Employment Opportunity Commission is not precluded from also pursuing an appeal under the grievance procedure of this Agreement. If a court of competent jurisdiction rules contrary to the ruling in *EEOC v. Board of Governors of State Colleges and Universities*, 957 F.2d 424 (7th Cir.), cert denied, 506 U.S. 906, 113 S. Ct. 299 (1992), or if *Board of Governors* is judicially or legislatively overruled, this paragraph shall be immediately null and void and shall be deleted from this Agreement.

ARTICLE 17
RETIREMENT, PENSION, WORKER'S COMPENSATION

Section 1. The Employer agrees to permit retired employees to be continued on the St. Louis County hospitalization and insurance programs provided they qualify for retirement under the rules and regulations of the Public Employees Retirement Association (PERA) or Coordinated Plans established by state law and are otherwise eligible to continue coverage under Minn. Stat. §471.61.

Section 2. The Employer adopted a policy providing for the implementation of a Post-Retirement Health Care Savings Plan (PRHCSP) for qualifying employees covered by this agreement. Pursuant to that policy, to qualify for participation in the PRHCSP, an employee must, at retirement, have been employed by the Employer for five consecutive years immediately prior to retirement, qualify for and receive retirement benefits under the rules and regulations of the PERA or other appropriate State of Minnesota sponsored retirement fund, or Social Security.

Pursuant to the PRHCSP policy, the Employer shall, upon a qualifying employee's retirement, deposit into the employee's PRHCSP account the cash equivalent of the employee's accrued vacation and sick leave.

Accrued sick leave shall be the number of unused sick leave hours, not to exceed one thousand nine hundred (1,900) (one thousand one hundred fifty (1,150) for employees whose most recent date of hire is July 1, 2013 and after), multiplied by the employee's hourly base pay rate during the last payroll period prior to retirement.

Prior to the employee's retirement the Employer shall provide the employee with notice of the employee's accrued vacation. The employee may utilize the accrued vacation in full prior to retirement. If the employee does not qualify for the PRHCSP, the employee shall, upon retirement, be paid in full for all accrued vacation.

In the event that an employee is qualified to be exempt from the PRHCSP, 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, not to exceed 1,900 hours (1,150 hours for employees whose most recent date of hire is July 1, 2013 and after), 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.

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. However, if the Association objects to the Employer's amendment or repeal, the Association shall be entitled, upon written notice to the Employer, to reinstate the terms of Article 13, Section 1 of the 2001-2002 collective bargaining agreement in lieu of the Post-Retirement Health Care Savings Plan.

Section 3. Workers' Compensation.

- (a) Any employee who by reason of sickness or injury receives Workers' Compensation benefits may do either of the following:
1. Retain the Worker's Compensation benefits without assessment against any available leave credits, or
 2. Retain the Worker's Compensation benefits 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 workers' compensation benefits shall not exceed the regular weekly net base pay rate of an 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.

- (b) 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 hospitalization-medical insurance premiums for both single and family dependents' premiums together with the premiums on employee's life insurance and such payments shall continue even though the employee has extended their sick leave, vacation, and personal leave benefits. Payments of such premiums by the Employer pursuant to this Article shall end upon issuance of notice of discontinuance of benefits by the Commission of the Department of Labor and Industry or upon the employee being declared permanently totally disabled.

ARTICLE 18
SAFETY; REIMBURSEMENT OF MEAL & LODGING EXPENSES

Section 1. The Employer agrees that a representative from the Association may serve on a County-wide Safety Committee.

Section 2. An employee shall first be obligated to report any unsafe or unhealthy condition in violation of safety or health standards to the employee's Department Head. If the matter is not corrected, the employee may file a written complaint with the St. Louis County Safety Director.

Section 3. The Employer will provide appropriate safety equipment when required in order to perform the duties of the employee's job.

Section 4. Meal and lodging reimbursement shall be allowed in accord with County Board policy.

ARTICLE 19
WORK STOPPAGES

The Association agrees that neither the Association, its officers, agents, nor any of the employees covered by this Agreement will authorize or engage in any work strike, work stoppage or other disruption of orderly Employer business of any sort whatsoever, during the term of this Agreement. This prohibition shall be absolute and will apply regardless of whether a dispute is subject to arbitration under the grievance arbitration provisions of this Agreement.

ARTICLE 20
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. Separability. This Agreement is subject to the laws of the State of Minnesota, including the St. Louis County Civil Service Law, and the Civil Service Rules and 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 of 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 provisions 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 21 RENEWAL AND ARBITRATION

Section 1. This Agreement shall continue in full force and effect from the first day of January, 2023 to the thirty-first day of December, 2025, and from year to year thereafter unless either party hereto shall give written notice to the other on or before 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 Minnesota Bureau of Mediation Services and to arbitration.


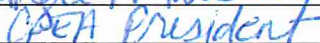
Section 3. The Employer will make the contract available to all present and future employees.

**ST. LOUIS COUNTY BOARD
OF COMMISSIONERS**

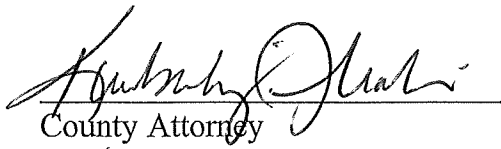
By: 
Chair of St. Louis County
Board of Commissioners

By: 
St. Louis County Auditor

**CONFIDENTIAL PUBLIC
EMPLOYEES ASSOCIATION**

By: 
Its: 

Approved as to form and execution:


County Attorney

6/27/23

PAY PLAN HC

ST. LOUIS COUNTY CIVIL SERVICE - CONFIDENTIAL UNIT

2023 PAY PLAN

Reflects a 3.00% Increase

Effective 12/17/2022

7.5

Grade	St. 1	St. 2	St. 3	St. 4	St. 5	St. 6	St. 7	St. 11	St. 12	St. 13	St. 14	St. 15	St. 16	St. 17	St. 18
H01	14.85	15.27	15.67	16.11	16.54	17.04	17.24	17.58	17.73	18.08	18.26	18.62	18.81	19.19	19.57
H02	15.27	15.67	16.11	16.54	17.04	17.58	17.73	18.08	18.26	18.62	18.81	19.19	19.41	19.80	20.19
H03	15.67	16.11	16.54	17.04	17.58	18.08	18.26	18.62	18.81	19.19	19.41	19.80	20.02	20.40	20.84
H04															
H05	16.54	17.04	17.58	18.08	18.62	19.19	19.41	19.80	20.02	20.42	20.68	21.09	21.33	21.75	22.19
H06															
H07	17.44	17.96	18.47	19.06	19.68	20.26	20.56	20.97	21.20	21.62	21.90	22.34	22.67	23.12	23.59
H08	17.96	18.47	19.06	19.68	20.26	20.97	21.20	21.62	21.90	22.34	22.67	23.12	23.47	23.95	24.43
H09	18.47	19.06	19.68	20.26	20.97	21.62	21.90	22.34	22.67	23.12	23.47	23.95	24.32	24.80	25.30
H10															
H11	19.68	20.26	20.97	21.62	22.34	23.12	23.47	23.95	24.32	24.80	25.19	25.70	26.09	26.62	27.15
H12															
H13	20.97	21.62	22.34	23.12	23.95	24.80	25.19	25.70	26.09	26.62	27.02	27.55	27.95	28.51	29.08
H14															
H15	22.34	23.12	23.95	24.80	25.70	26.62	27.02	27.55	27.95	28.51	29.06	29.63	30.16	30.77	31.38
H16															
H17	23.95	24.80	25.70	26.62	27.55	28.51	29.06	29.63	30.16	30.77	31.37	32.00	32.56	33.21	33.87
H18	24.80	25.70	26.62	27.55	28.51	29.63	30.16	30.77	31.37	32.00	32.56	33.21	33.84	34.52	35.21
H19	25.70	26.62	27.55	28.51	29.63	30.77	31.37	32.00	32.56	33.21	33.84	34.52	35.14	35.84	36.57
H20	26.62	27.55	28.51	29.63	30.77	32.00	33.21	33.84	34.52	35.14	35.84	36.54	37.28	38.02	38.78
H21	27.55	28.51	29.63	30.77	32.00	33.21	33.84	34.52	35.14	35.84	36.54	37.28	37.91	38.68	39.45
H22	28.51	29.63	30.77	32.00	33.21	34.52	35.14	35.84	36.54	37.28	37.91	38.68	39.41	40.20	41.00
H23	29.63	30.77	32.00	33.21	34.52	35.84	36.54	37.28	37.91	38.68	39.41	40.20	41.00	41.83	42.66
H24	30.77	32.00	33.21	34.52	35.84	37.28	37.91	38.68	39.41	40.20	41.00	41.83	42.61	43.47	44.33
H25	32.00	33.21	34.52	35.84	37.28	38.68	39.41	40.20	41.00	41.83	42.61	43.47	44.24	45.12	46.03
H26	33.21	34.52	35.84	37.28	38.68	40.20	41.00	41.83	42.61	43.47	44.24	45.12	46.06	46.98	47.92
H27	34.52	35.84	37.28	38.68	40.20	41.83	42.61	43.47	44.24	45.12	46.06	46.98	47.88	48.84	49.82
H28	35.84	37.28	38.68	40.20	41.83	43.47	44.24	45.12	46.06	46.98	47.88	48.84	49.76	50.76	51.78
H29	37.28	38.68	40.20	41.83	43.47	45.12	46.06	46.98	47.88	48.84	49.76	50.76	51.68	52.71	53.76
H30	38.68	40.20	41.83	43.47	45.12	46.98	47.88	48.84	49.76	50.76	51.68	52.71	53.78	54.85	55.95
H31	40.20	41.83	43.47	45.12	46.98	48.84	49.76	50.76	51.68	52.71	53.78	54.85	55.88	56.99	58.13
H32	41.83	43.47	45.12	46.98	48.84	50.76	51.68	52.71	53.78	54.85	55.88	56.99	58.10	59.27	60.45
H33	43.47	45.12	46.98	48.84	50.76	52.71	53.78	54.85	55.88	56.99	58.10	59.27	60.44	61.65	62.88
H34	45.12	46.98	48.84	50.76	52.71	54.85	55.88	56.99	58.10	59.27	60.44	61.65	62.86	64.12	65.41
H35	46.98	48.84	50.76	52.71	54.85	56.99	58.10	59.27	60.44	61.65	62.86	64.12	65.32	66.63	67.96
H36	48.84	50.76	52.71	54.85	56.99	59.27	60.44	61.65	62.86	64.12	65.32	66.63	67.98	69.34	70.73
H37	50.76	52.71	54.85	56.99	59.27	61.65	62.86	64.12	65.32	66.63	67.98	69.34	70.70	72.11	73.55
H38	52.71	54.85	56.99	59.27	61.65	64.12	65.32	66.63	67.98	69.34	70.70	72.11	73.56	75.04	76.54

EXHIBIT A

ST. LOUIS COUNTY CIVIL SERVICE - CONFIDENTIAL UNIT
 Conversion Chart for 2023 Pay Plan

		Pay Plan Effective 12/17/2022				
	Hourly	Bi-Weekly	Monthly	Hourly	Bi-Weekly	Monthly
	14.85	1113.75	2413	23.95	1796.25	3892
	15.27	1145.25	2481	24.32	1824.00	3952
	15.67	1175.25	2546	24.43	1832.25	3970
	16.11	1208.25	2618	24.80	1860.00	4030
	16.54	1240.50	2688	25.19	1889.25	4093
	17.04	1278.00	2769	25.30	1897.50	4111
	17.24	1293.00	2802	25.70	1927.50	4176
	17.44	1308.00	2834	26.09	1956.75	4240
	17.58	1318.50	2857	26.21	1965.75	4259
	17.73	1329.75	2881	26.62	1996.50	4326
	17.96	1347.00	2919	27.02	2026.50	4391
	18.08	1356.00	2938	27.15	2036.25	4412
	18.26	1369.50	2967	27.55	2066.25	4477
	18.47	1385.25	3001	27.95	2096.25	4542
	18.62	1396.50	3026	28.11	2108.25	4568
	18.81	1410.75	3057	28.51	2138.25	4633
	19.06	1429.50	3097	29.06	2179.50	4722
	19.19	1439.25	3118	29.08	2181.00	4726
	19.41	1455.75	3154	29.63	2222.25	4815
	19.57	1467.75	3180	30.16	2262.00	4901
	19.68	1476.00	3198	30.23	2267.25	4912
	19.80	1485.00	3218	30.77	2307.75	5000
	20.02	1501.50	3253	31.37	2352.75	5098
	20.19	1514.25	3281	31.38	2353.50	5099
	20.26	1519.50	3292	32.00	2400.00	5200
	20.42	1531.50	3318	32.56	2442.00	5291
	20.56	1542.00	3341	32.64	2448.00	5304
	20.68	1551.00	3361	33.21	2490.75	5397
	20.84	1563.00	3387	33.84	2538.00	5499
	20.97	1572.75	3408	33.87	2540.25	5504
	21.09	1581.75	3427	34.52	2589.00	5610
	21.20	1590.00	3445	35.14	2635.50	5710
	21.33	1599.75	3466	35.21	2640.75	5722
	21.52	1614.00	3497	35.84	2688.00	5824
	21.62	1621.50	3513	36.54	2740.50	5938
	21.75	1631.25	3534	36.57	2742.75	5943
	21.90	1642.50	3559	37.28	2796.00	6058
	22.05	1653.75	3583	37.91	2843.25	6160
	22.19	1664.25	3606	38.02	2851.50	6178
	22.34	1675.50	3630	38.68	2901.00	6286
	22.50	1687.50	3656	39.41	2955.75	6404
	22.67	1700.25	3684	39.45	2958.75	6411
	22.95	1721.25	3729	40.20	3015.00	6533
	23.12	1734.00	3757	41.00	3075.00	6663
	23.47	1760.25	3814	41.83	3137.25	6797
	23.59	1769.25	3833	42.61	3195.75	6924
				42.66	3199.50	6932
				43.47	3260.25	7084
				44.24	3318.00	7189
				44.33	3324.75	7204
				45.12	3384.00	7332
				46.03	3452.25	7480
				46.06	3454.50	7485
				46.98	3523.50	7634
				47.88	3591.00	7781
				47.92	3594.00	7787
				48.84	3663.00	7937
				49.76	3732.00	8086
				49.82	3736.50	8096
				50.76	3807.00	8249
				51.68	3876.00	8398
				51.78	3883.50	8414
				52.71	3953.25	8565
				53.76	4032.00	8736
				53.78	4033.50	8739
				54.85	4113.75	8913
				55.88	4191.00	9081
				55.95	4196.25	9092
				56.99	4274.25	9261
				58.10	4357.50	9441
				58.13	4359.75	9446
				59.27	4445.25	9631
				60.44	4533.00	9822
				60.45	4533.75	9823
				61.65	4623.75	10018
				62.86	4714.50	10215
				62.88	4716.00	10218
				64.12	4809.00	10420
				65.32	4899.00	10615
				65.41	4905.75	10629
				66.63	4997.25	10827
				67.96	5097.00	11044
				67.98	5098.50	11047
				69.34	5200.50	11268
				70.70	5302.50	11489
				70.73	5304.75	11494
				72.11	5408.25	11718
				73.55	5516.25	11952
				73.56	5517.00	11954
				75.04	5628.00	12194
				76.54	5740.50	12438

PAY PLAN H2
7.5

ST. LOUIS COUNTY CIVIL SERVICE - CONFIDENTIAL UNIT

2023 PAY PLAN

Reflects a 3.00% Increase
Effective 12/17/2022

	St. 1	St. 2	St. 3	St. 4	St. 5	St. 6	St. 7	St. 11	St. 12	St. 13	St. 14	St. 15	St. 16	St. 17	St. 18
Grade 04															
Annually	32,056	32,888	33,794	34,769	35,705	36,719	37,011	37,752	38,201	38,961	39,532	40,112	40,599	41,399	42,218
Monthly	2671	2737	2816	2897	2975	3060	3084	3183	3247	3247	3278	3343	3383	3450	3518
Biweekly	1,232.91	1,263.00	1,299.75	1,337.25	1,412.25	1,412.25	1,423.50	1,452.00	1,469.25	1,498.50	1,512.75	1,542.75	1,561.50	1,592.25	1,623.75
Hourly	16.44	16.84	17.33	17.83	18.31	18.83	18.98	19.36	19.59	19.98	20.17	20.57	20.82	21.23	21.65
Grade 05															
Annually	33,803	34,767	35,711	36,715	37,760	38,965	39,326	40,110	40,592	41,395	41,997	42,640	43,102	43,966	44,850
Monthly	2817	2897	2976	3060	3147	3247	3277	3342	3383	3450	3483	3553	3592	3664	3737
Biweekly	1,300.12	1,337.20	1,373.51	1,412.13	1,452.30	1,496.65	1,512.56	1,542.88	1,561.22	1,592.12	1,607.57	1,640.02	1,657.79	1,691.00	1,724.99
Hourly	17.33	17.83	18.31	18.83	19.36	19.98	20.17	20.57	20.82	21.23	21.43	21.87	22.10	22.55	23.00
Grade 10															
Annually	37,559	38,704	39,849	41,114	42,359	43,725	44,328	45,211	45,814	46,738	47,421	48,365	49,121	50,115	51,110
Monthly	3128	3225	3321	3426	3530	3644	3694	3768	3818	3895	3952	4030	4093	4176	4259
Biweekly	1,443.80	1,488.61	1,532.64	1,581.31	1,629.20	1,681.73	1,704.91	1,738.90	1,762.07	1,797.61	1,823.87	1,860.18	1,889.25	1,927.50	1,965.75
Hourly	19.25	19.85	20.44	21.08	21.72	22.42	22.73	23.19	23.49	23.97	24.32	24.80	25.19	25.70	26.21
Grade 12															
Annually	39,849	41,114	42,359	43,725	45,211	46,738	47,421	48,365	49,121	50,115	50,876	51,909	52,689	53,723	54,815
Monthly	3321	3426	3530	3644	3768	3895	3952	4030	4093	4176	4240	4326	4391	4477	4568
Biweekly	1,532.64	1,581.31	1,629.20	1,681.73	1,738.90	1,797.61	1,823.87	1,860.18	1,889.25	1,927.50	1,956.75	1,996.50	2,026.50	2,066.25	2,108.25
Hourly	20.44	21.08	21.72	22.42	23.19	23.97	24.32	24.80	25.19	25.70	26.09	26.62	27.02	27.55	28.11
Grade 14															
Annually	42,359	43,725	45,211	46,738	48,365	50,115	50,876	51,909	52,689	53,723	54,503	55,595	56,667	57,779	58,949
Monthly	3530	3644	3768	3895	4030	4176	4240	4326	4391	4477	4542	4633	4722	4815	4912
Biweekly	1,629.20	1,681.73	1,738.90	1,797.61	1,860.18	1,927.50	1,956.75	1,996.50	2,026.50	2,066.25	2,096.25	2,138.25	2,179.50	2,222.25	2,267.25
Hourly	21.72	22.42	23.19	23.97	24.80	25.70	26.09	26.62	27.02	27.55	27.95	28.51	29.06	29.63	30.23
Grade 16															
Annually	45,211	46,738	48,365	50,115	51,909	53,723	54,503	55,595	56,667	57,779	58,912	60,002	61,172	62,400	63,648
Monthly	3768	3895	4030	4176	4326	4477	4542	4633	4722	4815	4901	5000	5098	5200	5304
Biweekly	1,738.90	1,797.61	1,860.18	1,927.50	1,996.50	2,066.25	2,096.25	2,138.25	2,179.50	2,222.25	2,262.00	2,307.75	2,352.75	2,400.00	2,448.00
Hourly	23.19	23.97	24.80	25.70	26.62	27.55	27.95	28.51	29.06	29.63	30.16	30.77	31.37	32.00	32.64

EXHIBIT A

Exhibit B

PAY PLAN HC

ST. LOUIS COUNTY CIVIL SERVICE - CONFIDENTIAL UNIT

2024 PAY PLAN

Reflects a 3.00% Increase

Effective 12/16/2023

7.5

Grade	St. 1	St. 2	St. 3	St. 4	St. 5	St. 6	St. 7	St. 11	St. 12	St. 13	St. 14	St. 15	St. 16	St. 17	St. 18
H01	15.30	15.73	16.14	16.59	17.04	17.55	18.11	18.62	19.18	19.77	20.39	21.03	21.72	22.40	23.16
H02	15.73	16.14	16.59	17.04	17.55	18.11	18.62	19.18	19.77	20.39	21.03	21.72	22.40	23.16	23.92
H03	16.14	16.59	17.04	17.55	18.11	18.62	19.18	19.77	20.39	21.03	21.72	22.40	23.16	23.92	24.77
H04	17.04	17.55	18.11	18.62	19.18	19.77	20.39	21.03	21.72	22.40	23.16	23.92	24.77	25.62	26.47
H05	17.96	18.50	19.02	19.63	20.27	20.87	21.60	22.27	22.96	23.65	24.34	25.03	25.72	26.41	27.10
H06	18.50	19.02	19.63	20.27	20.87	21.60	22.27	22.96	23.65	24.34	25.03	25.72	26.41	27.10	27.79
H07	19.02	19.63	20.27	20.87	21.60	22.27	22.96	23.65	24.34	25.03	25.72	26.41	27.10	27.79	28.48
H08	19.63	20.27	20.87	21.60	22.27	22.96	23.65	24.34	25.03	25.72	26.41	27.10	27.79	28.48	29.17
H09	20.27	20.87	21.60	22.27	22.96	23.65	24.34	25.03	25.72	26.41	27.10	27.79	28.48	29.17	29.86
H10	20.87	21.60	22.27	22.96	23.65	24.34	25.03	25.72	26.41	27.10	27.79	28.48	29.17	29.86	30.55
H11	21.60	22.27	22.96	23.65	24.34	25.03	25.72	26.41	27.10	27.79	28.48	29.17	29.86	30.55	31.24
H12	22.27	22.96	23.65	24.34	25.03	25.72	26.41	27.10	27.79	28.48	29.17	29.86	30.55	31.24	31.93
H13	22.96	23.65	24.34	25.03	25.72	26.41	27.10	27.79	28.48	29.17	29.86	30.55	31.24	31.93	32.62
H14	23.65	24.34	25.03	25.72	26.41	27.10	27.79	28.48	29.17	29.86	30.55	31.24	31.93	32.62	33.31
H15	24.34	25.03	25.72	26.41	27.10	27.79	28.48	29.17	29.86	30.55	31.24	31.93	32.62	33.31	34.00
H16	25.03	25.72	26.41	27.10	27.79	28.48	29.17	29.86	30.55	31.24	31.93	32.62	33.31	34.00	34.69
H17	25.72	26.41	27.10	27.79	28.48	29.17	29.86	30.55	31.24	31.93	32.62	33.31	34.00	34.69	35.38
H18	26.41	27.10	27.79	28.48	29.17	29.86	30.55	31.24	31.93	32.62	33.31	34.00	34.69	35.38	36.07
H19	27.10	27.79	28.48	29.17	29.86	30.55	31.24	31.93	32.62	33.31	34.00	34.69	35.38	36.07	36.76
H20	27.79	28.48	29.17	29.86	30.55	31.24	31.93	32.62	33.31	34.00	34.69	35.38	36.07	36.76	37.45
H21	28.48	29.17	29.86	30.55	31.24	31.93	32.62	33.31	34.00	34.69	35.38	36.07	36.76	37.45	38.14
H22	29.17	29.86	30.55	31.24	31.93	32.62	33.31	34.00	34.69	35.38	36.07	36.76	37.45	38.14	38.83
H23	29.86	30.55	31.24	31.93	32.62	33.31	34.00	34.69	35.38	36.07	36.76	37.45	38.14	38.83	39.52
H24	30.55	31.24	31.93	32.62	33.31	34.00	34.69	35.38	36.07	36.76	37.45	38.14	38.83	39.52	40.21
H25	31.24	31.93	32.62	33.31	34.00	34.69	35.38	36.07	36.76	37.45	38.14	38.83	39.52	40.21	40.90
H26	31.93	32.62	33.31	34.00	34.69	35.38	36.07	36.76	37.45	38.14	38.83	39.52	40.21	40.90	41.59
H27	32.62	33.31	34.00	34.69	35.38	36.07	36.76	37.45	38.14	38.83	39.52	40.21	40.90	41.59	42.28
H28	33.31	34.00	34.69	35.38	36.07	36.76	37.45	38.14	38.83	39.52	40.21	40.90	41.59	42.28	42.97
H29	34.00	34.69	35.38	36.07	36.76	37.45	38.14	38.83	39.52	40.21	40.90	41.59	42.28	42.97	43.66
H30	34.69	35.38	36.07	36.76	37.45	38.14	38.83	39.52	40.21	40.90	41.59	42.28	42.97	43.66	44.35
H31	35.38	36.07	36.76	37.45	38.14	38.83	39.52	40.21	40.90	41.59	42.28	42.97	43.66	44.35	45.04
H32	36.07	36.76	37.45	38.14	38.83	39.52	40.21	40.90	41.59	42.28	42.97	43.66	44.35	45.04	45.73
H33	36.76	37.45	38.14	38.83	39.52	40.21	40.90	41.59	42.28	42.97	43.66	44.35	45.04	45.73	46.42
H34	37.45	38.14	38.83	39.52	40.21	40.90	41.59	42.28	42.97	43.66	44.35	45.04	45.73	46.42	47.11
H35	38.14	38.83	39.52	40.21	40.90	41.59	42.28	42.97	43.66	44.35	45.04	45.73	46.42	47.11	47.80
H36	38.83	39.52	40.21	40.90	41.59	42.28	42.97	43.66	44.35	45.04	45.73	46.42	47.11	47.80	48.49
H37	39.52	40.21	40.90	41.59	42.28	42.97	43.66	44.35	45.04	45.73	46.42	47.11	47.80	48.49	49.18
H38	40.21	40.90	41.59	42.28	42.97	43.66	44.35	45.04	45.73	46.42	47.11	47.80	48.49	49.18	49.87

EXHIBIT B

ST. LOUIS COUNTY CIVIL SERVICE - CONFIDENTIAL UNIT

Conversion Chart for 2024 Pay Plan

Pay Plan Effective 12/16/2023

Hourly	Bi-Weekly	Monthly	Hourly	Bi-Weekly	Monthly	Hourly	Bi-Weekly	Monthly	Hourly	Bi-Weekly	Monthly
15.30	1147.50	2486	24.67	1850.25	4009	43.94	3295.50	7140	43.94	3295.50	7140
15.73	1179.75	2566	25.05	1878.75	4071	44.77	3357.75	7275	44.77	3357.75	7275
16.14	1210.50	2623	25.16	1887.00	4089	45.57	3417.75	7405	45.57	3417.75	7405
16.59	1244.25	2696	25.54	1915.50	4150	45.66	3424.50	7420	45.66	3424.50	7420
17.04	1278.00	2769	25.95	1946.25	4217	46.47	3485.25	7561	46.47	3485.25	7561
17.55	1316.25	2852	26.06	1954.50	4235	47.41	3555.75	7704	47.41	3555.75	7704
17.76	1332.00	2886	26.47	1985.25	4301	47.44	3558.00	7709	47.44	3558.00	7709
17.96	1347.00	2919	26.87	2015.25	4366	48.39	3629.25	7863	48.39	3629.25	7863
18.11	1358.25	2943	27.00	2025.00	4388	49.32	3699.00	8016	49.32	3699.00	8016
18.26	1369.50	2967	27.42	2056.50	4466	49.36	3702.00	8021	49.36	3702.00	8021
18.50	1387.50	3006	27.83	2087.25	4522	50.31	3773.25	8175	50.31	3773.25	8175
18.62	1396.50	3026	27.96	2097.00	4544	51.25	3843.75	8328	51.25	3843.75	8328
18.81	1410.75	3057	28.38	2128.50	4612	51.31	3848.25	8338	51.31	3848.25	8338
19.02	1426.50	3091	28.79	2159.25	4678	52.28	3921.00	8496	52.28	3921.00	8496
19.18	1438.50	3117	28.95	2171.25	4704	53.23	3992.25	8650	53.23	3992.25	8650
19.37	1452.75	3148	29.37	2202.75	4773	53.33	3999.75	8666	53.33	3999.75	8666
19.63	1472.25	3190	29.93	2244.75	4854	54.29	4071.75	8822	54.29	4071.75	8822
19.77	1482.75	3213	29.95	2246.25	4867	55.37	4152.75	8998	55.37	4152.75	8998
19.99	1499.25	3248	30.52	2289.00	4950	55.39	4154.25	9001	55.39	4154.25	9001
20.16	1512.00	3276	31.06	2329.50	5047	56.50	4237.50	9181	56.50	4237.50	9181
20.27	1520.25	3294	31.14	2335.50	5060	57.56	4317.00	9354	57.56	4317.00	9354
20.39	1529.25	3313	31.69	2376.75	5150	57.63	4322.25	9365	57.63	4322.25	9365
20.62	1546.50	3351	32.31	2423.25	5250	58.70	4402.50	9539	58.70	4402.50	9539
20.80	1560.00	3380	32.32	2424.00	5252	59.84	4488.00	9724	59.84	4488.00	9724
20.87	1565.25	3391	32.96	2472.00	5356	59.87	4490.25	9729	59.87	4490.25	9729
21.03	1577.25	3417	33.54	2515.50	5450	61.05	4578.75	9921	61.05	4578.75	9921
21.18	1588.50	3442	33.62	2521.50	5463	62.25	4668.75	10116	62.25	4668.75	10116
21.30	1597.50	3461	34.21	2565.75	5559	62.26	4669.50	10117	62.26	4669.50	10117
21.47	1610.25	3489	34.86	2614.50	5665	63.50	4762.50	10319	63.50	4762.50	10319
21.60	1620.00	3510	34.89	2616.75	5670	64.75	4856.25	10522	64.75	4856.25	10522
21.72	1629.00	3530	35.56	2667.00	5779	64.77	4857.75	10525	64.77	4857.75	10525
21.84	1638.00	3549	36.19	2714.25	5881	66.04	4953.00	10732	66.04	4953.00	10732
21.97	1647.75	3570	36.27	2720.25	5894	67.28	5046.00	10933	67.28	5046.00	10933
22.17	1662.75	3603	36.92	2769.00	6000	67.37	5052.75	10948	67.37	5052.75	10948
22.27	1670.25	3619	37.64	2823.00	6117	68.63	5147.25	11162	68.63	5147.25	11162
22.40	1680.00	3640	37.67	2825.25	6121	70.00	5250.00	11375	70.00	5250.00	11375
22.56	1692.00	3666	38.40	2880.00	6240	70.02	5251.50	11378	70.02	5251.50	11378
22.71	1703.25	3690	39.05	2928.75	6346	71.42	5356.50	11606	71.42	5356.50	11606
22.86	1714.50	3715	39.16	2937.00	6364	72.82	5461.50	11833	72.82	5461.50	11833
23.01	1725.75	3739	39.84	2988.00	6474	72.85	5463.75	11838	72.85	5463.75	11838
23.18	1738.50	3767	40.59	3044.25	6596	74.27	5570.25	12069	74.27	5570.25	12069
23.35	1751.25	3794	40.63	3047.25	6602	75.76	5682.00	12311	75.76	5682.00	12311
23.64	1773.00	3842	41.41	3105.75	6729	75.77	5682.75	12313	75.77	5682.75	12313
23.81	1785.75	3869	42.23	3167.25	6862	77.29	5796.75	12560	77.29	5796.75	12560
24.17	1812.75	3928	43.08	3231.00	7001	78.84	5913.00	12812	78.84	5913.00	12812
24.30	1822.50	3949	43.89	3291.75	7132						

ST. LOUIS COUNTY CIVIL SERVICE - CONFIDENTIAL UNIT

2024 PAY PLAN
Reflects a 3.06% Increase
Effective 12/15/2023.

Grade	St. 1	St. 2	St. 3	St. 4	St. 5	St. 6	St. 7	St. 11	St. 12	St. 13	St. 14	St. 15	St. 16	St. 17	St. 18
Grade 04															
Annually	35,014	33,833	34,808	35,802	36,777	37,811	38,123	38,883	39,351	40,131	40,521	41,321	41,808	42,647	43,485
Monthly	2,751	2,819	2,901	2,984	3,065	3,151	3,177	3,240	3,279	3,344	3,377	3,443	3,484	3,554	3,624
Biweekly	1,269.75	1,301.25	1,338.75	1,377.00	1,414.50	1,454.25	1,466.25	1,495.50	1,513.50	1,543.50	1,558.50	1,589.25	1,608.00	1,640.25	1,672.50
Hourly	16.93	17.35	17.85	18.36	18.86	19.39	19.55	19.94	20.18	20.58	20.78	21.19	21.44	21.87	22.30
Grade 06															
Annually	34,808	35,802	36,777	37,811	38,883	40,131	40,502	41,321	41,808	42,647	43,056	43,914	44,402	45,279	46,196
Monthly	2,901	2,984	3,065	3,151	3,240	3,344	3,375	3,443	3,484	3,554	3,588	3,660	3,700	3,773	3,850
Biweekly	1,338.75	1,377.00	1,414.50	1,454.25	1,495.50	1,543.50	1,557.75	1,589.25	1,608.00	1,640.25	1,655.00	1,689.00	1,707.75	1,741.50	1,776.75
Hourly	17.85	18.36	18.86	19.39	19.94	20.58	20.77	21.19	21.44	21.87	22.08	22.52	22.77	23.22	23.69
Grade 10															
Annually	38,669	39,858	41,048	42,354	43,622	45,045	45,650	46,566	47,190	48,146	48,848	49,823	50,603	51,617	52,650
Monthly	3,222	3,322	3,421	3,530	3,635	3,754	3,804	3,881	3,933	4,012	4,071	4,152	4,217	4,301	4,388
Biweekly	1,487.25	1,533.00	1,578.75	1,629.00	1,677.75	1,732.50	1,755.75	1,791.00	1,815.00	1,851.75	1,878.75	1,916.25	1,946.25	1,985.25	2,025.00
Hourly	19.83	20.44	21.05	21.72	22.37	23.10	23.41	23.88	24.20	24.69	25.05	25.55	25.95	26.47	27.00
Grade 12															
Annually	41,048	42,354	43,622	45,045	46,566	48,146	48,848	49,823	50,603	51,617	52,397	53,469	54,269	55,341	56,453
Monthly	3,421	3,530	3,635	3,754	3,881	4,012	4,071	4,152	4,217	4,301	4,366	4,456	4,522	4,612	4,704
Biweekly	1,578.75	1,629.00	1,677.75	1,732.50	1,791.00	1,851.75	1,878.75	1,916.25	1,946.25	1,985.25	2,015.25	2,056.50	2,087.25	2,128.50	2,171.25
Hourly	21.05	21.72	22.37	23.10	23.88	24.69	25.05	25.55	25.95	26.47	26.87	27.42	27.83	28.38	28.95
Grade 14															
Annually	43,622	45,045	46,566	48,146	49,823	51,617	52,397	53,469	54,269	55,341	56,141	57,272	58,364	59,514	60,723
Monthly	3,635	3,754	3,881	4,012	4,152	4,301	4,366	4,456	4,522	4,612	4,678	4,773	4,864	4,960	5,060
Biweekly	1,677.75	1,732.50	1,791.00	1,851.75	1,916.25	1,985.25	2,015.25	2,056.50	2,087.25	2,128.50	2,159.25	2,202.75	2,244.75	2,289.00	2,335.50
Hourly	22.37	23.10	23.88	24.69	25.55	26.47	26.87	27.42	27.83	28.38	28.79	29.37	29.93	30.52	31.14
Grade 16															
Annually	45,566	48,146	49,823	51,617	53,469	55,341	56,141	57,272	58,364	59,514	60,567	61,796	63,005	64,272	65,559
Monthly	3,881	4,012	4,152	4,301	4,456	4,612	4,678	4,773	4,864	4,960	5,047	5,150	5,250	5,356	5,463
Biweekly	1,791.00	1,851.75	1,916.25	1,985.25	2,056.50	2,128.50	2,159.25	2,202.75	2,244.75	2,289.00	2,329.50	2,376.75	2,423.25	2,472.00	2,521.50
Hourly	23.88	24.69	25.55	26.47	27.42	28.38	28.79	29.37	29.93	30.52	31.06	31.69	32.31	32.96	33.62

EXHIBIT B

ST. LOUIS COUNTY CIVIL SERVICE - CONFIDENTIAL UNIT

PAY PLAN HC

2025 PAY PLAN
Reflects a 3.00% Increase
Effective 12/14/2024

Grade	St. 1	St. 2	St. 3	St. 4	St. 5	St. 6	St. 7	St. 11	St. 12	St. 13	St. 14	St. 15	St. 16	St. 17	St. 18
7.5															
H01	15.76	16.20	16.62	17.09	17.55	18.08	18.29	18.65	18.81	19.18	19.37	19.76	19.95	20.36	20.76
H02	16.20	16.62	17.09	17.55	18.08	18.65	18.81	19.18	19.37	19.76	19.95	20.36	20.59	21.00	21.42
H03	16.62	17.09	17.55	18.08	18.65	19.18	19.37	19.76	19.95	20.36	20.59	21.00	21.24	21.66	22.11
H04															
H05	17.55	18.08	18.65	19.18	19.76	20.36	20.59	21.00	21.24	21.66	21.94	22.37	22.63	23.07	23.55
H06															
H07	18.50	19.06	19.59	20.22	20.88	21.50	21.82	22.25	22.50	22.94	23.24	23.70	24.05	24.52	25.08
H08	19.06	19.59	20.22	20.88	21.50	22.25	22.50	22.94	23.24	23.70	24.05	24.52	24.90	25.41	25.91
H09	19.59	20.22	20.88	21.50	22.25	22.94	23.24	23.70	24.05	24.52	24.90	25.41	25.80	26.31	26.84
H10															
H11	20.88	21.50	22.25	22.94	23.70	24.52	24.90	25.41	25.80	26.31	26.73	27.26	27.68	28.24	28.80
H12															
H13	22.25	22.94	23.70	24.52	25.41	26.31	26.73	27.26	27.68	28.24	28.66	29.23	29.65	30.25	30.85
H14															
H15	23.70	24.52	25.41	26.31	27.26	28.24	28.66	29.23	29.65	30.25	30.83	31.44	31.99	32.64	33.29
H16															
H17	25.41	26.31	27.26	28.24	29.23	30.25	30.83	31.44	31.99	32.64	33.28	33.95	34.55	35.24	35.94
H18	26.31	27.26	28.24	29.23	30.25	31.44	31.99	32.64	33.28	33.95	34.55	35.24	35.91	36.63	37.36
H19	27.26	28.24	29.23	30.25	31.44	32.64	33.28	33.95	34.55	35.24	35.91	36.63	37.28	38.03	38.80
H20	28.24	29.23	30.25	31.44	32.64	33.95	34.55	35.24	35.91	36.63	37.28	38.03	38.77	39.55	40.33
H21	29.23	30.25	31.44	32.64	33.95	35.24	35.91	36.63	37.28	38.03	38.77	39.55	40.22	41.04	41.85
H22	30.25	31.44	32.64	33.95	35.24	36.63	37.28	38.03	38.77	39.55	40.22	41.04	41.81	42.65	43.50
H23	31.44	32.64	33.95	35.24	36.63	38.03	38.77	39.55	40.22	41.04	41.81	42.65	43.50	44.37	45.26
H24	32.64	33.95	35.24	36.63	38.03	39.55	40.22	41.04	41.81	42.65	43.50	44.37	45.21	46.11	47.03
H25	33.95	35.24	36.63	38.03	39.55	41.04	41.81	42.65	43.50	44.37	45.21	46.11	46.94	47.86	48.83
H26	35.24	36.63	38.03	39.55	41.04	42.65	43.50	44.37	45.21	46.11	46.94	47.86	48.86	49.84	50.84
H27	36.63	38.03	39.55	41.04	42.65	44.37	45.21	46.11	46.94	47.86	48.86	49.84	50.80	51.82	52.85
H28	38.03	39.55	41.04	42.65	44.37	46.11	46.94	47.86	48.86	49.84	50.80	51.82	52.79	53.85	54.93
H29	39.55	41.04	42.65	44.37	46.11	47.86	48.86	49.84	50.80	51.82	52.79	53.85	54.83	55.92	57.03
H30	41.04	42.65	44.37	46.11	47.86	49.84	50.80	51.82	52.79	53.85	54.83	55.92	57.05	58.20	59.36
H31	42.65	44.37	46.11	47.86	49.84	51.82	52.79	53.85	54.83	55.92	57.05	58.20	59.29	60.46	61.67
H32	44.37	46.11	47.86	49.84	51.82	53.85	54.83	55.92	57.05	58.20	59.29	60.46	61.64	62.88	64.13
H33	46.11	47.86	49.84	51.82	53.85	55.92	57.05	58.20	59.29	60.46	61.64	62.88	64.12	65.41	66.71
H34	47.86	49.84	51.82	53.85	55.92	58.20	59.29	60.46	61.64	62.88	64.12	65.41	66.69	68.02	69.39
H35	49.84	51.82	53.85	55.92	58.20	60.46	61.64	62.88	64.12	65.41	66.69	68.02	69.30	70.69	72.10
H36	51.82	53.85	55.92	58.20	60.46	62.88	64.12	65.41	66.69	68.02	69.30	70.69	72.12	73.56	75.04
H37	53.85	55.92	58.20	60.46	62.88	65.41	66.69	68.02	69.30	70.69	72.12	73.56	75.00	76.50	78.03
H38	55.92	58.20	60.46	62.88	65.41	68.02	69.30	70.69	72.12	73.56	75.00	76.50	78.04	79.61	81.21

EXHIBIT C

ST. LOUIS COUNTY CIVIL SERVICE - CONFIDENTIAL UNIT
 Conversion Chart for 2025 Pay Plan
 Pay Plan Effective 12/14/2024

Hourly	BLWeekly	Monthly	Hourly	BLWeekly	Monthly	Hourly	BLWeekly	Monthly
15.76	1182.00	2561	25.41	1905.75	4129	45.26	3394.50	7355
16.20	1215.00	2653	25.80	1935.00	4193	46.11	3458.25	7493
16.62	1246.50	2701	25.91	1943.25	4210	46.94	3520.50	7628
17.09	1281.75	2777	26.31	1973.25	4275	47.03	3527.25	7642
17.55	1316.25	2852	26.73	2004.75	4344	47.86	3589.50	7777
18.08	1356.00	2938	26.84	2013.00	4362	48.83	3662.25	7935
18.29	1371.75	2972	27.26	2044.50	4430	48.86	3664.50	7940
18.50	1387.50	3006	27.68	2076.00	4498	49.84	3738.00	8099
18.65	1398.75	3031	27.81	2085.75	4519	50.80	3810.00	8255
18.81	1410.75	3057	28.24	2118.00	4589	50.84	3813.00	8262
19.06	1429.50	3097	28.66	2149.50	4657	51.82	3886.50	8421
19.18	1438.50	3117	28.80	2160.00	4680	52.79	3959.25	8578
19.37	1452.75	3148	29.23	2192.25	4750	52.85	3963.75	8588
19.59	1469.25	3183	29.65	2223.75	4818	53.85	4038.75	8751
19.76	1482.00	3211	29.82	2236.50	4846	54.83	4112.25	8910
19.95	1496.25	3242	30.25	2268.75	4916	54.93	4119.75	8926
20.22	1516.50	3286	30.83	2312.25	5010	55.92	4194.00	9087
20.36	1527.00	3309	30.85	2313.75	5013	57.03	4277.25	9267
20.59	1544.25	3346	31.44	2358.00	5109	57.05	4278.75	9271
20.88	1566.00	3393	32.07	2403.25	5211	58.20	4365.00	9458
21.00	1575.00	3413	32.64	2448.00	5304	59.36	4452.00	9646
21.24	1593.00	3452	33.28	2496.00	5408	60.46	4534.50	9825
21.42	1606.50	3481	33.29	2496.75	5410	61.64	4623.00	10017
21.50	1612.50	3494	33.95	2546.25	5517	61.67	4625.25	10021
21.66	1624.50	3520	34.55	2591.25	5614	62.88	4716.00	10218
21.82	1636.50	3546	34.63	2597.25	5627	64.12	4809.00	10420
21.94	1645.50	3565	35.24	2643.00	5727	64.13	4809.75	10421
22.11	1658.25	3593	35.91	2693.25	5835	65.41	4905.75	10629
22.25	1668.75	3616	35.94	2693.50	5840	66.69	5001.75	10837
22.37	1677.75	3635	36.63	2747.25	5952	66.71	5003.25	10840
22.50	1687.50	3656	37.28	2796.00	6068	68.02	5101.50	11053
22.63	1697.25	3677	37.36	2802.00	6071	69.30	5197.50	11261
22.84	1713.00	3712	38.03	2852.25	6180	69.39	5204.25	11276
22.94	1720.50	3728	38.77	2907.75	6300	70.69	5301.75	11487
23.07	1730.25	3749	38.80	2910.00	6305	72.10	5407.50	11716
23.24	1743.00	3777	39.55	2966.25	6427	72.12	5409.00	11720
23.39	1754.25	3801	40.22	3016.50	6536	73.56	5517.00	11954
23.55	1766.25	3827	40.33	3024.75	6554	75.00	5625.00	12188
23.70	1777.50	3851	41.04	3078.00	6669	75.04	5628.00	12194
23.88	1791.00	3881	41.81	3133.75	6794	76.50	5737.50	12431
24.05	1803.75	3908	41.85	3138.75	6801	78.03	5852.25	12680
24.35	1826.25	3957	42.65	3198.75	6931	78.04	5853.00	12682
24.52	1839.00	3985	43.50	3262.50	7069	79.61	5970.75	12937
24.90	1867.50	4046	44.37	3327.75	7210	81.21	6090.75	13197
25.03	1877.25	4067	45.21	3390.75	7347			

ST. LOUIS COUNTY CIVIL SERVICE - CONFIDENTIAL UNIT.

2025 PAY PLAN
Reflects a 3.00% Increase
Effective 12/14/2024

	St. 1	St. 2	St. 3	St. 4	St. 5	St. 6	St. 7	St. 11	St. 12	St. 13	St. 14	St. 15	St. 16	St. 17	St. 18
Grade 04															
Annually	34,008	34,847	35,861	36,875	37,889	38,902	39,273	40,053	40,541	41,340	41,730	42,569	43,056	43,934	44,792
Monthly	2834	2904	2988	3073	3157	3245	3273	3338	3378	3445	3478	3547	3588	3661	3733.
Biweekly	1,308.00	1,340.25	1,379.25	1,418.25	1,457.25	1,497.75	1,510.50	1,540.50	1,559.25	1,590.00	1,605.00	1,637.25	1,656.00	1,689.75	1,722.75
Hourly	17.44	17.87	18.39	18.91	19.43	19.97	20.14	20.54	20.79	21.20	21.40	21.83	22.08	22.53	22.97
Grade 06															
Annually	35,861	36,875	37,889	38,902	40,053	41,340	41,711	42,569	43,056	43,934	44,343	45,240	45,728	46,644	47,580
Monthly	2988	3073	3157	3245	3338	3445	3476	3547	3588	3661	3695	3770	3811	3887	3965
Biweekly	1,379.25	1,418.25	1,457.25	1,497.75	1,540.50	1,590.00	1,604.25	1,637.25	1,656.00	1,689.75	1,705.50	1,740.00	1,758.75	1,794.00	1,830.00.
Hourly	18.39	18.91	19.43	19.97	20.54	21.20	21.39	21.83	22.08	22.53	22.74	23.20	23.45	23.92	24.40
Grade 10															
Annually	39,819	41,048	42,276	43,622	44,928	46,391	47,015	47,970	48,614	49,589	50,310	51,324	52,124	53,157	54,230
Monthly	3318	3421	3523	3635	3744	3866	3918	3998	4051	4132	4193	4277	4344	4430	4519
Biweekly	1,531.50	1,578.75	1,626.00	1,677.75	1,728.00	1,784.25	1,808.25	1,845.00	1,869.75	1,907.25	1,935.00	1,974.00	2,004.75	2,044.50	2,085.75
Hourly	20.42	21.05	21.68	22.37	23.04	23.79	24.11	24.60	24.93	25.43	25.80	26.32	26.73	27.26	27.81
Grade 12															
Annually	42,276	43,622	44,928	46,391	47,970	49,589	50,310	51,324	52,124	53,157	53,976	55,068	55,887	56,999	58,149
Monthly	3523	3635	3744	3866	3998	4132	4193	4277	4344	4430	4498	4589	4657	4750	4846
Biweekly	1,626.00	1,677.75	1,728.00	1,784.25	1,845.00	1,907.25	1,935.00	1,974.00	2,004.75	2,044.50	2,076.00	2,118.00	2,149.50	2,192.25	2,236.50
Hourly	21.68	22.37	23.04	23.79	24.60	25.43	25.80	26.32	26.73	27.26	27.68	28.24	28.66	29.23	29.82
Grade 14															
Annually	44,928	46,391	47,970	49,589	51,324	53,157	53,976	55,068	55,887	56,999	57,818	58,988	60,119	61,308	62,537
Monthly	3744	3866	3998	4132	4277	4430	4498	4589	4657	4750	4818	4916	5010	5109	5211
Biweekly	1,728.00	1,784.25	1,845.00	1,907.25	1,974.00	2,044.50	2,076.00	2,118.00	2,149.50	2,192.25	2,233.75	2,268.75	2,312.25	2,358.00	2,405.25
Hourly	23.04	23.79	24.60	25.43	26.32	27.26	27.68	28.24	28.66	29.23	29.65	30.25	30.83	31.44	32.07
Grade 16															
Annually	47,970	49,589	51,324	53,157	55,068	56,999	57,818	58,988	60,119	61,308	62,381	63,648	64,896	66,203	67,529
Monthly	3998	4132	4277	4430	4589	4750	4818	4916	5010	5109	5198	5304	5408	5517	5627
Biweekly	1,845.00	1,907.25	1,974.00	2,044.50	2,118.00	2,192.25	2,223.75	2,268.75	2,312.25	2,358.00	2,399.25	2,448.00	2,496.00	2,546.25	2,597.25
Hourly	24.60	25.43	26.32	27.26	28.24	29.23	29.65	30.25	30.83	31.44	31.99	32.64	33.28	33.95	34.63

EXHIBIT C

EXHIBIT DCivil Service Confidential Unit Job Classifications as of January 1, 2023

<u>CLASSIFICATION</u>	<u>GRADE</u>	<u>PAYPLAN</u>
ASSISTANT HUMAN RESOURCES DIRECTOR	H33	HC
BUDGET & BUSINESS IMPROVEMENT MANAGER	H30	HC
FINANCE DIRECTOR	H33	HC
FISCAL MANAGER	H27	HC
HEALTH PROMOTION COORDINATOR	H20	HC
HUMAN RESOURCES ADVISOR	H21	HC
HUMAN RESOURCES MANAGER	H30	HC
HUMAN RESOURCES SENIOR ADVISOR	H26	HC
INFORMATION SPECIALIST I	H04	H2
INFORMATION SPECIALIST I	H06	H2
INFORMATION SPECIALIST II	H10	H2
INFORMATION SPECIALIST II	H12	H2
INFORMATION SPECIALIST III	H14	H2
INFORMATION SPECIALIST III	H16	H2
INFORMATION SPECIALIST SUPERVISOR	H19	HC
INFORMATION SPECIALIST SUPERVISOR	H21	HC
INTERN TRAINEE	H04	HC
MANAGEMENT ANALYST II	H22	HC

