

AGREEMENT BETWEEN

ST. LOUIS COUNTY

AND

**ST. LOUIS COUNTY EMPLOYEES ASSOCIATION
REPRESENTING ST. LOUIS COUNTY
CIVIL SERVICE SUPERVISORY UNIT EMPLOYEES**

January 1, 2023
through
December 31, 2025

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REPRESENTING ST. LOUIS COUNTY
CIVIL SERVICE SUPERVISORY UNIT EMPLOYEES**

PREAMBLE

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

This Agreement was adopted by the Employer and the Association, with the 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 supervisory employees in the classified service of the County of St. Louis who are public employees within the meaning of Minn. Stat. §179A.03, subd. 14, excluding all St. Louis County merit system employees, confidential employees, supervisors in the unclassified service and all other employees. An employee promoted to a position of classified service that has been designated a supervisory 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 which in any way 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, SAFETY

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 and the Association deductions shall be submitted to the Association within fifteen (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. Upon written request of the employee, arrangement shall be made to permit leaves without pay from duty not to exceed one (1) week's duration, but limited to five (5) employees at any one time, for representation of the Association at International, State or District meetings.

Section 3. Association representatives shall have access to the premises, subject to approval of the Department Head, to meet and confer with the employees, but agree 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 processing grievances, receive the steward's regular pay, excluding overtime, when a grievance is investigated and

processed during working hours in steps 1 and 2. An Association representative or steward shall not investigate or process grievances, or conduct other Association activities, on work time except with the approval of the Department Head.

Section 4. The Safety Committee shall include representatives from both the County Board and the Association and whomever else the Employer shall designate.

Section 5. 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. If the matter is not corrected within five (5) days after filing a written complaint with the St. Louis County Safety Director, the employee may resort to the grievance procedure provided by this Agreement.

Section 6. Safety glasses where required shall be furnished by the Employer.

Section 7. Safety Shoes. The Employer will provide metatarsal guards for every employee where required for foot protection by OSHA regulations. In lieu of such metatarsal guards, safety shoes meeting the A.N.S.I. standards and purchased by the employees may be worn. Employees who are required to have foot protection by OSHA regulations who elect to wear safety shoes shall receive a safety shoe allowance of Two Hundred Dollars (\$200.00) per year payable in November.

Section 8. Tools. Wherever in line of duty personal tools and equipment furnished by employees are damaged or broken on the job, shall be replaced by the Employer at Employer expense with equal value replacements.

Section 9. Work Gloves. The Employer shall supply each employee with two pairs of work gloves annually.

ARTICLE 4 WORK DAY, BREAKS

Section 1. The normal work day shall be seven and one-half (7½) hours except where negotiated schedules are in effect. The normal work day shall be Monday through Friday and the normal work hours shall be between 8:00 A.M. and 4:30 P.M. The normal work week shall begin at 12:00 midnight Friday evening and have 37½ hours in the normal work week. For classifications designated in Pay Plan E2, the normal work day shall be eight (8) hours and the normal work week shall begin at 12:00 midnight Friday evening and have forty (40) hours in the normal work week. An optional work week schedule may be had upon mutual agreement between the Department Head and the Union. Flex-time

schedules or job sharing arrangements may be had upon mutual agreement between the Board, the Department Head and the Union.

Section 2. Employees may be required to work shifts on schedules mutually arrived at between the Department Head and the Association, provided, however, supervisors in the Highway Maintenance Divisions will be compelled to match a work schedule normally agreed upon between the Department Head and Teamsters Bargaining Unit for a ten (10) hour work day during the normal construction season. At no time shall split shifts or work be scheduled such as four (4) on and four (4) off. No employee shall be compelled to work more than sixteen (16) consecutive hours without a break of at least four (4) hours.

Section 3. All employees shall receive two (2) break periods of fifteen (15) minutes each and an unpaid lunch period of up to one (1) hour.

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 within this jurisdiction effective retroactive to December 17, 2022 (3.00% increase). The bi-weekly and hourly rates shown on the pay plan attached hereto as Exhibit "B" shall be paid to all employees during the 2024 payroll year effective December 16, 2023 (3.00% increase). The bi-weekly and hourly rates shown on the pay plan attached hereto as Exhibit "C" shall be paid to all employees effective December 14, 2024 (3.00% increase). Unless a date is otherwise specified, wage adjustments will be applied for the full pay period covered by the first bi-weekly paycheck of the new contract year. Employees who have resigned or have been involuntarily separated are not eligible to receive retroactive pay increases. No lower or higher rates shall be paid during the life of this Agreement unless previously negotiated between the Employer and the Association.

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 the first day of the first full pay period in 2023 or the ratification of the 2023-2025 bargaining agreement, whichever is later.

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

A minimum two (2) 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). Upon promotion to a classification three (3) pay grades or higher, an employee may, upon approval of the Department Head, receive a three (3) step increase.

Section 3. Upon receiving a work performance rating of competent an employee shall receive an increase in pay equal to one (1) pay step after the eighth (8), twelfth (12), sixteenth (16), twentieth (20) and twenty-fourth (24) consecutive years of service without a break in employment.

Beginning December 18, 2021, upon receiving a work performance rating of competent an employee shall receive an increase in pay equal to one pay step, after the 8th, 10th, 12th, 14th, 16th, 18th, 20th and 22nd consecutive years of service without a break in employment.

ARTICLE 6 OVERTIME, EMERGENCY CALL-OUT, PREMIUMS

Section 1. All employees required to work over seven and one-half (7½) hours per day or thirty-seven and one-half (37½) hours per week shall be paid in cash or compensatory time at the overtime rate of one and one-half (1½) times their regular rate. All classifications designated in Pay Plan E2 required to work over eight (8) hours per day or forty (40) per week shall be paid in cash or compensatory time at the overtime rate of one and one-half (1½) times their regular rate.

Supervisors in the Highway Maintenance Divisions shall be paid two (2) times their regular rate for all consecutive hours worked in excess of twelve (12) hours of work.

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

Emergency call-outs will continue to be paid as overtime under Article 6, Section 2, even if the employee uses sick leave or compensatory time during the week.]

All employees who choose to bank compensatory time off shall be permitted to bank such compensatory time off without restriction as to the number of hours banked, but in no case shall accumulated compensatory time exceed the maximum allowable under the Fair Labor Standards Act. Compensatory time off shall be taken at times agreed to by the employee and their superior. 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 said accumulated time in January of the following year in which the compensatory time was earned, except at the employee's option, up to seventy-five (75) hours (eighty (80) hours for classifications designated in Pay Plan E2) 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. Alternatively, eligible employees may elect to have the compensatory time payoff directly paid into the employee's deferred compensation account in accordance with the letter of understanding attached to this Agreement as Exhibit E. All compensatory time payoffs shall be at the pay plan rate in effect during the payroll year in which the compensatory time 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 at the minimum rate of three (3) hours at one and one-half (1½) times the employee's straight time rate for all hours worked during the call-out.

The above paragraph shall not apply to within a four (4) hour period immediately preceding the regular starting time. All employees required to come on duty within this four (4) hour period shall be allowed time and one-half (1½) on a quarter (1/4) hour basis to the nearest quarter (1/4) hour. An employee who reports to work within this four (4) hour period shall be allowed to work their normal shift. 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 monthly pay, receive a shift differential equal to \$.25 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 monthly pay, receive a shift differential equal to \$.35 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 compensation provided for in Article 6 of this Agreement.

Section 4. Private Use Allowance. Employees in the working supervisor positions of Bridge Supervisor, Road and Bridge Shop Supervisor, and Sign Supervisor shall receive forty-five (45) cents per hour (fifty (50) cents per hour for Road and Bridge Shop Supervisor) in addition to their regular hourly rate. This additional pay shall apply only to the hours actually worked performing duties normally performed by subordinate classes. Employees in the working supervisor position of Motor Pool Supervisor shall receive an additional twenty-five (25) cents for each hour worked. Private use allowance for any of the eligible classes is not payable for paid hours that are not worked. For example, it does not apply to vacation, holiday, sick leave, leave of absence, etc.

Section 5. Intermittent Superintendent. An hourly premium equal to the difference between Step 5 of the Highway Maintenance Supervisor class and Step 5 of the Highway Division Superintendent class, will be paid to any employee when acting as an intermittent Highway Division Superintendent or intermittent Bridge Division Superintendent. If the Employer elects to assign an intermittent Highway Division Superintendent or an intermittent Bridge Division Superintendent, assignment shall be made first from the eligibility register for the intermittent Highway Division Superintendent from among the employees at the work reporting station, with priority given to the most senior Highway Maintenance Supervisor or Road and Bridge Shop Supervisor on the register, or in the case of an intermittent Bridge Division Superintendent, from the eligibility register for the intermittent Bridge Division Superintendent, with priority given to the most senior Bridge Division Supervisor on the register. If no register exists, the most senior Highway Maintenance Supervisor at the work reporting station will be offered the job or in the case of the appointment of an intermittent Bridge Division Superintendent, the most senior Bridge Division Supervisor will be offered the job. The Employer is not required to appoint an intermittent Superintendent in the absence of a Highway Division Superintendent or a Bridge Division Superintendent.

Section 6. An employee who is required to work through the lunch period because the employee is supervising a crew which is required to work through the lunch period (lunch period can begin within one hour before or after mid-shift) shall be paid double time for the one-half hour lunch period.

Section 7. The schedule of maximum payments for meal and travel reimbursement shall be in accordance with County Board policy.

Section 8. Uniform Allowance. Employees covered by the Agreement who work assignment is within the Sheriff's office, shall receive a uniform allowance of Fifty-four

Dollars (\$54.00) per month for each full month of service for replacement, cleaning and repair of uniforms. But for the insignia, the uniform will be consistent with that of the Corrections Officer.

Section 9. Court Time: Assistant Jail Administrators who are scheduled to appear in court on behalf of the Employer or other governmental units shall be compensated at time and on-half (1 ½) the regular rate of pay with a minimum of three (3) hours pay at time and one-half (1 ½), except for court time during the employee's normally scheduled shift.

Section 10. Clothing Reimbursement. A permanent or probationary employee covered under this collective bargaining agreement, who works within the Public Works Maintenance Division or Land Survey Division, may receive up to a \$250.00 reimbursement towards the purchase of outdoor outerwear annually. A list of acceptable reimbursable items will be maintained by the Public Works Department Head. The Labor Management Committee will recommend the items and types of outdoor outerwear to be included on the list of acceptable reimbursable items.

Section 11. For employees who are in the job classifications of Bridge Worker Supervisor and who must maintain a crane operator's license, shall receive an annual stipend of \$1,000 to maintain that licensure. The annual stipend will be payable in December to employees who are in the job classifications at the time of payout.

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, Independence Day, Labor Day, Veterans Day (November 11), Thanksgiving Day, Friday after Thanksgiving, and Christmas Day. Provided, however, when New Year's Day, Independence Day, Veterans Day, or Christmas Day falls on a Saturday, the Friday preceding is the official holiday and if they fall on a Sunday, the Monday following is the official holiday.

Consistent with the amendment to Minn. Stat. 645.44, subdivision 5, all permanent and probationary employees shall be entitled to the Juneteenth holiday effective in 2023. When the Juneteenth holiday falls on a Saturday, the Friday preceding is the official holiday and if it falls on a Sunday, the Monday following is the official holiday; except for employees whose normal work week regularly includes Saturdays and Sundays, the holiday shall be considered to be on the day on which the holiday actually falls.

Section 2. 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 day, or on a paid leave of absence.

Section 3. If the employee does not work on the holiday, the employee shall receive holiday pay of seven and one-half (7½) hours (eight (8) hours for classifications designated in Pay Plan E2) 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. Employees shall be paid two and one-half (2½) times their regular rate for all hours worked over seven and one-half (7½) hours (eight (8) hours for classifications designated in Pay Plan E2) on a holiday.

An employee called out for an emergency call-out on one of the six major holidays shall be compensated at three (3) times the employee's regular hourly pay rate for those hours worked on the holiday in excess of eight (8) hours. The six major holidays to which this paragraph applies are: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day.

Section 4. Part-time Employees. Part-time employees shall receive holidays and personal leave on a pro-rated basis. For purposes of prorating personal leave and holidays (for which employees are eligible after working four hundred eighty-nine (489) hours) the first four hundred eighty-nine (489) hours worked will be divided by the number of pay periods to determine the average hours worked per pay period. The average hours worked per pay period will then be divided by seventy-five (75) to determine the percentage of proration for the remainder of the calendar year. Annually thereafter, straight time hours worked in the preceding year will be divided by one thousand nine hundred fifty (1,950) to determine the percentage or proration. Employees continuously employed since on or before January 1, 1993, shall continue to receive their present holiday and personal leave benefits.

ARTICLE 8 PERSONAL LEAVE DAYS

Section 1. In addition to the holidays granted, 15 hours (16 hours for classifications designated in Pay Plan E2) of personal leave with pay will be granted to permanent and probationary employees in the first year of employment, and 30 hours (32 hours for classifications designated in Pay Plan E2) of personal leave with pay will be granted to employees annually thereafter. Personal leave may be taken in one-quarter (1/4) hour increments and shall not accumulate from year to year. Approval for personal leave shall

require mutual agreement between the employee and their supervisor. New employees must work four hundred eighty-nine (489) hours before being eligible to use personal leave days.

This modification to the Personal Leave article shall be effective January 1, 2021.

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

ARTICLE 9 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 year	2.00
Commencing 2 through 3 years	3.75
Commencing 4 through 5 years	5.25
Commencing 6 through 10 years	6.50
Commencing 11 through 15 years	7.25
Commencing 16 through 20 years	7.75
Commencing 21 through 24 years	8.25
25 and over	9.00

Permanent and probationary employees in classifications designated in Pay Plan E2 shall receive vacation with pay in accordance with the following schedule:

<u>Years of Service</u>	<u>Hours Per Pay Period</u>
Commencing 0 through 1 year	2.75
Commencing 2 through 3 years	4.00
Commencing 4 through 5 years	5.50
Commencing 6 through 10 years	7.25
Commencing 11 through 15 years	7.75
Commencing 16 through 20 years	8.25
Commencing 21 through 24 years	8.75
25 and over	9.50

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.

Probationary employees accrue but may not take vacation until completion of their minimally required original probationary period (six months or 1000 hours, whichever is later). Employees are eligible to use accrued vacation with pay during an extension of the original probationary period.

Vacations for full-time and part-time employees shall be given in accordance with present Civil Service Rules on vacations. Vacation for seven and one-half (7½) hour per day employees may accumulate to 270 hours (290 hours for classifications designated in Pay Plan E2) at the end of any given pay period. Requests to temporarily exceed the two hundred seventy (270) hours maximum (290 hours for classifications designated in Pay Plan E2) may be submitted to the Department Head for consideration pursuant to the Civil Service Rules.

Vacation may be taken in one-quarter (¼) hour minimum increments.

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. No vacation credit can be earned while an employee appears on the payroll as "No Pay" (NP) for 18.75 hours or more per pay period.

Section 5. Permanent part-time employees shall earn, accumulate and be compensated for vacation in accordance with the following conditions:

1. Employees must work at least 1,000 hours.
2. The formula for computing vacation hours for part-time employees shall be as follows:

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

ARTICLE 10 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 and over	3.75
Commencing 25 months and over	5.25*

*5.75 hours for classifications designated in Pay Plan E2.

*For employees whose hire date is prior to January 1, 2013

Section 2. No accumulated sick leave shall exceed one thousand nine hundred (1900) hours as of the end of the last pay period of the payroll year, for employees whose most recent date of hire is after January 1, 2013, it is one thousand three hundred fifty (1350). 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. Sick leave may be taken in one-quarter (1/4) hour increments. Employees while on probation shall earn and be permitted use of sick leave.

No sick leave credit can be earned while an employee appears on the payroll as “No Pay” (NP) for eighteen and three-quarters (18.75) hours or more per pay period.

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, step-parents, children, step-children, 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.

An employee with fewer than 3 years of service from date of hire may be permitted, upon approval of their Department Head, to go into a negative sick leave balance of up to a maximum equivalent of 3 days if the employee does not have sufficient sick leave to cover the duration of their leave in the event of death in the immediate family as defined above.

(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 11, Section 4, 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, 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.

The three (3) weeks of Parental Leave are in addition to the paid Sick Leave used by the parent if eligible pursuant to Section 3. 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 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 11 SICK LEAVE BANK

Section 1. The Supervisory 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 illness or injury. 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 (1) day of sick leave will be deducted from the total sick leave accumulation of each unit employee qualified to participate in the Sick Leave Bank who has not yet donated a day, will be credited to the Unit's Sick Leave Bank. If additional funding is still needed, parties agree to meet and confer regarding deduction of an additional one (1) day from employees who have already donated.

No employee shall be required to donate to the Supervisory Unit Sick Leave Bank until the employee has 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 12 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 5 of this Article.

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

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

Section 2. Life Insurance. The Employer agrees to pay the full premium for group life insurance for full-time permanent and probationary employees and also contribute to the premium for part-time permanent and probationary employees pursuant to Section 5 of this Article. The amount of group life insurance is based on annual base salary, according to the following schedule:

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

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

Eligibility. Full-time employees become eligible for life insurance on the first of the month following six full calendar months of employment. Part-time employees become eligible on the first of the month following the completion of 1,000 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 5 of this Article. The maximum benefit is \$1,500 per year.

Eligibility. Full-time employees become eligible for dental coverage on the first of the month following six full calendar months of employment. Part-time employees become eligible on the first of the month following the completion of 1,000 hours.

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 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. 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 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.

Section 6. Job Sharing. 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 7. Affordable Care Act. In the event the health insurance provisions of this Agreement fail to meet the requirements of the Affordable Care Act and its related regulations or cause the Employer to be subject to a penalty, tax or fine, the Union and the Employer will meet immediately to bargain over alternative provisions so as to comply with the Act and avoid and/or minimize any penalties, taxes or fines for the Employer.

ARTICLE 13

SENIORITY, PROMOTIONS, TRANSFERS, PROBATION

Section 1. Seniority. Seniority shall be defined by length of service in a classification within a County Department. Seniority shall consist of the continuous uninterrupted accumulation of paid service as a permanent employee in the classified service. Seniority shall be carried forward with the employee in any promotions to higher class or special assignments within a department or to any other departments to which the employee promotes or transfers. Seniority rights earned by an employee in a department are carried forward and continue to accrue in that department as the employee promotes or transfers to other departments of the Employer. Seniority rights can only be exercised in the classification titles which the employee held in a department. 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.

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. Voluntary Transfers. Before filling a vacancy by any other means, except on a temporary or provisional basis, the Employer shall consider for transfer any employee in the classification in which the vacancy exists. The employee shall present two (2) copies of the request to the Department Head for signature and the Department Head and the employee shall each retain one (1) of the signed copies for verification. The Employer retains the discretion to select one (1) of the interested candidates or none of the interested candidates. Successful applicants and those who are not selected will be notified.

Section 4. Probation. Unless extended by the Department Head, not to exceed two (2) years, as defined in MN Stat. 383C.034(h), the probationary period for all full-time employees shall be six (6) months full-time service and for part-time employees shall be

the later of six (6) months or one thousand (1,000) hours paid service. 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 for original appointment, 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.

ARTICLE 14 RESIGNATION, LAYOFF

Section 1. Resignation. An employee not on sick leave or authorized leave of absence but absenting themselves without notice of any kind for three days shall be considered resigned not in good standing, at the discretion of the Employer. The Employer may, however, consider any written request of the employee or the Association on the employee's behalf.

Section 2. Layoff. In reduction of forces, all temporary employees shall be first removed, and layoff shall be in orderly fashion in strict accordance with the established seniority roster per classification first, and second by total departmental time in the inverse order of hiring, and rehiring shall be inverse order of layoff.

Section 3. Layoff Notice. Written notice of layoff contemplated shall be served upon the employees, and a copy to the Association, at least ten (10) days prior to such layoff.

ARTICLE 15 LEAVES OF ABSENCE

Section 1. Military Leaves. Any employee required to be on military leave shall receive all rights of seniority while on such leave, and all other rights provided by law.

Section 2. Service Upon a Jury. Leaves of absence with pay for jury duty, work-related court ordered appearances, or work-related appearances before a legislative body as a witness are permitted as provided in the Civil Service Rules.

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

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

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

ARTICLE 16 DISCIPLINE

Section 1. Discipline. The Employer shall not discharge, demote, suspend or issue written reprimand to an employee without just cause. An employee who is discharged, demoted, suspended or receives a written reprimand shall receive written notice of the action, stating the reasons therefore, with copy to the Association. Any discharge for disciplinary reasons shall not be finalized until the expiration of a five (5) day period of suspension without pay. An employee under investigation for possible disciplinary action may request the presence of an Association representative at any questioning of the employee by the Employer.

Written reprimands and counselings which are to become a part of an employee's personnel file 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 own individual personnel file at reasonable times, under direct supervision of the Employer.

ARTICLE 17 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.

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. It is understood and agreed by and between the parties that 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 claims that the employee's rights and privileges under this Agreement have been violated, the matter shall be resolved in accordance with the following procedure:

Step 1. Within ten (10) calendar days after the first occurrence of the event giving rise to the claimed violation, the employee and/or the employee's representative shall submit the employee's grievance to the employee's supervisor who, within five (5) calendar days thereafter, shall give their answer.

Step 2. If the grievance is not settled in Step 1, the employee and/or their representative shall present the matter in writing to the employee's Department Head, (Appointing Authority) within seven (7) calendar days after receipt of the Supervisor's answer. The written grievance shall set forth the nature of the grievance, the facts on which it is based, the provision or provisions of the Agreement allegedly violated, and the relief requested. If the employee's supervisor is the Department Head or Appointing Authority, then this step is deemed waived by both parties and after Step 1 the Association shall proceed, within calendar five (5) days of the Department Head's answer, to Step 3 of the procedure.

Within five (5) 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 (5) calendar days following their meeting.

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

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

Within fourteen (14) calendar days of receipt of such written grievance, the County Grievance Board shall schedule a hearing into the matter, after the close of which it shall render its decision no later than five (5) 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 (10) calendar days after receipt of the County Grievance Board's decision by requesting the Bureau of Mediation Services to submit a panel of seven (7) arbitrators. Both the Employer and the Association shall have the right to alternately strike three (3) names from the panel. The party striking the first name shall be established by the Commissioner of the Bureau of Mediation Services. 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 employee shall return the matters to the parties without decision.

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

The fee and expenses of the arbitrator shall be divided equally between the Employer and the Association; provided, however, that 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 17 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 17.

An employee pursuing a remedy pursuant to a statute under the jurisdiction of the United States 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 18 RETIREMENT, PENSION, WORKERS' COMPENSATION

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

Section 2. The Employer has adopted a policy providing for the implementation of a Post-Retirement Health Care Savings Plan for qualifying employees covered by this agreement. Pursuant to that policy, to qualify for participation in the Post-Retirement Health Care Savings Plan, an employee must, at retirement, and 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 Public Employees Retirement Association or other appropriate State of Minnesota sponsored retirement fund, or Social Security.

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

Accrued sick leave shall be an amount equal to the number of hours, not to exceed 1,900 (1150 for employees whose most recent date of hire is after January 1, 2013), of unused sick leave multiplied by the employee's hourly base pay rate during the last payroll period prior to retirement. Accrued vacation shall be an amount equal to the number of hours of unused vacation time multiplied by the employee's hourly base pay rate during the last payroll period prior to retirement. Accrued comp-time shall be an amount equal to the number of hours or unused comp-time multiplied by the employee's hourly base pay rate during the last payroll period prior to retirement.

Prior to an employee's retirement, the Employer shall provide the employee with notice of the employee's accrued vacation and accrued comp-time. The employee may, with Department Head approval, utilize the accrued vacation and/or accrued comp-time in full prior to retirement. If the employee does not qualify for the Post-Retirement Health Care Savings Plan, the employee shall, upon retirement, be paid in full for all accrued vacation and accrued comp-time. If the employee does qualify for the Post-Retirement Health

Care Savings Plan, the employee shall have the cash equivalent of the employee's accrued vacation and accrued comp-time deposited into the employee's account pursuant to the County's Post-Retirement Health Care Saving Plan policy.

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

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

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

Adoption of the policy shall not be construed as a waiver of the Employer's position that employer contributions to Post-retirement Health Care Savings Plans are not a mandatory topic of negotiations. The Employer may amend or repeal the policy at any time; provided, however, if the 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 2000-2002 collective bargaining agreement in lieu of the Post-Retirement Health Care Savings Plan.

Section 3. Any employee who by reason of sickness or injury receives worker's compensation benefits may do either of the following:

- A. Retain the worker's compensation benefits without assessment against any available leave credits, or

- B. Retain the worker's compensation benefit and receive from the Employer any available earned accumulated sick leave, vacation leave or other accumulated leave benefit.

The total weekly compensation including leave and workers' compensation benefits shall not exceed the regular weekly net base pay rate of the employee. "Net base pay" is defined by 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.

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

Sick leave used by employees while receiving County Worker's Compensation benefits shall be credited back to the employee's sick leave accumulation at retirement, but not to exceed 1900 (1150 for employees whose most recent date of hire is after January 1, 2013) hours maximum, provided for in Article 10, Section 2 above. This section is meant to mean sick leave used from the date the employee went to work for St. Louis County.

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.

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 EQUAL APPLICATION

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

ARTICLE 21 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 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.

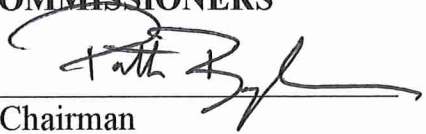
ARTICLE 22 RENEWAL AND ARBITRATION

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 sixty (60) days prior to the expiration date. During any negotiation period this Agreement shall continue in effect.

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

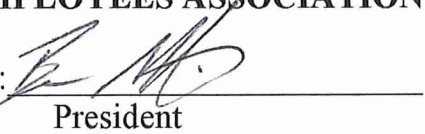
Section 3. The Employer will make the contract available to all present and future employees.

**ST. LOUIS COUNTY BOARD
OF COMMISSIONERS**

By: 
Chairman

By: Nancy Nilson
Auditor

**ST. LOUIS COUNTY
EMPLOYEES ASSOCIATION**

By: 
President

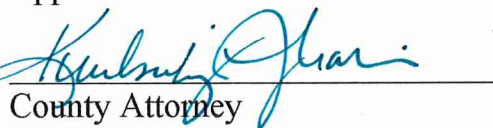
Approved as to form and execution:

County Attorney

EXHIBIT A

PAY PLAN ES

**ST. LOUIS COUNTY CIVIL SERVICE - SUPERVISORY UNIT - 75.00 HOUR
2023 PAY PLAN
REFLECTS 3.00% INCREASE
EFFECTIVE DECEMBER 17, 2022**

7.5

<u>Grade</u>	<u>St 1</u>	<u>St 2</u>	<u>St 3</u>	<u>St 4</u>	<u>St 5</u>	<u>St 6</u>	<u>St 7</u>	<u>St L1</u>	<u>St L2</u>	<u>St L3</u>	<u>St L4</u>	<u>St L5</u>	<u>St L6</u>	<u>St L7</u>	<u>St L8</u>
E01	14.29	14.75	15.14	15.60	16.05	16.57	16.76	17.10	17.28	17.63	17.82	18.18	18.41	18.78	19.15
E02	14.75	15.14	15.60	16.05	16.57	17.10	17.28	17.63	17.82	18.18	18.41	18.78	19.06	19.44	19.83
E03	15.14	15.60	16.05	16.57	17.10	17.63	17.82	18.18	18.41	18.78	19.06	19.44	19.67	20.06	20.47
E04	15.60	16.05	16.57	17.10	17.63	18.18	18.41	18.78	19.06	19.44	19.67	20.06	20.34	20.75	21.17
E05	16.05	16.57	17.10	17.63	18.18	18.78	19.06	19.44	19.67	20.06	20.34	20.75	21.01	21.43	21.87
E06	16.57	17.10	17.63	18.18	18.78	19.44	19.67	20.06	20.34	20.75	21.01	21.43	21.74	22.18	22.62
E07	17.10	17.63	18.18	18.78	19.44	20.06	20.34	20.75	21.01	21.43	21.74	22.18	22.56	23.01	23.47
E08	17.63	18.18	18.78	19.44	20.06	20.75	21.01	21.43	21.74	22.18	22.56	23.01	23.40	23.87	24.34
E09	18.18	18.78	19.44	20.06	20.75	21.43	21.74	22.18	22.56	23.01	23.40	23.87	24.27	24.75	25.25
E10	18.78	19.44	20.06	20.75	21.43	22.18	22.56	23.01	23.40	23.87	24.27	24.75	25.17	25.68	26.19
E11	19.44	20.06	20.75	21.43	22.18	23.01	23.40	23.87	24.27	24.75	25.17	25.68	26.08	26.60	27.14
E12	20.06	20.75	21.43	22.18	23.01	23.87	24.27	24.75	25.17	25.68	26.08	26.60	27.02	27.55	28.11
E13	20.75	21.43	22.18	23.01	23.87	24.75	25.17	25.68	26.08	26.60	27.02	27.55	27.95	28.51	29.08
E14	21.43	22.18	23.01	23.87	24.75	25.68	26.08	26.60	27.02	27.55	27.95	28.51	29.06	29.63	30.23
E15	22.18	23.01	23.87	24.75	25.68	26.60	27.02	27.55	27.95	28.51	29.06	29.63	30.16	30.77	31.38
E16	23.01	23.87	24.75	25.68	26.60	27.55	27.95	28.51	29.06	29.63	30.16	30.77	31.37	32.00	32.64
E17	23.87	24.75	25.68	26.60	27.55	28.51	29.06	29.63	30.16	30.77	31.37	32.00	32.56	33.21	33.87
E18	24.75	25.68	26.60	27.55	28.51	29.63	30.16	30.77	31.37	32.00	32.56	33.21	33.84	34.52	35.21
E19	25.68	26.60	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
E20	26.60	27.55	28.51	29.63	30.77	32.00	32.56	33.21	33.84	34.52	35.14	35.84	36.54	37.28	38.02
E21	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
E22	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
E23	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
E24	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
E25	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
E26	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
E27	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
E28	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
E29	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
E30	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
E31	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
E32	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
E33	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
E34	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
E35	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
E36	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
E37	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
E38	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 - SUPERVISORY UNIT - 75.00 HOUR
ES - Conversion Chart for 2023 Pay Plan - 37.5 Hours/Week
Pay Plan Effective 12/17/2022

<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>
14.29	1071.75	2322	26.19	1964.25	4256	45.12	3384.00	7332
14.75	1106.25	2397	26.60	1995.00	4323	46.03	3452.25	7480
15.14	1135.50	2460	27.02	2026.50	4391	46.06	3454.50	7485
15.60	1170.00	2535	27.14	2035.50	4410	46.98	3523.50	7634
16.05	1203.75	2608	27.55	2066.25	4477	47.88	3591.00	7781
16.57	1242.75	2693	27.95	2096.25	4542	47.92	3594.00	7787
16.76	1257.00	2724	28.11	2108.25	4568	48.84	3663.00	7937
17.10	1282.50	2779	28.51	2138.25	4633	49.76	3732.00	8086
17.28	1296.00	2808	29.06	2179.50	4722	49.82	3736.50	8096
17.63	1322.25	2865	29.08	2181.00	4726	50.76	3807.00	8249
17.82	1336.50	2896	29.63	2222.25	4815	51.68	3876.00	8398
18.18	1363.50	2954	30.16	2262.00	4901	51.78	3883.50	8414
18.41	1380.75	2992	30.23	2267.25	4912	52.71	3953.25	8565
18.78	1408.50	3052	30.77	2307.75	5000	53.76	4032.00	8736
19.06	1429.50	3097	31.37	2352.75	5098	53.78	4033.50	8739
19.15	1436.25	3112	31.38	2353.50	5099	54.85	4113.75	8913
19.44	1458.00	3159	32.00	2400.00	5200	55.88	4191.00	9081
19.67	1475.25	3196	32.56	2442.00	5291	55.95	4196.25	9092
19.83	1487.25	3222	32.64	2448.00	5304	56.99	4274.25	9261
20.06	1504.50	3260	33.21	2490.75	5397	58.10	4357.50	9441
20.34	1525.50	3305	33.84	2538.00	5499	58.13	4359.75	9446
20.47	1535.25	3326	33.87	2540.25	5504	59.27	4445.25	9631
20.75	1556.25	3372	34.52	2589.00	5610	60.44	4533.00	9822
21.01	1575.75	3414	35.14	2635.50	5710	60.45	4533.75	9823
21.17	1587.75	3440	35.21	2640.75	5722	61.65	4623.75	10018
21.43	1607.25	3482	35.84	2688.00	5824	62.86	4714.50	10215
21.74	1630.50	3533	36.54	2740.50	5938	62.88	4716.00	10218
21.87	1640.25	3554	36.57	2742.75	5943	64.12	4809.00	10420
22.18	1663.50	3604	37.28	2796.00	6058	65.32	4899.00	10615
22.56	1692.00	3666	37.91	2843.25	6160	65.41	4905.75	10629
22.62	1696.50	3676	38.02	2851.50	6178	66.63	4997.25	10827
23.01	1725.75	3739	38.68	2901.00	6286	67.96	5097.00	11044
23.40	1755.00	3803	39.41	2955.75	6404	67.98	5098.50	11047
23.47	1760.25	3814	39.45	2958.75	6411	69.34	5200.50	11268
23.87	1790.25	3879	40.20	3015.00	6533	70.70	5302.50	11489
24.27	1820.25	3944	41.00	3075.00	6663	70.73	5304.75	11494
24.34	1825.50	3955	41.83	3137.25	6797	72.11	5408.25	11718
24.75	1856.25	4022	42.61	3195.75	6924	73.55	5516.25	11952
25.17	1887.75	4090	42.66	3199.50	6932	73.56	5517.00	11954
25.25	1893.75	4103	43.47	3260.25	7064	75.04	5628.00	12194
25.68	1926.00	4173	44.24	3318.00	7189	76.54	5740.50	12438
26.08	1956.00	4238	44.33	3324.75	7204			

EXHIBIT A

PAY PLAN E2

ST. LOUIS COUNTY CIVIL SERVICE - SUPERVISORY UNIT - 80.00 HOUR
 2023 PAY PLAN
 REFLECTS 3.00% INCREASE
 EFFECTIVE DECEMBER 17, 2022

8.0

<u>Grade</u>	<u>St 1</u>	<u>St 2</u>	<u>St 3</u>	<u>St 4</u>	<u>St 5</u>	<u>St 6</u>	<u>St 7</u>	<u>St L1</u>	<u>St L2</u>	<u>St L3</u>	<u>St L4</u>	<u>St L5</u>	<u>St L6</u>	<u>St L7</u>	<u>St L8</u>
E01A	14.29	14.75	15.14	15.60	16.05	16.57	16.76	17.10	17.28	17.63	17.82	18.18	18.41	18.78	19.15
E02A	14.75	15.14	15.60	16.05	16.57	17.10	17.28	17.63	17.82	18.18	18.41	18.78	19.06	19.44	19.83
E03A	15.14	15.60	16.05	16.57	17.10	17.63	17.82	18.18	18.41	18.78	19.06	19.44	19.67	20.06	20.47
E04A	15.60	16.05	16.57	17.10	17.63	18.18	18.41	18.78	19.06	19.44	19.67	20.06	20.34	20.75	21.17
E05A	16.05	16.57	17.10	17.63	18.18	18.78	19.06	19.44	19.67	20.06	20.34	20.75	21.01	21.43	21.87
E06A	16.57	17.10	17.63	18.18	18.78	19.44	19.67	20.06	20.34	20.75	21.01	21.43	21.74	22.18	22.62
E07A	17.10	17.63	18.18	18.78	19.44	20.06	20.34	20.75	21.01	21.43	21.74	22.18	22.56	23.01	23.47
E08A	17.63	18.18	18.78	19.44	20.06	20.75	21.01	21.43	21.74	22.18	22.56	23.01	23.40	23.87	24.34
E09A	18.18	18.78	19.44	20.06	20.75	21.43	21.74	22.18	22.56	23.01	23.40	23.87	24.27	24.75	25.25
E10A	18.78	19.44	20.06	20.75	21.43	22.18	22.56	23.01	23.40	23.87	24.27	24.75	25.17	25.68	26.19
E11A	19.44	20.06	20.75	21.43	22.18	23.01	23.40	23.87	24.27	24.75	25.17	25.68	26.08	26.60	27.14
E12A	20.06	20.75	21.43	22.18	23.01	23.87	24.27	24.75	25.17	25.68	26.08	26.60	27.02	27.55	28.11
E13A	20.75	21.43	22.18	23.01	23.87	24.75	25.17	25.68	26.08	26.60	27.02	27.55	27.95	28.51	29.08
E14A	21.43	22.18	23.01	23.87	24.75	25.68	26.08	26.60	27.02	27.55	27.95	28.51	29.06	29.63	30.23
E15A	22.18	23.01	23.87	24.75	25.68	26.60	27.02	27.55	27.95	28.51	29.06	29.63	30.16	30.77	31.38
E16A	23.01	23.87	24.75	25.68	26.60	27.55	27.95	28.51	29.06	29.63	30.16	30.77	31.37	32.00	32.64
E17A	23.87	24.75	25.68	26.60	27.55	28.51	29.06	29.63	30.16	30.77	31.37	32.00	32.56	33.21	33.87
E18A	24.75	25.68	26.60	27.55	28.51	29.63	30.16	30.77	31.37	32.00	32.56	33.21	33.84	34.52	35.21
E19A	25.68	26.60	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
E20A	26.60	27.55	28.51	29.63	30.77	32.00	32.56	33.21	33.84	34.52	35.14	35.84	36.54	37.28	38.02
E21A	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
E22A	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
E23A	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
E24A	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
E25A	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
E26A	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
E27A	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
E28A	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
E29A	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
E30A	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
E31A	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
E32A	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
E33A	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
E34A	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
E35A	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
E36A	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
E37A	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
E38A	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 - SUPERVISORY UNIT - 80.00 HOUR

E2 - Conversion Chart for 2023 Pay Plan - 40 Hours/Week

Pay Plan Effective 12/17/2022

<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>
14.29	1143.20	2477	26.19	2095.20	4540	45.12	3609.60	7821
14.75	1180.00	2557	26.60	2128.00	4611	46.03	3682.40	7979
15.14	1211.20	2624	27.02	2161.60	4683	46.06	3684.80	7984
15.60	1248.00	2704	27.14	2171.20	4704	46.98	3758.40	8143
16.05	1284.00	2782	27.55	2204.00	4775	47.88	3830.40	8299
16.57	1325.60	2872	27.95	2236.00	4845	47.92	3833.60	8306
16.76	1340.80	2905	28.11	2248.80	4872	48.84	3907.20	8466
17.10	1368.00	2964	28.51	2280.80	4942	49.76	3980.80	8625
17.28	1382.40	2995	29.06	2324.80	5037	49.82	3985.60	8635
17.63	1410.40	3056	29.08	2326.40	5041	50.76	4060.80	8798
17.82	1425.60	3089	29.63	2370.40	5136	51.68	4134.40	8958
18.18	1454.40	3151	30.16	2412.80	5228	51.78	4142.40	8975
18.41	1472.80	3191	30.23	2418.40	5240	52.71	4216.80	9136
18.78	1502.40	3255	30.77	2461.60	5333	53.76	4300.80	9318
19.06	1524.80	3304	31.37	2509.60	5437	53.78	4302.40	9322
19.15	1532.00	3319	31.38	2510.40	5439	54.85	4388.00	9507
19.44	1555.20	3370	32.00	2560.00	5547	55.88	4470.40	9686
19.67	1573.60	3409	32.56	2604.80	5644	55.95	4476.00	9698
19.83	1586.40	3437	32.64	2611.20	5658	56.99	4559.20	9878
20.06	1604.80	3477	33.21	2656.80	5756	58.10	4648.00	10071
20.34	1627.20	3526	33.84	2707.20	5866	58.13	4650.40	10076
20.47	1637.60	3548	33.87	2709.60	5871	59.27	4741.60	10273
20.75	1660.00	3597	34.52	2761.60	5983	60.44	4835.20	10476
21.01	1680.80	3642	35.14	2811.20	6091	60.45	4836.00	10478
21.17	1693.60	3669	35.21	2816.80	6103	61.65	4932.00	10686
21.43	1714.40	3715	35.84	2867.20	6212	62.86	5028.80	10896
21.74	1739.20	3768	36.54	2923.20	6334	62.88	5030.40	10899
21.87	1749.60	3791	36.57	2925.60	6339	64.12	5129.60	11114
22.18	1774.40	3845	37.28	2982.40	6462	65.32	5225.60	11322
22.56	1804.80	3910	37.91	3032.80	6571	65.41	5232.80	11338
22.62	1809.60	3921	38.02	3041.60	6590	66.63	5330.40	11549
23.01	1840.80	3988	38.68	3094.40	6705	67.96	5436.80	11780
23.40	1872.00	4056	39.41	3152.80	6831	67.98	5438.40	11783
23.47	1877.60	4068	39.45	3156.00	6838	69.34	5547.20	12019
23.87	1909.60	4137	40.20	3216.00	6968	70.70	5656.00	12255
24.27	1941.60	4207	41.00	3280.00	7107	70.73	5658.40	12260
24.34	1947.20	4219	41.83	3346.40	7251	72.11	5768.80	12499
24.75	1980.00	4290	42.61	3408.80	7386	73.55	5884.00	12749
25.17	2013.60	4363	42.66	3412.80	7394	73.56	5884.80	12750
25.25	2020.00	4377	43.47	3477.60	7535	75.04	6003.20	13007
25.68	2054.40	4451	44.24	3539.20	7668	76.54	6123.20	13267
26.08	2086.40	4521	44.33	3546.40	7684			

EXHIBIT A

EXHIBIT B

PAY PLAN ES

**ST. LOUIS COUNTY CIVIL SERVICE - SUPERVISORY UNIT - 75.00 HOUR
2024 PAY PLAN
REFLECTS 3.00% INCREASE
EFFECTIVE DECEMBER 16, 2023**

7.5

<u>Grade</u>	<u>St 1</u>	<u>St 2</u>	<u>St 3</u>	<u>St 4</u>	<u>St 5</u>	<u>St 6</u>	<u>St 7</u>	<u>St L1</u>	<u>St L2</u>	<u>St L3</u>	<u>St L4</u>	<u>St L5</u>	<u>St L6</u>	<u>St L7</u>	<u>St L8</u>
E01	14.72	15.19	15.59	16.07	16.53	17.07	17.26	17.61	17.80	18.16	18.35	18.73	18.96	19.34	19.72
E02	15.19	15.69	16.07	16.53	17.07	17.61	17.80	18.16	18.35	18.73	18.96	19.34	19.63	20.02	20.42
E03	15.59	16.07	16.53	17.07	17.61	18.16	18.35	18.73	18.96	19.34	19.63	20.02	20.26	20.66	21.08
E04	16.07	16.53	17.07	17.61	18.16	18.73	18.96	19.34	19.63	20.02	20.26	20.66	20.95	21.37	21.81
E05	16.53	17.07	17.61	18.16	18.73	19.34	19.63	20.02	20.26	20.66	20.95	21.37	21.64	22.07	22.53
E06	17.07	17.61	18.16	18.73	19.34	20.02	20.26	20.66	20.95	21.37	21.64	22.07	22.39	22.85	23.30
E07	17.61	18.16	18.73	19.34	20.02	20.66	20.95	21.37	21.64	22.07	22.39	22.85	23.24	23.70	24.17
E08	18.16	18.73	19.34	20.02	20.66	21.37	21.64	22.07	22.39	22.85	23.24	23.70	24.10	24.59	25.07
E09	18.73	19.34	20.02	20.66	21.37	22.07	22.39	22.85	23.24	23.70	24.10	24.59	25.00	25.49	26.01
E10	19.34	20.02	20.66	21.37	22.07	22.85	23.24	23.70	24.10	24.59	25.00	25.49	25.93	26.45	26.98
E11	20.02	20.66	21.37	22.07	22.85	23.70	24.10	24.59	25.00	25.49	25.93	26.45	26.86	27.40	27.95
E12	20.66	21.37	22.07	22.85	23.70	24.59	25.00	25.49	25.93	26.45	26.86	27.40	27.83	28.38	28.95
E13	21.37	22.07	22.85	23.70	24.59	25.49	25.93	26.45	26.86	27.40	27.83	28.38	28.79	29.37	29.95
E14	22.07	22.85	23.70	24.59	25.49	26.45	26.86	27.40	27.83	28.38	28.79	29.37	29.93	30.52	31.14
E15	22.85	23.70	24.59	25.49	26.45	27.40	27.83	28.38	28.79	29.37	29.93	30.52	31.06	31.69	32.32
E16	23.70	24.59	25.49	26.45	27.40	28.38	28.79	29.37	29.93	30.52	31.06	31.69	32.31	32.96	33.62
E17	24.59	25.49	26.45	27.40	28.38	29.37	29.93	30.52	31.06	31.69	32.31	32.96	33.54	34.21	34.89
E18	25.49	26.45	27.40	28.38	29.37	30.52	31.06	31.69	32.31	32.96	33.54	34.21	34.86	35.56	36.27
E19	26.45	27.40	28.38	29.37	30.52	31.69	32.31	32.96	33.54	34.21	34.86	35.56	36.19	36.92	37.67
E20	27.40	28.38	29.37	30.52	31.69	32.96	33.54	34.21	34.86	35.56	36.19	36.92	37.64	38.40	39.16
E21	28.38	29.37	30.52	31.69	32.96	34.21	34.86	35.56	36.19	36.92	37.64	38.40	39.05	39.84	40.63
E22	29.37	30.52	31.69	32.96	34.21	35.56	36.19	36.92	37.64	38.40	39.05	39.84	40.59	41.41	42.23
E23	30.52	31.69	32.96	34.21	35.56	36.92	37.64	38.40	39.05	39.84	40.59	41.41	42.23	43.08	43.94
E24	31.69	32.96	34.21	35.56	36.92	38.40	39.05	39.84	40.59	41.41	42.23	43.08	43.89	44.77	45.66
E25	32.96	34.21	35.56	36.92	38.40	39.84	40.59	41.41	42.23	43.08	43.89	44.77	45.57	46.47	47.41
E26	34.21	35.56	36.92	38.40	39.84	41.41	42.23	43.08	43.89	44.77	45.57	46.47	47.44	48.39	49.36
E27	35.56	36.92	38.40	39.84	41.41	43.08	43.89	44.77	45.57	46.47	47.44	48.39	49.32	50.31	51.31
E28	36.92	38.40	39.84	41.41	43.08	44.77	45.57	46.47	47.44	48.39	49.32	50.31	51.25	52.28	53.33
E29	38.40	39.84	41.41	43.08	44.77	46.47	47.44	48.39	49.32	50.31	51.25	52.28	53.23	54.29	55.37
E30	39.84	41.41	43.08	44.77	46.47	48.39	49.32	50.31	51.25	52.28	53.23	54.29	55.39	56.50	57.63
E31	41.41	43.08	44.77	46.47	48.39	50.31	51.25	52.28	53.23	54.29	55.39	56.50	57.56	58.70	59.87
E32	43.08	44.77	46.47	48.39	50.31	52.28	53.23	54.29	55.39	56.50	57.56	58.70	59.84	61.05	62.26
E33	44.77	46.47	48.39	50.31	52.28	54.29	55.39	56.50	57.56	58.70	59.84	61.05	62.25	63.50	64.77
E34	46.47	48.39	50.31	52.28	54.29	56.50	57.56	58.70	59.84	61.05	62.25	63.50	64.75	66.04	67.37
E35	48.39	50.31	52.28	54.29	56.50	58.70	59.84	61.05	62.25	63.50	64.75	66.04	67.28	68.63	70.00
E36	50.31	52.28	54.29	56.50	58.70	61.05	62.25	63.50	64.75	66.04	67.28	68.63	70.02	71.42	72.85
E37	52.28	54.29	56.50	58.70	61.05	63.50	64.75	66.04	67.28	68.63	70.02	71.42	72.82	74.27	75.76
E38	54.29	56.50	58.70	61.05	63.50	66.04	67.28	68.63	70.02	71.42	72.82	74.27	75.77	77.29	78.84

EXHIBIT B

ST. LOUIS COUNTY CIVIL SERVICE - SUPERVISORY UNIT - 75.00 HOUR
 ES - Conversion Chart for 2024 Pay Plan - 37.5 Hours/Week
 Pay Plan Effective 12/16/2023

<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>
14.72	1104.00	2392	26.98	2023.50	4384	46.47	3485.25	7551
15.19	1139.25	2468	27.40	2055.00	4453	47.41	3555.75	7704
15.59	1169.25	2533	27.83	2087.25	4522	47.44	3558.00	7709
16.07	1205.25	2611	27.95	2096.25	4542	48.39	3629.25	7863
16.53	1239.75	2686	28.38	2128.50	4612	49.32	3699.00	8015
17.07	1280.25	2774	28.79	2159.25	4678	49.36	3702.00	8021
17.26	1294.50	2805	28.95	2171.25	4704	50.31	3773.25	8175
17.61	1320.75	2862	29.37	2202.75	4773	51.25	3843.75	8328
17.80	1335.00	2893	29.93	2244.75	4864	51.31	3848.25	8338
18.16	1362.00	2951	29.95	2246.25	4867	52.28	3921.00	8496
18.35	1376.25	2982	30.52	2289.00	4960	53.23	3992.25	8650
18.73	1404.75	3044	31.06	2329.50	5047	53.33	3999.75	8666
18.96	1422.00	3081	31.14	2335.50	5060	54.29	4071.75	8822
19.34	1450.50	3143	31.69	2376.75	5150	55.37	4152.75	8998
19.63	1472.25	3190	32.31	2423.25	5250	55.39	4154.25	9001
19.72	1479.00	3205	32.32	2424.00	5252	56.50	4237.50	9181
20.02	1501.50	3253	32.96	2472.00	5356	57.56	4317.00	9354
20.26	1519.50	3292	33.54	2515.50	5450	57.63	4322.25	9365
20.42	1531.50	3318	33.62	2521.50	5463	58.70	4402.50	9539
20.66	1549.50	3357	34.21	2565.75	5559	59.84	4488.00	9724
20.95	1571.25	3404	34.86	2614.50	5665	59.87	4490.25	9729
21.08	1581.00	3426	34.89	2616.75	5670	61.05	4578.75	9921
21.37	1602.75	3473	35.56	2667.00	5779	62.25	4668.75	10116
21.64	1623.00	3517	36.19	2714.25	5881	62.26	4669.50	10117
21.81	1635.75	3544	36.27	2720.25	5894	63.50	4762.50	10319
22.07	1655.25	3586	36.92	2769.00	6000	64.75	4856.25	10522
22.39	1679.25	3638	37.64	2823.00	6117	64.77	4857.75	10525
22.53	1689.75	3661	37.67	2825.25	6121	66.04	4953.00	10732
22.85	1713.75	3713	38.40	2880.00	6240	67.28	5046.00	10933
23.24	1743.00	3777	39.05	2928.75	6346	67.37	5052.75	10948
23.30	1747.50	3786	39.16	2937.00	6364	68.63	5147.25	11152
23.70	1777.50	3851	39.84	2988.00	6474	70.00	5250.00	11375
24.10	1807.50	3916	40.59	3044.25	6596	70.02	5251.50	11378
24.17	1812.75	3928	40.63	3047.25	6602	71.42	5356.50	11606
24.59	1844.25	3996	41.41	3105.75	6729	72.82	5461.50	11833
25.00	1875.00	4063	42.23	3167.25	6862	72.85	5463.75	11838
25.07	1880.25	4074	43.08	3231.00	7001	74.27	5570.25	12069
25.49	1911.75	4142	43.89	3291.75	7132	75.76	5682.00	12311
25.93	1944.75	4214	43.94	3295.50	7140	75.77	5682.75	12313
26.01	1950.75	4227	44.77	3357.75	7275	77.29	5796.75	12560
26.45	1983.75	4298	45.57	3417.75	7405	78.84	5913.00	12812
26.86	2014.50	4365	45.66	3424.50	7420			

EXHIBIT B

ST. LOUIS COUNTY CIVIL SERVICE - SUPERVISORY UNIT - 80.00 HOUR
E2 - Conversion Chart for 2024 Pay Plan - 40 Hours/Week

Pay Plan Effective 12/16/2023

<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>
14.72	1177.60	2551	26.98	2158.40	4677	46.47	3717.60	8055
15.19	1215.20	2633	27.40	2192.00	4749	47.41	3792.80	8218
15.59	1247.20	2702	27.83	2226.40	4824	47.44	3795.20	8223
16.07	1285.60	2785	27.95	2236.00	4845	48.39	3871.20	8388
16.53	1322.40	2865	28.38	2270.40	4919	49.32	3945.60	8549
17.07	1365.60	2959	28.79	2303.20	4990	49.36	3948.80	8556
17.26	1380.80	2992	28.95	2316.00	5018	50.31	4024.80	8720
17.61	1408.80	3052	29.37	2349.60	5091	51.25	4100.00	8883
17.80	1424.00	3085	29.93	2394.40	5188	51.31	4104.80	8894
18.16	1452.80	3148	29.95	2396.00	5191	52.28	4182.40	9062
18.35	1468.00	3181	30.52	2441.60	5290	53.23	4258.40	9227
18.73	1498.40	3247	31.06	2484.80	5384	53.33	4266.40	9244
18.96	1516.80	3286	31.14	2491.20	5398	54.29	4343.20	9410
19.34	1547.20	3352	31.69	2535.20	5493	55.37	4429.60	9597
19.63	1570.40	3403	32.31	2584.80	5600	55.39	4431.20	9601
19.72	1577.60	3418	32.32	2585.60	5602	56.50	4520.00	9793
20.02	1601.60	3470	32.96	2636.80	5713	57.56	4604.80	9977
20.26	1620.80	3512	33.54	2683.20	5814	57.63	4610.40	9989
20.42	1633.60	3539	33.62	2689.60	5827	58.70	4696.00	10175
20.66	1652.80	3581	34.21	2736.80	5930	59.84	4787.20	10372
20.95	1676.00	3631	34.86	2788.80	6042	59.87	4789.60	10377
21.08	1686.40	3654	34.89	2791.20	6048	61.05	4884.00	10582
21.37	1709.60	3704	35.56	2844.80	6164	62.25	4980.00	10790
21.64	1731.20	3751	36.19	2895.20	6273	62.26	4980.80	10792
21.81	1744.80	3780	36.27	2901.60	6287	63.50	5080.00	11007
22.07	1765.60	3825	36.92	2953.60	6399	64.75	5180.00	11223
22.39	1791.20	3881	37.64	3011.20	6524	64.77	5181.60	11227
22.53	1802.40	3905	37.67	3013.60	6529	66.04	5283.20	11447
22.85	1828.00	3961	38.40	3072.00	6656	67.28	5382.40	11662
23.24	1859.20	4028	39.05	3124.00	6769	67.37	5389.60	11677
23.30	1864.00	4039	39.16	3132.80	6788	68.63	5490.40	11896
23.70	1896.00	4108	39.84	3187.20	6906	70.00	5600.00	12133
24.10	1928.00	4177	40.59	3247.20	7036	70.02	5601.60	12137
24.17	1933.60	4189	40.63	3250.40	7043	71.42	5713.60	12379
24.59	1967.20	4262	41.41	3312.80	7178	72.82	5825.60	12622
25.00	2000.00	4333	42.23	3378.40	7320	72.85	5828.00	12627
25.07	2005.60	4345	43.08	3446.40	7467	74.27	5941.60	12873
25.49	2039.20	4418	43.89	3511.20	7608	75.76	6060.80	13132
25.93	2074.40	4495	43.94	3515.20	7616	75.77	6061.60	13133
26.01	2080.80	4508	44.77	3581.60	7760	77.29	6183.20	13397
26.45	2116.00	4585	45.57	3645.60	7899	78.84	6307.20	13666
26.86	2148.80	4656	45.66	3652.80	7914			

EXHIBIT B

EXHIBIT C

PAY PLAN ES

**ST. LOUIS COUNTY CIVIL SERVICE - SUPERVISORY UNIT - 75.00 HOUR
2025 PAY PLAN
REFLECTS 3.00% INCREASE
EFFECTIVE DECEMBER 14, 2024**

7.5

<u>Grade</u>	<u>St 1</u>	<u>St 2</u>	<u>St 3</u>	<u>St 4</u>	<u>St 5</u>	<u>St 6</u>	<u>St 7</u>	<u>St L1</u>	<u>St L2</u>	<u>St L3</u>	<u>St L4</u>	<u>St L5</u>	<u>St L6</u>	<u>St L7</u>	<u>St L8</u>
E01	15.16	15.65	16.06	16.55	17.03	17.58	17.78	18.14	18.33	18.70	18.90	19.29	19.53	19.92	20.31
E02	15.65	16.06	16.55	17.03	17.58	18.14	18.33	18.70	18.90	19.29	19.53	19.92	20.22	20.62	21.03
E03	16.06	16.55	17.03	17.58	18.14	18.70	18.90	19.29	19.53	19.92	20.22	20.62	20.87	21.28	21.71
E04	16.55	17.03	17.58	18.14	18.70	19.29	19.53	19.92	20.22	20.62	20.87	21.28	21.58	22.01	22.46
E05	17.03	17.58	18.14	18.70	19.29	19.92	20.22	20.62	20.87	21.28	21.58	22.01	22.29	22.73	23.21
E06	17.58	18.14	18.70	19.29	19.92	20.62	20.87	21.28	21.58	22.01	22.29	22.73	23.06	23.54	24.00
E07	18.14	18.70	19.29	19.92	20.62	21.28	21.58	22.01	22.29	22.73	23.06	23.54	23.94	24.41	24.90
E08	18.70	19.29	19.92	20.62	21.28	22.01	22.29	22.73	23.06	23.54	23.94	24.41	24.82	25.33	25.82
E09	19.29	19.92	20.62	21.28	22.01	22.73	23.06	23.54	23.94	24.41	24.82	25.33	25.75	26.25	26.79
E10	19.92	20.62	21.28	22.01	22.73	23.54	23.94	24.41	24.82	25.33	25.75	26.25	26.71	27.24	27.79
E11	20.62	21.28	22.01	22.73	23.54	24.41	24.82	25.33	25.75	26.25	26.71	27.24	27.67	28.22	28.79
E12	21.28	22.01	22.73	23.54	24.41	25.33	25.75	26.25	26.71	27.24	27.67	28.22	28.66	29.23	29.82
E13	22.01	22.73	23.54	24.41	25.33	26.25	26.71	27.24	27.67	28.22	28.66	29.23	29.65	30.25	30.85
E14	22.73	23.54	24.41	25.33	26.25	27.24	27.67	28.22	28.66	29.23	29.65	30.25	30.83	31.44	32.07
E15	23.54	24.41	25.33	26.25	27.24	28.22	28.66	29.23	29.65	30.25	30.83	31.44	31.99	32.64	33.29
E16	24.41	25.33	26.25	27.24	28.22	29.23	29.65	30.25	30.83	31.44	31.99	32.64	33.28	33.95	34.63
E17	25.33	26.25	27.24	28.22	29.23	30.25	30.83	31.44	31.99	32.64	33.28	33.95	34.55	35.24	35.94
E18	26.25	27.24	28.22	29.23	30.25	31.44	31.99	32.64	33.28	33.95	34.55	35.24	35.91	36.63	37.36
E19	27.24	28.22	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
E20	28.22	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
E21	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
E22	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
E23	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
E24	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
E25	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
E26	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
E27	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
E28	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
E29	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
E30	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
E31	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
E32	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
E33	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
E34	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
E35	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
E36	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
E37	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
E38	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 - SUPERVISORY UNIT - 75.00 HOUR
ES - Conversion Chart for 2025 Pay Plan - 37.5 Hours/Week
Pay Plan Effective 12/14/2024

<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>
15.16	1137.00	2464	27.79	2084.25	4516	47.86	3589.50	7777
15.65	1173.75	2543	28.22	2116.50	4586	48.83	3662.25	7935
16.06	1204.50	2610	28.66	2149.50	4657	48.86	3664.50	7940
16.55	1241.25	2689	28.79	2159.25	4678	49.84	3738.00	8099
17.03	1277.25	2767	29.23	2192.25	4750	50.80	3810.00	8255
17.58	1318.50	2857	29.65	2223.75	4818	50.84	3813.00	8262
17.78	1333.50	2889	29.82	2236.50	4846	51.82	3886.50	8421
18.14	1360.50	2948	30.25	2268.75	4916	52.79	3959.25	8578
18.33	1374.75	2979	30.83	2312.25	5010	52.85	3963.75	8588
18.70	1402.50	3039	30.85	2313.75	5013	53.85	4038.75	8751
18.90	1417.50	3071	31.44	2358.00	5109	54.83	4112.25	8910
19.29	1446.75	3135	31.99	2399.25	5198	54.93	4119.75	8926
19.53	1464.75	3174	32.07	2405.25	5211	55.92	4194.00	9087
19.92	1494.00	3237	32.64	2448.00	5304	57.03	4277.25	9267
20.22	1516.50	3286	33.28	2496.00	5408	57.05	4278.75	9271
20.31	1523.25	3300	33.29	2496.75	5410	58.20	4365.00	9458
20.62	1546.50	3351	33.95	2546.25	5517	59.29	4446.75	9635
20.87	1565.25	3391	34.55	2591.25	5614	59.36	4452.00	9646
21.03	1577.25	3417	34.63	2597.25	5627	60.46	4534.50	9825
21.28	1596.00	3458	35.24	2643.00	5727	61.64	4623.00	10017
21.58	1618.50	3507	35.91	2693.25	5835	61.67	4625.25	10021
21.71	1628.25	3528	35.94	2695.50	5840	62.88	4716.00	10218
22.01	1650.75	3577	36.63	2747.25	5952	64.12	4809.00	10420
22.29	1671.75	3622	37.28	2796.00	6058	64.13	4809.75	10421
22.46	1684.50	3650	37.36	2802.00	6071	65.41	4905.75	10629
22.73	1704.75	3694	38.03	2852.25	6180	66.69	5001.75	10837
23.06	1729.50	3747	38.77	2907.75	6300	66.71	5003.25	10840
23.21	1740.75	3772	38.80	2910.00	6305	68.02	5101.50	11053
23.54	1765.50	3825	39.55	2966.25	6427	69.30	5197.50	11261
23.94	1795.50	3890	40.22	3016.50	6536	69.39	5204.25	11276
24.00	1800.00	3900	40.33	3024.75	6554	70.69	5301.75	11487
24.41	1830.75	3967	41.04	3078.00	6669	72.10	5407.50	11716
24.82	1861.50	4033	41.81	3135.75	6794	72.12	5409.00	11720
24.90	1867.50	4046	41.85	3138.75	6801	73.56	5517.00	11954
25.33	1899.75	4116	42.65	3198.75	6931	75.00	5625.00	12188
25.75	1931.25	4184	43.50	3262.50	7069	75.04	5628.00	12194
25.82	1936.50	4196	44.37	3327.75	7210	76.50	5737.50	12431
26.25	1968.75	4266	45.21	3390.75	7347	78.03	5852.25	12680
26.71	2003.25	4340	45.26	3394.50	7355	78.04	5853.00	12682
26.79	2009.25	4353	46.11	3458.25	7493	79.61	5970.75	12937
27.24	2043.00	4427	46.94	3520.50	7628	81.21	6090.75	13197
27.67	2075.25	4496	47.03	3527.25	7642			

EXHIBIT C

PAY PLAN E2

ST. LOUIS COUNTY CIVIL SERVICE - SUPERVISORY UNIT - 80.00 HOUR

2024 PAY PLAN

REFLECTS 3.00% INCREASE
EFFECTIVE DECEMBER 16, 2023

8.0

<u>Grade</u>	<u>St 1</u>	<u>St 2</u>	<u>St 3</u>	<u>St 4</u>	<u>St 5</u>	<u>St 6</u>	<u>St 7</u>	<u>St L1</u>	<u>St L2</u>	<u>St L3</u>	<u>St L4</u>	<u>St L5</u>	<u>St L6</u>	<u>St L7</u>	<u>St L8</u>
E01A	14.72	15.19	15.59	16.07	16.53	17.07	17.26	17.61	17.80	18.16	18.35	18.73	18.96	19.34	19.72
E02A	15.19	15.59	16.07	16.53	17.07	17.61	17.80	18.16	18.35	18.73	18.96	19.34	19.63	20.02	20.42
E03A	15.59	16.07	16.53	17.07	17.61	18.16	18.35	18.73	18.96	19.34	19.63	20.02	20.26	20.66	21.08
E04A	16.07	16.53	17.07	17.61	18.16	18.73	18.96	19.34	19.63	20.02	20.26	20.66	20.95	21.37	21.81
E05A	16.53	17.07	17.61	18.16	18.73	19.34	19.63	20.02	20.26	20.66	20.95	21.37	21.64	22.07	22.53
E06A	17.07	17.61	18.16	18.73	19.34	20.02	20.26	20.66	20.95	21.37	21.64	22.07	22.39	22.85	23.30
E07A	17.61	18.16	18.73	19.34	20.02	20.66	20.95	21.37	21.64	22.07	22.39	22.85	23.24	23.70	24.17
E08A	18.16	18.73	19.34	20.02	20.66	21.37	21.64	22.07	22.39	22.85	23.24	23.70	24.10	24.59	25.07
E09A	18.73	19.34	20.02	20.66	21.37	22.07	22.39	22.85	23.24	23.70	24.10	24.59	25.00	25.49	26.01
E10A	19.34	20.02	20.66	21.37	22.07	22.85	23.24	23.70	24.10	24.59	25.00	25.49	25.93	26.45	26.98
E11A	20.02	20.66	21.37	22.07	22.85	23.70	24.10	24.59	25.00	25.49	25.93	26.45	26.86	27.40	27.95
E12A	20.66	21.37	22.07	22.85	23.70	24.59	25.00	25.49	25.93	26.45	26.86	27.40	27.83	28.38	28.95
E13A	21.37	22.07	22.85	23.70	24.59	25.49	25.93	26.45	26.86	27.40	27.83	28.38	28.79	29.37	29.95
E14A	22.07	22.85	23.70	24.59	25.49	26.45	26.86	27.40	27.83	28.38	28.79	29.37	29.93	30.52	31.14
E15A	22.85	23.70	24.59	25.49	26.45	27.40	27.83	28.38	28.79	29.37	29.93	30.52	31.06	31.69	32.32
E16A	23.70	24.59	25.49	26.45	27.40	28.38	28.79	29.37	29.93	30.52	31.06	31.69	32.31	32.96	33.62
E17A	24.59	25.49	26.45	27.40	28.38	29.37	29.93	30.52	31.06	31.69	32.31	32.96	33.54	34.21	34.89
E18A	25.49	26.45	27.40	28.38	29.37	30.52	31.06	31.69	32.31	32.96	33.54	34.21	34.86	35.56	36.27
E19A	26.45	27.40	28.38	29.37	30.52	31.69	32.31	32.96	33.54	34.21	34.86	35.56	36.19	36.92	37.67
E20A	27.40	28.38	29.37	30.52	31.69	32.96	33.54	34.21	34.86	35.56	36.19	36.92	37.64	38.40	39.16
E21A	28.38	29.37	30.52	31.69	32.96	34.21	34.86	35.56	36.19	36.92	37.64	38.40	39.05	39.84	40.63
E22A	29.37	30.52	31.69	32.96	34.21	35.56	36.19	36.92	37.64	38.40	39.05	39.84	40.59	41.41	42.23
E23A	30.52	31.69	32.96	34.21	35.56	36.92	37.64	38.40	39.05	39.84	40.59	41.41	42.23	43.08	43.94
E24A	31.69	32.96	34.21	35.56	36.92	38.40	39.05	39.84	40.59	41.41	42.23	43.08	43.89	44.77	45.66
E25A	32.96	34.21	35.56	36.92	38.40	39.84	40.59	41.41	42.23	43.08	43.89	44.77	45.57	46.47	47.41
E26A	34.21	35.56	36.92	38.40	39.84	41.41	42.23	43.08	43.89	44.77	45.57	46.47	47.44	48.39	49.36
E27A	35.56	36.92	38.40	39.84	41.41	43.08	43.89	44.77	45.57	46.47	47.44	48.39	49.32	50.31	51.31
E28A	36.92	38.40	39.84	41.41	43.08	44.77	45.57	46.47	47.44	48.39	49.32	50.31	51.25	52.28	53.33
E29A	38.40	39.84	41.41	43.08	44.77	46.47	47.44	48.39	49.32	50.31	51.25	52.28	53.23	54.29	55.37
E30A	39.84	41.41	43.08	44.77	46.47	48.39	49.32	50.31	51.25	52.28	53.23	54.29	55.39	56.50	57.63
E31A	41.41	43.08	44.77	46.47	48.39	50.31	51.25	52.28	53.23	54.29	55.39	56.50	57.56	58.70	59.87
E32A	43.08	44.77	46.47	48.39	50.31	52.28	53.23	54.29	55.39	56.50	57.56	58.70	59.84	61.05	62.26
E33A	44.77	46.47	48.39	50.31	52.28	54.29	55.39	56.50	57.56	58.70	59.84	61.05	62.25	63.50	64.77
E34A	46.47	48.39	50.31	52.28	54.29	56.50	57.56	58.70	59.84	61.05	62.25	63.50	64.75	66.04	67.37
E35A	48.39	50.31	52.28	54.29	56.50	58.70	59.84	61.05	62.25	63.50	64.75	66.04	67.28	68.63	70.00
E36A	50.31	52.28	54.29	56.50	58.70	61.05	62.25	63.50	64.75	66.04	67.28	68.63	70.02	71.42	72.85
E37A	52.28	54.29	56.50	58.70	61.05	63.50	64.75	66.04	67.28	68.63	70.02	71.42	72.82	74.27	75.76
E38A	54.29	56.50	58.70	61.05	63.50	66.04	67.28	68.63	70.02	71.42	72.82	74.27	75.77	77.29	78.84

EXHIBIT B

PAY PLAN E2

ST. LOUIS COUNTY CIVIL SERVICE - SUPERVISORY UNIT - 80.00 HOUR

2025 PAY PLAN

REFLECTS 3.00% INCREASE
EFFECTIVE DECEMBER 14, 2024

8.0

<u>Grade</u>	<u>St 1</u>	<u>St 2</u>	<u>St 3</u>	<u>St 4</u>	<u>St 5</u>	<u>St 6</u>	<u>St 7</u>	<u>St L1</u>	<u>St L2</u>	<u>St L3</u>	<u>St L4</u>	<u>St L5</u>	<u>St L6</u>	<u>St L7</u>	<u>St L8</u>
E01A	15.16	15.65	16.06	16.55	17.03	17.58	17.78	18.14	18.33	18.70	18.90	19.29	19.53	19.92	20.31
E02A	15.65	16.06	16.55	17.03	17.58	18.14	18.33	18.70	18.90	19.29	19.53	19.92	20.22	20.62	21.03
E03A	16.06	16.55	17.03	17.58	18.14	18.70	18.90	19.29	19.53	19.92	20.22	20.62	20.87	21.28	21.71
E04A	16.55	17.03	17.58	18.14	18.70	19.29	19.53	19.92	20.22	20.62	20.87	21.28	21.58	22.01	22.46
E05A	17.03	17.58	18.14	18.70	19.29	19.92	20.22	20.62	20.87	21.28	21.58	22.01	22.29	22.73	23.21
E06A	17.58	18.14	18.70	19.29	19.92	20.62	20.87	21.28	21.58	22.01	22.29	22.73	23.06	23.54	24.00
E07A	18.14	18.70	19.29	19.92	20.62	21.28	21.58	22.01	22.29	22.73	23.06	23.54	23.94	24.41	24.90
E08A	18.70	19.29	19.92	20.62	21.28	22.01	22.29	22.73	23.06	23.54	23.94	24.41	24.82	25.33	25.82
E09A	19.29	19.92	20.62	21.28	22.01	22.73	23.06	23.54	23.94	24.41	24.82	25.33	25.75	26.25	26.79
E10A	19.92	20.62	21.28	22.01	22.73	23.54	23.94	24.41	24.82	25.33	25.75	26.25	26.71	27.24	27.79
E11A	20.62	21.28	22.01	22.73	23.54	24.41	24.82	25.33	25.75	26.25	26.71	27.24	27.67	28.22	28.79
E12A	21.28	22.01	22.73	23.54	24.41	25.33	25.75	26.25	26.71	27.24	27.67	28.22	28.66	29.23	29.82
E13A	22.01	22.73	23.54	24.41	25.33	26.25	26.71	27.24	27.67	28.22	28.66	29.23	29.65	30.25	30.85
E14A	22.73	23.54	24.41	25.33	26.25	27.24	27.67	28.22	28.66	29.23	29.65	30.25	30.83	31.44	32.07
E15A	23.54	24.41	25.33	26.25	27.24	28.22	28.66	29.23	29.65	30.25	30.83	31.44	31.99	32.64	33.29
E16A	24.41	25.33	26.25	27.24	28.22	29.23	29.65	30.25	30.83	31.44	31.99	32.64	33.28	33.95	34.63
E17A	25.33	26.25	27.24	28.22	29.23	30.25	30.83	31.44	31.99	32.64	33.28	33.95	34.55	35.24	35.94
E18A	26.25	27.24	28.22	29.23	30.25	31.44	31.99	32.64	33.28	33.95	34.55	35.24	35.91	36.63	37.36
E19A	27.24	28.22	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
E20A	28.22	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
E21A	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
E22A	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
E23A	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
E24A	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
E25A	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
E26A	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
E27A	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
E28A	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
E29A	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
E30A	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
E31A	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
E32A	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
E33A	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
E34A	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
E35A	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
E36A	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
E37A	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
E38A	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 - SUPERVISORY UNIT - 80.00 HOUR

E2 - Conversion Chart for 2025 Pay Plan - 40 Hours/Week

Pay Plan Effective 12/14/2024

<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>
15.16	1212.80	2628	27.79	2223.20	4817	47.86	3828.80	8296
15.65	1252.00	2713	28.22	2257.60	4891	48.83	3906.40	8464
16.06	1284.80	2784	28.66	2292.80	4968	48.86	3908.80	8469
16.55	1324.00	2869	28.79	2303.20	4990	49.84	3987.20	8639
17.03	1362.40	2952	29.23	2338.40	5067	50.80	4064.00	8805
17.58	1406.40	3047	29.65	2372.00	5139	50.84	4067.20	8812
17.78	1422.40	3082	29.82	2385.60	5169	51.82	4145.60	8982
18.14	1451.20	3144	30.25	2420.00	5243	52.79	4223.20	9150
18.33	1466.40	3177	30.83	2466.40	5344	52.85	4228.00	9161
18.70	1496.00	3241	30.85	2468.00	5347	53.85	4308.00	9334
18.90	1512.00	3276	31.44	2515.20	5450	54.83	4386.40	9504
19.29	1543.20	3344	31.99	2559.20	5545	54.93	4394.40	9521
19.53	1562.40	3385	32.07	2565.60	5559	55.92	4473.60	9693
19.92	1593.60	3453	32.64	2611.20	5658	57.03	4562.40	9885
20.22	1617.60	3505	33.28	2662.40	5769	57.05	4564.00	9889
20.31	1624.80	3520	33.29	2663.20	5770	58.20	4656.00	10088
20.62	1649.60	3574	33.95	2716.00	5885	59.29	4743.20	10277
20.87	1669.60	3617	34.55	2764.00	5989	59.36	4748.80	10289
21.03	1682.40	3645	34.63	2770.40	6003	60.46	4836.80	10480
21.28	1702.40	3689	35.24	2819.20	6108	61.64	4931.20	10684
21.58	1726.40	3741	35.91	2872.80	6224	61.67	4933.60	10689
21.71	1736.80	3763	35.94	2875.20	6230	62.88	5030.40	10899
22.01	1760.80	3815	36.63	2930.40	6349	64.12	5129.60	11114
22.29	1783.20	3864	37.28	2982.40	6462	64.13	5130.40	11116
22.46	1796.80	3893	37.36	2988.80	6476	65.41	5232.80	11338
22.73	1818.40	3940	38.03	3042.40	6592	66.69	5335.20	11560
23.06	1844.80	3997	38.77	3101.60	6720	66.71	5336.80	11563
23.21	1856.80	4023	38.80	3104.00	6725	68.02	5441.60	11790
23.54	1883.20	4080	39.55	3164.00	6855	69.30	5544.00	12012
23.94	1915.20	4150	40.22	3217.60	6971	69.39	5551.20	12028
24.00	1920.00	4160	40.33	3226.40	6991	70.69	5655.20	12253
24.41	1952.80	4231	41.04	3283.20	7114	72.10	5768.00	12497
24.82	1985.60	4302	41.81	3344.80	7247	72.12	5769.60	12501
24.90	1992.00	4316	41.85	3348.00	7254	73.56	5884.80	12750
25.33	2026.40	4391	42.65	3412.00	7393	75.00	6000.00	13000
25.75	2060.00	4463	43.50	3480.00	7540	75.04	6003.20	13007
25.82	2065.60	4475	44.37	3549.60	7691	76.50	6120.00	13260
26.25	2100.00	4550	45.21	3616.80	7836	78.03	6242.40	13525
26.71	2136.80	4630	45.26	3620.80	7845	78.04	6243.20	13527
26.79	2143.20	4644	46.11	3688.80	7992	79.61	6368.80	13799
27.24	2179.20	4722	46.94	3755.20	8136	81.21	6496.80	14076
27.67	2213.60	4796	47.03	3762.40	8152			

EXHIBIT C

EXHIBIT D

CIVIL SERVICE SUPERVISORY JOB CLASSIFICATIONS AS OF JANUARY 1, 2023

<u>CLASSIFICATION</u>	<u>GRADE</u>	<u>PAYPLAN</u>
APPRAISAL SUPERVISOR	E26	ES
AREA LAND MANAGER	E26	ES
ASSISTANT ADMINISTRATOR-OPERATIONS	E25A	E2
ASSISTANT ADMINISTRATOR-SECURITY	E25A	E2
BRIDGE SUPERINTENDENT	E25A	E2
BRIDGE SUPERVISOR	E21A	E2
CAPITAL PLANNING MANAGER	E26	ES
CHIEF DEPUTY AUDITOR	E32	ES
CLERK OF COUNTY BOARD/ELECTIONS MANAGER	E27	ES
COMMUNICATIONS TECHNICAL SUPERVISOR	E26	ES
CONTRACT ADMINISTRATION MANAGER	E26	ES
COUNTY EXTENSION ADMINISTRATOR	E23	ES
COUNTY SURVEYOR	E30	ES
DEPUTY COUNTY ASSESSOR	E29	ES
DEPUTY COUNTY RECORDER	E27	ES
DEPUTY COUNTY SURVEYOR	E27	ES
DEPUTY ENVIRONMENTAL SERVICES DIRECTOR	E29	ES
DEPUTY LAND AND MINERALS DIRECTOR	E32	ES
DEPUTY PLANNING DIRECTOR	E32	ES
DEPUTY PROPERTY MANAGEMENT DIRECTOR	E29	ES
DEPUTY PUBLIC WORKS DIRECTOR	E35A	E2
EMERGENCY COMMUNICATIONS CENTER SUPERVISOR	E22	ES
ENGINEERING AND MAINTENANCE SUPERVISOR	E27	ES
ENGINEERING TECHNICIAN PRINCIPAL	E25A	E2
ENVIRONMENTAL PROGRAM ADMINISTRATOR	E26	ES
ENVIRONMENTAL SERVICES OPERATIONS SUPERVISOR	E23	ES
FACILITIES SUPERVISOR	E22	ES
FINANCIAL ANALYST	E25	ES
FISCAL MANAGER	E27	ES
FLEET/PROPERTY MANAGER	E26A	E2
HIGHWAY DIVISION SUPERINTENDENT	E25A	E2
HIGHWAY MAINTENANCE SUPERVISOR	E21A	E2
INFORMATION SPECIALIST SUPERVISOR	E19	ES
INFORMATION SPECIALIST SUPERVISOR	E21	ES
INTERNAL AUDITOR	E28	ES
IT MANAGER	E30	ES
IT UNIT SUPERVISOR	E28	ES
JAIL/CORRECTIONS ADMINISTRATOR	E30A	E2
LEGAL SECRETARY SUPERVISOR	E19	ES
LEGAL SECRETARY SUPERVISOR	E21	ES
LOSS CONTROL MANAGER	E29	ES
MINE INSPECTOR	E24	ES
MOTOR POOL SUPERVISOR	E20	ES
PLANNING MANAGER	E27	ES
PRINCIPAL ENGINEER	E32A	E2
PUBLIC WORKS MAINTENANCE MANAGER	E31A	E2
RESOURCE MANAGEMENT SUPERVISOR	E26	ES

SAFETY & RISK MANAGER	E33	ES
SENIOR ENGINEER	E28A	E2
SERVICE CENTER MANAGER	E27	ES
SHOP SUPERINTENDENT	E24A	E2
SHOP SUPERVISOR	E22A	E2
SIGN SUPERVISOR	E21A	E2
TAX ANALYST	E25	ES
TAX DIVISION MANAGER	E28	ES

EXHIBIT E



Saint Louis County

100 North 5th Ave. West, Room 202 • Duluth, Minnesota 55802-1287 (218) 728-2450

July 25, 2007

St. Louis County Employees Association
Attn: Ron Garden, President
4787 Midway Road
Duluth, MN 55811

Re: Civil Service Supervisory Unit
Deferred Compensation Account Payments

Dear Mr. Garden:

This letter will confirm the agreement between St. Louis County and St. Louis County Employees Association on behalf of the Civil Service Supervisory Unit regarding payouts of compensatory time under Article 6, Section 1, and back pay being paid into an employee's deferred compensation account.

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

An Equal Opportunity Employer


Our signatures below will indicate agreement to the terms of this letter on behalf of St. Louis County and St. Louis County Employees Association, respectively.

Yours very truly,



County Board Chair

Accepted on behalf of St. Louis
County Employees Association:

By: 
Its: PRESIDENT

By: _____
Its: _____

EXHIBIT F

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

This Supplemental Agreement to the Civil Service Supervisory Unit Labor Agreement is effective the 13th day of December, 2014.

A. Remote Support

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

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

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

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

Provided, however, a request for remote support which requires that the employee travel to the County work site will be compensated in accordance with Article 6, Call Back, of the Civil Service Supervisory Unit labor agreement, regardless of the time the call is received.

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

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

B. Stand-By

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

B.2 Classifications Eligible for Stand-By Assignment: The Department Head shall notify the Association of the classifications which the Department Head designates as eligible for stand-by assignment. In addition, members of other bargaining units, including by way of example and without

limitation supervisory units, may be assigned stand-by duty if determined to be qualified by the Department Head.

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

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

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

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

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

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

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

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


An eligible employee who is on stand-by duty assignment must be "available and able to work" during the entire period of the stand by duty assignment. "Available and able to work" means that the employee is able to commence work within thirty (30) minutes of receipt of a call and thereafter proceed diligently and without interruption in responding to the problem. "Available and able to work" also means that the employee shall not be under the influence of alcohol or mind altering drugs during the period the employee is assigned to stand by duty.

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

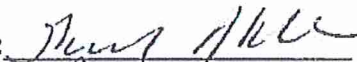
Dated this 07 day of June, 2017.

FOR THE COUNTY BOARD:

**FOR THE ASSOCIATION:
ST. LOUIS COUNTY
EMPLOYEES ASSOCIATION**




Chairman

By: 
Its: President




County Sheriff

By: 
Its: Secretary

By: _____
Its: _____

Approved as to form and execution:



County Attorney

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

This Supplemental Agreement to the Civil Service Supervisory Unit labor agreement is effective the 13th day of December, 2014.

A. Remote Support

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

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

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

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

Provided, however, a request for remote support which requires that the employee travel to the County work site will be compensated in accordance with Article 6, Call Back, of the Civil Service Supervisory Unit labor agreement, regardless of the time the call is received.

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

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

B. Stand-By

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

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

Employees within eligible classifications may advise the Department Head of their desire to be included or not included in the stand-by duty assignment pool. Although all qualified employees in the eligible classifications are subject to stand-by duty assignment

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

B.3 Stand-By Shifts: Stand-by shifts shall be from 4:30 p.m. to 7:00 a.m. Monday through Thursday and from 4:30 p.m. Friday continuously to 7:00 a.m. Monday. In addition, on holidays as designated in Article 7 of the Civil Service Supervisory Unit labor agreement, stand-by shall be continuous from 4:30 p.m. the day preceding the holiday to 7:00 a.m. the day following the holiday.

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

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

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

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

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

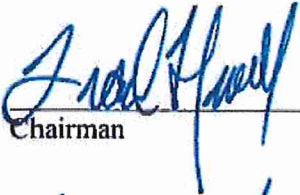
B.7 Available And Able To Work: It is the employee’s responsibility to continuously update the Department on how the employee can be reached during a stand by duty assignment. The employee shall respond to the call within fifteen (15) minutes. An employee who fails to respond to a call by the Department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

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

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

Dated this 27 day of June, 2017.

FOR THE COUNTY BOARD:


Chairman


IT Department Head

FOR THE ASSOCIATION:

ST. LOUIS COUNTY
EMPLOYEES ASSOCIATION


By: 

Its: President

By: 

Its: Secretary

Approved as to form and execution:


County Attorney



Resolution
of the
Board of County Commissioners
St. Louis County, Minnesota
Adopted on: June 13, 2023 Resolution No. 23-329
Offered by Commissioner: McDonald

Civil Service Supervisory Unit 2023-2025 Collective Bargaining Agreement

WHEREAS, The Civil Service Supervisory unit labor agreement expired December 31, 2022; and
WHEREAS, St. Louis County and St. Louis County Employees Association (SLCEA) reached agreement on terms of a new collective bargaining agreement effective January 1, 2023, through December 31, 2025.

THEREFORE, BE IT RESOLVED, That the 2023-2025 Civil Service Supervisory unit contract is ratified, and county officials are authorized to execute the Collective Bargaining Unit Agreement, a copy of which is on file in County Board File No. 61974.

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

Yeas – Commissioners Harala, Grimm, McDonald, Nelson, Jugovich and Chair Boyle – 6

Nays – None

Absent – Commissioner Musolf – 1

STATE OF MINNESOTA
Office of County Auditor, ss.
County of St. Louis

I, **NANCY NILSEN**, Auditor of the County of St. Louis, do hereby certify that I have compared the foregoing with the original resolution filed in my office on the 13th day of June, A.D. 2023, and that this is a true and correct copy.

WITNESS MY HAND AND SEAL OF OFFICE at Duluth, Minnesota, this 13th day of June, A.D., 2023.

NANCY NILSEN, COUNTY AUDITOR

By:

Clerk of the County Board/Deputy Auditor