

AGREEMENT BETWEEN

ST. LOUIS COUNTY

AND

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

January 1, 2020
through
December 31, 2022

Table of Contents

PREAMBLE	1
ARTICLE 1 RECOGNITION	1
ARTICLE 2 MANAGEMENT RIGHTS	2
ARTICLE 3 ASSOCIATION ACTIVITY, ACCESS TO PREMISES, SAFETY	2
ARTICLE 4 WORK DAY, BREAKS	3
ARTICLE 5 WAGE RATES AND PAY DATES	4
ARTICLE 6 OVERTIME, EMERGENCY CALL-OUT, PREMIUMS	5
ARTICLE 7 HOLIDAYS	8
ARTICLE 8 PERSONAL LEAVE DAYS	9
ARTICLE 9 VACATIONS	9
ARTICLE 10 SICK AND PARENTAL LEAVE	11
ARTICLE 11 SICK LEAVE BANK	12
ARTICLE 12 EMPLOYEE INSURANCE PLANS	13
ARTICLE 13 SENIORITY, PROMOTIONS, TRANSFERS, PROBATION	15
ARTICLE 14 RESIGNATION, LAYOFF	17
ARTICLE 15 LEAVES OF ABSENCE	17
ARTICLE 16 DISCIPLINE	18
ARTICLE 17 GRIEVANCE PROCEDURE	18
ARTICLE 18 RETIREMENT, PENSION, WORKERS' COMPENSATION	21
ARTICLE 19 WORK STOPPAGES	24
ARTICLE 20 EQUAL APPLICATION	24
ARTICLE 21 RETENTION OF BENEFITS, SEPARABILITY	24
ARTICLE 22 RENEWAL AND ARBITRATION	25
Exhibit A	2020 Pay Plan
Exhibit B	2021 Pay Plan
Exhibit C	2022 Pay Plan
Exhibit D	Job Classification List
Exhibit E	October 30, 2002 Letter - Telework
Exhibit F	July 25, 2007 Letter - Deferred Compensation Account Payments
Exhibit G	Communications Department Remote Support Agreement
Exhibit H	IT Department Remote Support Agreement

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REPRESENTING ST. LOUIS COUNTY
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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, essential 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 One Hundred Twenty Five Dollars (\$125.00) 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 21, 2019 (2% 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 2018 payroll year effective December 19, 2020 (2.25% 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 18, 2021 (2.25% 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.

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 his/her 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 his/her 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 one-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.

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.

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-half hour increments and shall not accumulate from year to year. Approval for personal leave shall require mutual agreement between the employee and his/her 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 4 years	4.00
Commencing 5 through 8 years	5.50
Commencing 9 through 12 years	7.25
Commencing 13 through 16 years	7.75

Commencing 17 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 - 12 months	2.00
Commencing 13 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. 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 his/her 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 his/her 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 his/her 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 himself/herself 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 his/her 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 therefor, 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 his/her 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 his/her 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 his/her

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 his/her answer.

Step 2. If the grievance is not settled in Step 1, the employee and/or his/her 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 his/her 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, he/she 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 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.

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

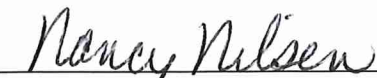
Section 1. This Agreement shall continue in full force and effect from the first day of January, 2020 to the thirty-first day of December, 2022, and from year to year thereafter unless either party hereto shall give written notice to the other on or before sixty (60) days prior to the expiration date. 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: _____
Auditor

ST. LOUIS COUNTY EMPLOYEES ASSOCIATION

By: _____
President

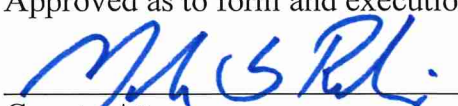
Approved as to form and execution:
_____
County Attorney

EXHIBIT A

PAY PLAN E2

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

2020 PAY PLAN

REFLECTS 2.0% INCREASE
EFFECTIVE DECEMBER 21, 2019

Grade	Hourly	Biweekly	St 1	St 2	St 3	St 4	St 5	St L1	St L2	St L3	St L4	St L5
E01A	13.26	1060.80	2298	2373	2437	2512	2583	2668	2751	2837	2926	3023
E02A	13.69	1095.20	2373	2437	2512	2583	2668	2751	2837	2926	3023	3127
E03A	14.06	1124.80	2437	2512	2583	2668	2751	2837	2926	3023	3127	3229
E04A	14.49	1159.20	2512	2583	2668	2751	2837	2926	3023	3127	3229	3342
E05A	14.90	1192.00	2583	2668	2751	2837	2926	3023	3127	3229	3342	3449
E06A	15.39	1231.20	2668	2751	2837	2926	3023	3127	3229	3342	3449	3571
E07A	15.87	1269.60	2751	2837	2926	3023	3127	3229	3342	3449	3571	3704
E08A	16.37	1309.60	2837	2926	3023	3127	3229	3342	3449	3571	3704	3841
E09A	16.88	1350.40	2926	3023	3127	3229	3342	3449	3571	3704	3841	3983
E10A	17.44	1395.20	3023	3127	3229	3342	3449	3571	3704	3841	3983	4132
E11A	18.04	1443.20	3127	3229	3342	3449	3571	3704	3841	3983	4132	4281
E12A	18.63	1490.40	3229	3342	3449	3571	3704	3841	3983	4132	4281	4434
E13A	19.28	1542.40	3342	3449	3571	3704	3841	3983	4132	4281	4434	4588
E14A	19.90	1592.00	3449	3571	3704	3841	3983	4132	4281	4434	4588	4770
E15A	20.60	1648.00	3571	3704	3841	3983	4132	4281	4434	4588	4770	4952
E16A	21.37	1709.60	3704	3841	3983	4132	4281	4434	4588	4770	4952	5151
E17A	22.16	1772.80	3841	3983	4132	4281	4434	4588	4770	4952	5151	5346
E18A	22.98	1838.40	3983	4132	4281	4434	4588	4770	4952	5151	5346	5555
E19A	23.84	1907.20	4132	4281	4434	4588	4770	4952	5151	5346	5555	5769
E20A	24.70	1976.00	4281	4434	4588	4770	4952	5151	5346	5555	5769	5999
E21A	25.58	2046.40	4434	4588	4770	4952	5151	5346	5555	5769	5999	6224
E22A	26.47	2117.60	4588	4770	4952	5151	5346	5555	5769	5999	6224	6471
E23A	27.52	2201.60	4770	4952	5151	5346	5555	5769	5999	6224	6471	6734
E24A	28.57	2285.60	4952	5151	5346	5555	5769	5999	6224	6471	6734	6996
E25A	29.72	2377.60	5151	5346	5555	5769	5999	6224	6471	6734	6996	7264
E26A	30.84	2467.20	5346	5555	5769	5999	6224	6471	6734	6996	7264	7563
E27A	32.05	2564.00	5555	5769	5999	6224	6471	6734	6996	7264	7563	7862
E28A	33.28	2662.40	5769	5999	6224	6471	6734	6996	7264	7563	7862	8171
E29A	34.61	2768.80	5999	6224	6471	6734	6996	7264	7563	7862	8171	8483
E30A	35.91	2872.80	6224	6471	6734	6996	7264	7563	7862	8171	8483	8828
E31A	37.33	2986.40	6471	6734	6996	7264	7563	7862	8171	8483	8828	9173
E32A	38.85	3108.00	6734	6996	7264	7563	7862	8171	8483	8828	9173	9539
E33A	40.36	3228.80	6996	7264	7563	7862	8171	8483	8828	9173	9539	9922
E34A	41.91	3352.80	7264	7563	7862	8171	8483	8828	9173	9539	9922	10320
E35A	43.63	3490.40	7563	7862	8171	8483	8828	9173	9539	9922	10320	10726
E36A	45.36	3628.80	7862	8171	8483	8828	9173	9539	9922	10320	10726	11161
E37A	47.14	3771.20	8171	8483	8828	9173	9539	9922	10320	10726	11161	11606
E38A	48.94	3915.20	8483	8828	9173	9539	9922	10320	10726	11161	11606	12078
		Biweekly		4074.40	4233.60	4402.40	4579.20	4763.20	4950.40	5151.20	5356.80	5574.40
		Hourly		50.93	52.92	55.03	57.24	59.54	61.88	64.39	66.96	69.68

EXHIBIT A

PAY PLAN ES

ST. LOUIS COUNTY CIVIL SERVICE - SUPERVISORY UNIT - 75.00 HOUR

2020 PAY PLAN

REFLECTS 2.0% INCREASE

EFFECTIVE DECEMBER 21, 2019

	7.5											
Grade	Hourly	Biweekly	St 1	St 2	St 3	St 4	St 5	St L1	St L2	St L3	St L4	St L5
E01	13.26	994.50	2155	2225	2285	2355	2421	2501	2579	2660	2743	2834
E02	13.69	1026.75	2225	2285	2355	2421	2501	2579	2660	2743	2834	2932
E03	14.06	1054.50	2285	2355	2421	2501	2579	2660	2743	2834	2932	3027
E04	14.49	1086.75	2355	2421	2501	2579	2660	2743	2834	2932	3027	3133
E05	14.90	1117.50	2421	2501	2579	2660	2743	2834	2932	3027	3133	3234
E06	15.39	1154.25	2501	2579	2660	2743	2834	2932	3027	3133	3234	3348
E07	15.87	1190.25	2579	2660	2743	2834	2932	3027	3133	3234	3348	3473
E08	16.37	1227.75	2660	2743	2834	2932	3027	3133	3234	3348	3473	3601
E09	16.88	1266.00	2743	2834	2932	3027	3133	3234	3348	3473	3601	3734
E10	17.44	1308.00	2834	2932	3027	3133	3234	3348	3473	3601	3734	3874
E11	18.04	1353.00	2932	3027	3133	3234	3348	3473	3601	3734	3874	4014
E12	18.63	1397.25	3027	3133	3234	3348	3473	3601	3734	3874	4014	4157
E13	19.28	1446.00	3133	3234	3348	3473	3601	3734	3874	4014	4157	4301
E14	19.90	1492.50	3234	3348	3473	3601	3734	3874	4014	4157	4301	4472
E15	20.60	1545.00	3348	3473	3601	3734	3874	4014	4157	4301	4472	4643
E16	21.37	1602.75	3473	3601	3734	3874	4014	4157	4301	4472	4643	4830
E17	22.16	1662.00	3601	3734	3874	4014	4157	4301	4472	4643	4830	5012
E18	22.98	1723.50	3734	3874	4014	4157	4301	4472	4643	4830	5012	5208
E19	23.84	1788.00	3874	4014	4157	4301	4472	4643	4830	5012	5208	5408
E20	24.70	1852.50	4014	4157	4301	4472	4643	4830	5012	5208	5408	5624
E21	25.58	1918.50	4157	4301	4472	4643	4830	5012	5208	5408	5624	5835
E22	26.47	1985.25	4301	4472	4643	4830	5012	5208	5408	5624	5835	6066
E23	27.52	2064.00	4472	4643	4830	5012	5208	5408	5624	5835	6066	6313
E24	28.57	2142.75	4643	4830	5012	5208	5408	5624	5835	6066	6313	6559
E25	29.72	2229.00	4830	5012	5208	5408	5624	5835	6066	6313	6559	6810
E26	30.84	2313.00	5012	5208	5408	5624	5835	6066	6313	6559	6810	7090
E27	32.05	2403.75	5208	5408	5624	5835	6066	6313	6559	6810	7090	7371
E28	33.28	2496.00	5408	5624	5835	6066	6313	6559	6810	7090	7371	7680
E29	34.61	2595.75	5624	5835	6066	6313	6559	6810	7090	7371	7680	7953
E30	35.91	2693.25	5835	6066	6313	6559	6810	7090	7371	7680	7953	8276
E31	37.33	2799.75	6066	6313	6559	6810	7090	7371	7680	7953	8276	8600
E32	38.85	2913.75	6313	6559	6810	7090	7371	7680	7953	8276	8600	8942
E33	40.36	3027.00	6559	6810	7090	7371	7680	7953	8276	8600	8942	9302
E34	41.91	3143.25	6810	7090	7371	7680	7953	8276	8600	8942	9302	9675
E35	43.63	3272.25	7090	7371	7680	7953	8276	8600	8942	9302	9675	10056
E36	45.36	3402.00	7371	7680	7953	8276	8600	8942	9302	9675	10056	10483
E37	47.14	3535.50	7680	7953	8276	8600	8942	9302	9675	10056	10483	10881
E38	48.94	3670.50	7953	8276	8600	8942	9302	9675	10056	10483	10881	11323
			Biweekly	3819.75	3969.00	4127.25	4293.00	4465.50	4641.00	4829.25	5022.00	5226.00
			Hourly	50.93	52.92	55.03	57.24	59.54	61.88	64.39	66.96	69.68

EXHIBIT A

EXHIBIT B

PAY PLAN E2

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

2021 PAY PLAN

REFLECTS 2.25% INCREASE

EFFECTIVE DECEMBER 19, 2020

	8.00											
<u>Grade</u>	<u>Hourly</u>	<u>Biweekly</u>	<u>St 1</u>	<u>St 2</u>	<u>St 3</u>	<u>St 4</u>	<u>St 5</u>	<u>St L1</u>	<u>St L2</u>	<u>St L3</u>	<u>St L4</u>	<u>St L5</u>
E01A	13.66	1084.80	2350	2427	2493	2569	2642	2728	2813	2902	2992	3091
E02A	14.00	1120.00	2427	2493	2569	2642	2728	2813	2902	2992	3091	3198
E03A	14.38	1150.40	2493	2569	2642	2728	2813	2902	2992	3091	3198	3302
E04A	14.82	1185.60	2569	2642	2728	2813	2902	2992	3091	3198	3302	3416
E05A	15.24	1219.20	2642	2728	2813	2902	2992	3091	3198	3302	3416	3527
E06A	15.74	1259.20	2728	2813	2902	2992	3091	3198	3302	3416	3527	3650
E07A	16.23	1298.40	2813	2902	2992	3091	3198	3302	3416	3527	3650	3787
E08A	16.74	1339.20	2902	2992	3091	3198	3302	3416	3527	3650	3787	3928
E09A	17.26	1380.80	2992	3091	3198	3302	3416	3527	3650	3787	3928	4073
E10A	17.83	1426.40	3091	3198	3302	3416	3527	3650	3787	3928	4073	4226
E11A	18.45	1476.00	3198	3302	3416	3527	3650	3787	3928	4073	4226	4378
E12A	19.05	1524.00	3302	3416	3527	3650	3787	3928	4073	4226	4378	4534
E13A	19.71	1576.80	3416	3527	3650	3787	3928	4073	4226	4378	4534	4692
E14A	20.35	1628.00	3527	3650	3787	3928	4073	4226	4378	4534	4692	4878
E15A	21.06	1684.80	3650	3787	3928	4073	4226	4378	4534	4692	4878	5063
E16A	21.85	1748.00	3787	3928	4073	4226	4378	4534	4692	4878	5063	5268
E17A	22.66	1812.80	3928	4073	4226	4378	4534	4692	4878	5063	5268	5465
E18A	23.50	1880.00	4073	4226	4378	4534	4692	4878	5063	5268	5465	5680
E19A	24.38	1950.40	4226	4378	4534	4692	4878	5063	5268	5465	5680	5899
E20A	25.26	2020.80	4378	4534	4692	4878	5063	5268	5465	5680	5899	6134
E21A	26.16	2092.80	4534	4692	4878	5063	5268	5465	5680	5899	6134	6365
E22A	27.07	2165.60	4692	4878	5063	5268	5465	5680	5899	6134	6365	6616
E23A	28.14	2251.20	4878	5063	5268	5465	5680	5899	6134	6365	6616	6885
E24A	29.21	2336.80	5063	5268	5465	5680	5899	6134	6365	6616	6885	7153
E25A	30.39	2431.20	5268	5465	5680	5899	6134	6365	6616	6885	7153	7427
E26A	31.53	2522.40	5465	5680	5899	6134	6365	6616	6885	7153	7427	7732
E27A	32.77	2621.60	5680	5899	6134	6365	6616	6885	7153	7427	7732	8039
E28A	34.03	2722.40	5899	6134	6365	6616	6885	7153	7427	7732	8039	8355
E29A	35.39	2831.20	6134	6365	6616	6885	7153	7427	7732	8039	8355	8674
E30A	36.72	2937.60	6365	6616	6885	7153	7427	7732	8039	8355	8674	9027
E31A	38.17	3053.60	6616	6885	7153	7427	7732	8039	8355	8674	9027	9379
E32A	39.72	3177.60	6885	7153	7427	7732	8039	8355	8674	9027	9379	9753
E33A	41.27	3301.60	7153	7427	7732	8039	8355	8674	9027	9379	9753	10145
E34A	42.85	3428.00	7427	7732	8039	8355	8674	9027	9379	9753	10145	10553
E35A	44.61	3568.80	7732	8039	8355	8674	9027	9379	9753	10145	10553	10967
E36A	46.38	3710.40	8039	8355	8674	9027	9379	9753	10145	10553	10967	11412
E37A	48.20	3856.00	8355	8674	9027	9379	9753	10145	10553	10967	11412	11868
E38A	50.04	4003.20	8674	9027	9379	9753	10145	10553	10967	11412	11868	12350
			Biweekly	4166.40	4328.80	4501.60	4682.40	4870.40	5061.60	5267.20	5477.60	5700.00
			Hourly	52.08	54.11	56.27	58.53	60.88	63.27	65.84	68.47	71.25

EXHIBIT B

PAY PLAN ES

ST. LOUIS COUNTY CIVIL SERVICE - SUPERVISORY UNIT - 75.00 HOUR

2021 PAY PLAN
REFLECTS 2.25% INCREASE
EFFECTIVE DECEMBER 19, 2020

Grade	7.5 Hourly	Biweekly	St 1	St 2	St 3	St 4	St 5	St L1	St L2	St L3	St L4	St L5
E01	13.56	1017.00	2204	2275	2337	2408	2477	2558	2637	2720	2805	2897
E02	14.00	1050.00	2275	2337	2408	2477	2558	2637	2720	2805	2897	2998
E03	14.38	1078.50	2337	2408	2477	2558	2637	2720	2805	2897	2998	3096
E04	14.82	1111.50	2408	2477	2558	2637	2720	2805	2897	2998	3096	3203
E05	15.24	1143.00	2477	2558	2637	2720	2805	2897	2998	3096	3203	3307
E06	15.74	1180.50	2558	2637	2720	2805	2897	2998	3096	3203	3307	3422
E07	16.23	1217.25	2637	2720	2805	2897	2998	3096	3203	3307	3422	3551
E08	16.74	1255.50	2720	2805	2897	2998	3096	3203	3307	3422	3551	3682
E09	17.26	1294.50	2805	2897	2998	3096	3203	3307	3422	3551	3682	3819
E10	17.83	1337.25	2897	2998	3096	3203	3307	3422	3551	3682	3819	3962
E11	18.45	1383.75	2998	3096	3203	3307	3422	3551	3682	3819	3962	4105
E12	19.05	1428.75	3096	3203	3307	3422	3551	3682	3819	3962	4105	4251
E13	19.71	1478.25	3203	3307	3422	3551	3682	3819	3962	4105	4251	4399
E14	20.35	1526.25	3307	3422	3551	3682	3819	3962	4105	4251	4399	4573
E15	21.06	1579.50	3422	3551	3682	3819	3962	4105	4251	4399	4573	4747
E16	21.85	1638.75	3551	3682	3819	3962	4105	4251	4399	4573	4747	4938
E17	22.68	1699.50	3682	3819	3962	4105	4251	4399	4573	4747	4938	5124
E18	23.50	1762.50	3819	3962	4105	4251	4399	4573	4747	4938	5124	5325
E19	24.38	1828.50	3962	4105	4251	4399	4573	4747	4938	5124	5325	5530
E20	25.26	1894.50	4105	4251	4399	4573	4747	4938	5124	5325	5530	5751
E21	26.16	1962.00	4251	4399	4573	4747	4938	5124	5325	5530	5751	5967
E22	27.07	2030.25	4399	4573	4747	4938	5124	5325	5530	5751	5967	6203
E23	28.14	2110.50	4573	4747	4938	5124	5325	5530	5751	5967	6203	6455
E24	29.21	2180.75	4747	4938	5124	5325	5530	5751	5967	6203	6455	6708
E25	30.39	2279.25	4938	5124	5325	5530	5751	5967	6203	6455	6708	6963
E26	31.53	2364.75	5124	5325	5530	5751	5967	6203	6455	6708	6963	7249
E27	32.77	2457.75	5325	5530	5751	5967	6203	6455	6708	6963	7249	7537
E28	34.03	2552.25	5530	5751	5967	6203	6455	6708	6963	7249	7537	7833
E29	35.39	2654.25	5751	5967	6203	6455	6708	6963	7249	7537	7833	8132
E30	36.72	2754.00	5967	6203	6455	6708	6963	7249	7537	7833	8132	8463
E31	38.17	2862.75	6203	6455	6708	6963	7249	7537	7833	8132	8463	8793
E32	39.72	2979.00	6455	6708	6963	7249	7537	7833	8132	8463	8793	9144
E33	41.27	3095.25	6708	6963	7249	7537	7833	8132	8463	8793	9144	9511
E34	42.85	3213.75	6963	7249	7537	7833	8132	8463	8793	9144	9511	9893
E35	44.61	3345.75	7249	7537	7833	8132	8463	8793	9144	9511	9893	10281
E36	46.38	3478.50	7537	7833	8132	8463	8793	9144	9511	9893	10281	10699
E37	48.20	3615.00	7833	8132	8463	8793	9144	9511	9893	10281	10699	11126
E38	50.04	3753.00	8132	8463	8793	9144	9511	9893	10281	10699	11126	11578
			Biweekly	3906.00	4058.25	4220.25	4389.75	4566.00	4745.25	4938.00	5135.25	5343.75
			Hourly	52.08	54.11	56.27	58.53	60.88	63.27	65.84	68.47	71.25

EXHIBIT B

EXHIBIT C

PAY PLAN E2

ST. LOUIS COUNTY CIVIL SERVICE - SUPERVISORY UNIT - 80.00 HOUR 2022 PAY PLAN

REFLECTS 2.25% INCREASE (Plus a change in longevity length of service requirements & additional annual steps and longevity)
EFFECTIVE DECEMBER 18, 2021

Grade	Hourly	Biweekly	St 1	St 2	St 3	St 4	St 5	St 6	St 7	St L1	St L2	St L3	St L4	St L5	St L6	St L7	St L8
E01A	13.87	1109.60	2404	2482	2548	2626	2701	2789	2821	2877	2909	2967	2999	3059	3098	3160	3223
E02A	14.32	1145.60	2482	2548	2626	2701	2789	2877	2909	2967	2999	3059	3098	3160	3207	3271	3336
E03A	14.70	1176.00	2548	2626	2701	2789	2877	2967	2999	3059	3098	3160	3207	3271	3310	3377	3444
E04A	15.15	1212.00	2626	2701	2789	2877	2967	3059	3098	3160	3207	3271	3310	3377	3424	3493	3563
E05A	15.58	1246.40	2701	2789	2877	2967	3059	3160	3207	3271	3310	3377	3424	3493	3536	3607	3679
E06A	16.09	1287.20	2789	2877	2967	3059	3160	3271	3310	3377	3424	3493	3536	3607	3659	3732	3807
E07A	16.60	1328.00	2877	2967	3059	3160	3271	3377	3424	3493	3536	3607	3659	3732	3796	3872	3950
E08A	17.12	1369.60	2967	3059	3160	3271	3377	3493	3536	3607	3659	3732	3796	3872	3937	4016	4096
E09A	17.65	1412.00	3059	3160	3271	3377	3493	3607	3659	3732	3796	3872	3937	4016	4084	4165	4249
E10A	18.23	1458.40	3160	3271	3377	3493	3607	3732	3796	3872	3937	4016	4084	4165	4236	4321	4408
E11A	18.87	1509.60	3271	3377	3493	3607	3732	3872	3937	4016	4084	4165	4236	4321	4389	4477	4567
E12A	19.48	1558.40	3377	3493	3607	3732	3872	4016	4084	4165	4236	4321	4389	4477	4546	4637	4729
E13A	20.15	1612.00	3493	3607	3732	3872	4016	4165	4236	4321	4389	4477	4546	4637	4704	4798	4894
E14A	20.81	1664.80	3607	3732	3872	4016	4165	4321	4389	4477	4546	4637	4704	4798	4889	4987	5087
E15A	21.53	1722.40	3732	3872	4016	4165	4321	4477	4546	4637	4704	4798	4889	4987	5076	5177	5281
E16A	22.34	1787.20	3872	4016	4165	4321	4477	4637	4704	4798	4889	4987	5076	5177	5280	5385	5493
E17A	23.17	1853.60	4016	4165	4321	4477	4637	4798	4889	4987	5076	5177	5280	5385	5479	5588	5700
E18A	24.03	1922.40	4165	4321	4477	4637	4798	4987	5076	5177	5280	5385	5479	5588	5695	5808	5925
E19A	24.93	1994.40	4321	4477	4637	4798	4987	5177	5280	5385	5479	5588	5695	5808	5914	6032	6153
E20A	25.83	2066.40	4477	4637	4798	4987	5177	5385	5588	5695	5808	5914	6032	6150	6273	6398	6529
E21A	26.75	2140.00	4637	4798	4987	5177	5385	5588	5695	5808	5914	6032	6150	6273	6381	6509	6639
E22A	27.68	2214.40	4798	4987	5177	5385	5588	5808	5914	6032	6150	6273	6381	6509	6633	6765	6901
E23A	28.77	2301.60	4987	5177	5385	5588	5808	6032	6150	6273	6381	6509	6633	6765	6901	7039	7180
E24A	29.87	2389.60	5177	5385	5588	5808	6032	6273	6381	6509	6633	6765	6901	7039	7171	7315	7461
E25A	31.07	2485.60	5385	5588	5808	6032	6273	6509	6633	6765	6901	7039	7171	7315	7445	7594	7746
E26A	32.24	2579.20	5588	5808	6032	6273	6509	6765	6901	7039	7171	7315	7445	7594	7751	7906	8064
E27A	33.51	2680.80	5808	6032	6273	6509	6765	7039	7171	7315	7445	7594	7751	7906	8058	8219	8384
E28A	34.80	2784.00	6032	6273	6509	6765	7039	7315	7445	7594	7751	7906	8058	8219	8374	8542	8713
E29A	36.19	2895.20	6273	6509	6765	7039	7315	7594	7751	7906	8058	8219	8374	8542	8696	8869	9047
E30A	37.55	3004.00	6509	6765	7039	7315	7594	7906	8058	8219	8374	8542	8696	8869	9049	9230	9415
E31A	39.03	3122.40	6765	7039	7315	7594	7906	8219	8374	8542	8696	8869	9049	9230	9402	9591	9782
E32A	40.61	3248.80	7039	7315	7594	7906	8219	8542	8696	8869	9049	9230	9402	9591	9778	9974	10173
E33A	42.20	3376.00	7315	7594	7906	8219	8542	8869	9049	9230	9402	9591	9778	9974	10171	10374	10581
E34A	43.81	3504.80	7594	7906	8219	8542	8869	9230	9402	9591	9778	9974	10171	10374	10578	10790	11006
E35A	45.61	3648.80	7906	8219	8542	8869	9230	9591	9778	9974	10171	10374	10578	10790	10993	11213	11437
E36A	47.42	3793.60	8219	8542	8869	9230	9591	9974	10171	10374	10578	10790	10993	11213	11440	11669	11897
E37A	49.28	3942.40	8542	8869	9230	9591	9974	10374	10578	10790	10993	11213	11440	11669	11897	12135	12378
E38A	51.17	4093.60	8869	9230	9591	9974	10374	10790	10993	11213	11440	11669	11897	12135	12380	12627	12880
			Biweekly	4260.00	4426.40	4603.20	4788.00	4980.00	5073.73	5175.20	5280.00	5385.60	5490.98	5600.80	5713.73	5828.00	5944.56
			Hourly	53.25	55.33	57.54	59.85	62.25	63.42	64.69	66.00	67.32	68.84	70.01	71.42	72.85	74.31

EXHIBIT C

ST. LOUIS COUNTY CIVIL SERVICE - SUPERVISORY UNIT-80 HOUR

Conversion Chart for 2022 Pay Plan

Pay Plan Effective 12/18/2021

8.00			Pay Plan Effective 12/18/2021					
Hourly	Bi-Weekly	Monthly	Hourly	Bi-Weekly	Monthly	Hourly	Bi-Weekly	Monthly
13.87	1109.60	2404	25.43	2034.29	4408	43.04	3443.52	7461
14.32	1145.60	2482	25.83	2066.40	4477	43.81	3504.80	7594
14.70	1176.00	2548	26.23	2098.04	4546	44.69	3574.90	7746
15.15	1212.00	2626	26.35	2107.73	4567	44.72	3577.25	7751
15.58	1246.40	2701	26.75	2140.00	4637	45.61	3648.80	7906
16.09	1287.20	2789	27.14	2170.98	4704	46.49	3719.22	8058
16.27	1301.96	2821	27.29	2182.80	4729	46.52	3721.78	8064
16.60	1328.00	2877	27.68	2214.40	4798	47.42	3793.60	8219
16.78	1342.75	2909	28.21	2256.47	4889	48.31	3865.10	8374
17.12	1369.60	2967	28.23	2258.69	4894	48.37	3869.47	8384
17.30	1384.31	2999	28.77	2301.60	4987	49.28	3942.40	8542
17.65	1412.00	3059	29.28	2342.75	5076	50.17	4013.33	8696
17.87	1429.80	3098	29.35	2347.63	5087	50.27	4021.25	8713
18.23	1458.40	3160	29.87	2389.60	5177	51.17	4093.60	8869
18.50	1480.00	3207	30.46	2436.86	5280	52.19	4175.47	9047
18.59	1487.57	3223	30.47	2437.39	5281	52.21	4176.47	9049
18.87	1509.60	3271	31.07	2485.60	5385	53.25	4260.00	9230
19.10	1527.84	3310	31.61	2528.63	5479	54.25	4339.61	9402
19.25	1539.79	3336	31.69	2535.31	5493	54.32	4345.20	9415
19.48	1558.40	3377	32.24	2579.20	5588	55.33	4426.40	9591
19.75	1580.39	3424	32.85	2628.24	5695	56.41	4512.94	9778
19.87	1589.57	3444	32.88	2630.78	5700	56.44	4514.93	9782
20.15	1612.00	3493	33.51	2680.80	5808	57.54	4603.20	9974
20.40	1632.16	3536	34.12	2729.41	5914	58.68	4694.12	10171
20.55	1644.24	3563	34.18	2734.42	5925	58.69	4695.26	10173
20.81	1664.80	3607	34.80	2784.00	6032	59.85	4788.00	10374
21.11	1688.63	3659	35.48	2838.43	6150	61.03	4882.35	10578
21.23	1698.10	3679	35.50	2839.68	6153	61.05	4883.76	10581
21.53	1722.40	3732	36.19	2895.20	6273	62.25	4980.00	10790
21.90	1752.16	3796	36.81	2945.10	6381	63.42	5073.73	10993
21.96	1756.85	3807	36.91	2953.10	6398	63.50	5079.60	11006
22.34	1787.20	3872	37.55	3004.00	6509	64.69	5175.20	11213
22.72	1817.25	3937	38.26	3061.18	6633	65.98	5278.70	11437
22.79	1822.94	3950	38.30	3064.08	6639	66.00	5280.00	11440
23.17	1853.60	4016	39.03	3122.40	6765	67.32	5385.60	11669
23.56	1884.71	4084	39.81	3184.85	6901	68.64	5490.98	11897
23.63	1890.67	4096	39.81	3185.10	6901	68.67	5493.31	11902
24.03	1922.40	4165	40.61	3248.80	7039	70.01	5600.80	12135
24.44	1955.29	4236	41.37	3309.80	7171	71.41	5712.82	12378
24.51	1960.85	4249	41.42	3313.78	7180	71.42	5713.73	12380
24.93	1994.40	4321	42.20	3376.00	7315	72.85	5828.00	12627
25.32	2025.88	4389	42.95	3436.08	7445	74.31	5944.56	12880

EXHIBIT C

EXHIBIT C

PAY PLAN ES

ST. LOUIS COUNTY CIVIL SERVICE - SUPERVISORY UNIT - 75.00 HOUR

2022 PAY PLAN

REFLECTS 2.25% INCREASE

EFFECTIVE DECEMBER 18, 2021

7.5																	
Grade	Hourly	Biweekly	SL 1	SL 2	SL 3	SL 4	SL 5	SL 6	SL 7	SL 1.1	SL 1.2	SL 1.3	SL 1.4	SL 1.5	SL 1.6	SL 1.7	SL 1.8
E01	13.87	1040.25	2254	2327	2389	2482	2532	2615	2645	2698	2727	2782	2812	2868	2904	2962	3022
E02	14.32	1074.00	2327	2389	2462	2532	2615	2698	2727	2782	2812	2868	2904	2962	3006	3066	3128
E03	14.70	1102.50	2389	2462	2532	2615	2698	2782	2812	2868	2904	2962	3006	3066	3103	3166	3229
E04	15.15	1136.25	2462	2532	2615	2698	2782	2868	2904	2962	3006	3066	3103	3166	3210	3274	3340
E05	15.58	1168.50	2532	2615	2698	2782	2868	2962	3006	3066	3103	3166	3210	3274	3315	3382	3449
E06	16.09	1206.75	2615	2698	2782	2868	2962	3066	3103	3166	3210	3274	3315	3382	3430	3499	3569
E07	16.60	1245.00	2698	2782	2868	2962	3066	3166	3210	3274	3315	3382	3430	3499	3559	3630	3703
E08	17.12	1284.00	2782	2868	2962	3066	3166	3274	3315	3382	3430	3499	3559	3630	3691	3765	3840
E09	17.65	1323.75	2868	2962	3066	3166	3274	3382	3430	3499	3559	3630	3691	3765	3828	3905	3983
E10	18.23	1367.25	2962	3066	3166	3274	3382	3499	3559	3630	3691	3765	3828	3905	3972	4051	4132
E11	18.87	1415.25	3066	3166	3274	3382	3499	3630	3691	3765	3828	3905	3972	4051	4115	4197	4281
E12	19.48	1461.00	3166	3274	3382	3499	3630	3765	3828	3905	3972	4051	4115	4197	4262	4347	4434
E13	20.15	1511.25	3274	3382	3499	3630	3765	3905	4051	4115	4197	4262	4347	4410	4498	4583	4675
E14	20.81	1560.75	3382	3499	3630	3765	3905	4051	4197	4262	4347	4410	4498	4583	4675	4759	4854
E15	21.53	1614.75	3499	3630	3765	3905	4051	4197	4347	4410	4498	4583	4675	4759	4854	4950	5049
E16	22.34	1675.50	3630	3765	3905	4051	4197	4347	4498	4583	4675	4759	4854	4950	5049	5136	5239
E17	23.17	1737.75	3765	3905	4051	4197	4347	4498	4675	4759	4854	4950	5049	5136	5239	5339	5445
E18	24.03	1802.25	3905	4051	4197	4347	4498	4675	4759	4854	4950	5049	5136	5239	5339	5445	5554
E19	24.93	1869.75	4051	4197	4347	4498	4675	4854	4950	5049	5136	5239	5339	5445	5544	5655	5768
E20	25.83	1937.25	4197	4347	4498	4675	4854	5049	5136	5239	5339	5445	5544	5655	5766	5881	5998
E21	26.75	2006.25	4347	4498	4675	4854	5049	5239	5339	5445	5544	5655	5766	5881	5998	6102	6224
E22	27.68	2076.00	4498	4675	4854	5049	5239	5445	5544	5655	5766	5881	5998	6102	6218	6342	6469
E23	28.77	2157.75	4675	4854	5049	5239	5445	5655	5766	5881	5998	6102	6218	6342	6470	6599	6731
E24	29.87	2240.25	4854	5049	5239	5445	5655	5881	5998	6102	6218	6342	6470	6599	6723	6858	6995
E25	31.07	2330.25	5049	5239	5445	5655	5881	6102	6218	6342	6470	6599	6723	6858	6980	7119	7262
E26	32.24	2418.00	5239	5445	5655	5881	6102	6342	6470	6599	6723	6858	6980	7119	7266	7412	7560
E27	33.51	2513.25	5445	5655	5881	6102	6342	6599	6723	6858	6980	7119	7266	7412	7555	7706	7860
E28	34.80	2610.00	5655	5881	6102	6342	6599	6858	6980	7119	7266	7412	7555	7706	7851	8008	8168
E29	36.19	2714.25	5881	6102	6342	6599	6858	7119	7266	7412	7555	7706	7851	8008	8152	8315	8481
E30	37.55	2816.25	6102	6342	6599	6858	7119	7412	7555	7706	7851	8008	8152	8315	8483	8653	8828
E31	39.03	2927.25	6342	6599	6858	7119	7412	7706	7851	8008	8152	8315	8483	8653	8815	8991	9171
E32	40.61	3045.75	6599	6858	7119	7412	7706	8008	8152	8315	8483	8653	8815	8991	9167	9350	9537
E33	42.20	3165.00	6858	7119	7412	7706	8008	8315	8483	8653	8815	8991	9167	9350	9535	9726	9920
E34	43.81	3285.75	7119	7412	7706	8008	8315	8653	8815	8991	9167	9350	9535	9726	9917	10116	10318
E35	45.61	3420.75	7412	7706	8008	8315	8653	8991	9167	9350	9535	9726	9917	10116	10306	10512	10722
E36	47.42	3568.50	7706	8008	8315	8653	8991	9350	9535	9726	9917	10116	10306	10512	10725	10940	11158
E37	49.28	3698.00	8008	8315	8653	8991	9350	9726	9917	10116	10306	10512	10725	10940	11154	11377	11604
E38	51.17	3837.75	8315	8653	8991	9350	9726	10116	10306	10512	10725	10940	11154	11377	11606	11838	12075
		Biweekly	3993.75	4149.75	4315.50	4488.75	4668.75	4858.62	4851.75	4950.00	5049.00	5147.79	5250.75	5358.62	5463.75	5573.03	EXHIBIT C
		Hourly	53.25	55.33	57.54	59.85	62.25	63.42	64.69	66.00	67.32	68.64	70.01	71.42	72.85	74.31	

ST. LOUIS COUNTY CIVIL SERVICE - SUPERVISORY UNIT-75 HOUR

Conversion Chart for 2022 Pay Plan

Pay Plan Effective 12/18/2021

7.50

<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>
13.87	1109.60	2254	25.43	2034.29	4132	43.04	3443.52	6995
14.32	1145.60	2327	25.83	2066.40	4197	43.81	3504.80	7119
14.70	1176.00	2389	26.23	2098.04	4262	44.69	3574.90	7262
15.15	1212.00	2462	26.35	2107.73	4281	44.72	3577.25	7266
15.58	1246.40	2532	26.75	2140.00	4347	45.61	3648.80	7412
16.09	1287.20	2615	27.14	2170.98	4410	46.49	3719.22	7555
16.27	1301.96	2645	27.29	2182.80	4434	46.52	3721.78	7560
16.60	1328.00	2698	27.68	2214.40	4498	47.42	3793.60	7706
16.78	1342.75	2727	28.21	2256.47	4583	48.31	3865.10	7851
17.12	1369.60	2782	28.23	2258.69	4588	48.37	3869.47	7860
17.30	1384.31	2812	28.77	2301.60	4675	49.28	3942.40	8008
17.65	1412.00	2868	29.28	2342.75	4759	50.17	4013.33	8152
17.87	1429.80	2904	29.35	2347.63	4769	50.27	4021.25	8168
18.23	1458.40	2962	29.87	2389.60	4854	51.17	4093.60	8315
18.50	1480.00	3006	30.46	2436.86	4950	52.19	4175.47	8481
18.59	1487.57	3022	30.47	2437.39	4951	52.21	4176.47	8483
18.87	1509.60	3066	31.07	2485.60	5049	53.25	4260.00	8653
19.10	1527.84	3103	31.61	2528.63	5136	54.25	4339.61	8815
19.25	1539.79	3128	31.69	2535.31	5150	54.32	4345.20	8826
19.48	1558.40	3166	32.24	2579.20	5239	55.33	4426.40	8991
19.75	1580.39	3210	32.85	2628.24	5339	56.41	4512.94	9167
19.87	1589.57	3229	32.88	2630.78	5344	56.44	4514.93	9171
20.15	1612.00	3274	33.51	2680.80	5445	57.54	4603.20	9350
20.40	1632.16	3315	34.12	2729.41	5544	58.68	4694.12	9535
20.55	1644.24	3340	34.18	2734.42	5554	58.69	4695.26	9537
20.81	1664.80	3382	34.80	2784.00	5655	59.85	4788.00	9726
21.11	1688.63	3430	35.48	2838.43	5766	61.03	4882.35	9917
21.23	1698.10	3449	35.50	2839.68	5768	61.05	4883.76	9920
21.53	1722.40	3499	36.19	2895.20	5881	62.25	4980.00	10116
21.90	1752.16	3559	36.81	2945.10	5982	63.42	5073.73	10306
21.96	1756.85	3569	36.91	2953.10	5998	63.50	5079.60	10318
22.34	1787.20	3630	37.55	3004.00	6102	64.69	5175.20	10512
22.72	1817.25	3691	38.26	3061.18	6218	65.98	5278.70	10722
22.79	1822.94	3703	38.30	3064.08	6224	66.00	5280.00	10725
23.17	1853.60	3765	39.03	3122.40	6342	67.32	5385.60	10940
23.56	1884.71	3828	39.81	3184.85	6469	68.64	5490.98	11154
23.63	1890.67	3840	39.81	3185.10	6470	68.67	5493.31	11158
24.03	1922.40	3905	40.61	3248.80	6599	70.01	5600.80	11377
24.44	1955.29	3972	41.37	3309.80	6723	71.41	5712.82	11604
24.51	1960.85	3983	41.42	3313.78	6731	71.42	5713.73	11606
24.93	1994.40	4051	42.20	3376.00	6858	72.85	5828.00	11838
25.32	2025.88	4115	42.95	3436.08	6980	74.31	5944.56	12075

EXHIBIT C

EXHIBIT D

CIVIL SERVICE SUPERVISORY JOB CLASSIFICATIONS AS OF JANUARY 1, 2020

<u>CLASSIFICATION</u>	<u>GRADE</u>	<u>PAY PLAN</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
CHIEF DEPUTY RECORDER	E26	ES
CLERK OF COUNTY BOARD/ELECTIONS SUPERVISOR	E26	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 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	E2
ENGINEERING AND MAINTENANCE SUPERVISOR	E27	ES
ENGINEERING TECHNICIAN PRINCIPAL	E25A	E2
ENVIRONMENTAL PROGRAM ADMINISTRATOR	E26	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	E27	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 DATA SUPERVISOR	E27	ES
RESOURCE MANAGEMENT SUPERVISOR	E26	ES
SAFETY & RISK MANAGER	E33	ES
SENIOR ENGINEER	E28A	E2
SERVICE CENTER MANAGER	E26	ES
SHOP SUPERVISOR	E22A	E2
SIGN SUPERVISOR	E21A	E2
TAX ANALYST	E22	ES
TAX DIVISION MANAGER	E27	ES
WORKERS' COMPENSATION ADMINISTRATOR	E24	ES

EXHIBIT E



Saint Louis County

100 North 5th Avenue West, Rm. 202, Duluth, Minnesota 55802-1287 (218) 728-2562

October 30, 2002

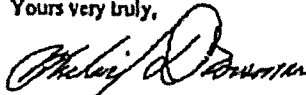
Ronald Garden, President
St. Louis County Employee's Association
4739 Midway Road
Duluth, MN 55811

Re: Civil Service Supervisory Unit
Meet and Confer Re: Telework

Dear Mr. Garden:

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

Yours very truly,


County Board Chairman

Accepted on behalf of St. Louis
County Employee's Association:

By: 
Its: PRESIDENT

By: _____
Its: _____

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

EXHIBIT F



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 G

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.

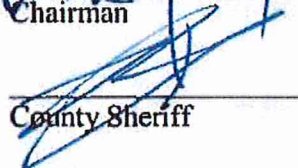
An eligible employee who is on stand-by duty assignment must be "available and able to work" during the entire period of the stand by duty assignment. "Available and able to work" means that the employee is able to commence work within thirty (30) minutes of receipt of a call and thereafter proceed diligently 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.

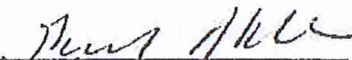
Dated this 07 day of June, 2017.

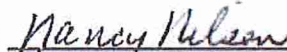
FOR THE COUNTY BOARD:


Chairman


County Sheriff

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

By: 
Its: President

By: 
Its: Secretary

By: _____
Its: _____

Approved as to form and execution:

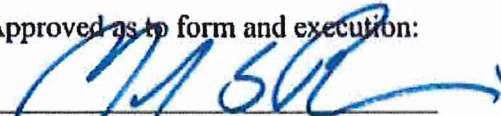

County Attorney

EXHIBIT H

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.

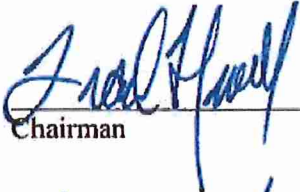
B.7 Available And Able To Work: It is the employee's responsibility to continuously update the Department on how the employee can be reached during a stand by duty assignment. The employee shall respond to the call within fifteen (15) minutes. An employee who fails to respond to a call by the Department 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: Nancy Nilson

Its: Secretary

Approved as to form and execution:


County Attorney



*Resolution
of the
Board of County Commissioners
St. Louis County, Minnesota
Adopted on: June 9, 2020 Resolution No. 20-319
Offered by Commissioner: Jewell*

Civil Service Supervisory Bargaining Unit Agreement: 2020 - 2022

RESOLVED, That the 2020-2022 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. 61305.

Commissioner Jewell moved the adoption of the Resolution and it was declared adopted upon the following vote:
Yeas – Commissioners Jewell, Musolf, Nelson and Chair Jugovich – 4
Nays – None
Absent – Commissioners Boyle, Olson and McDonald – 3

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 9th day of June, A.D. 2020, and that this is a true and correct copy.

WITNESS MY HAND AND SEAL OF OFFICE at Duluth, Minnesota, this 9th day of June, A.D., 2020.

NANCY NILSEN, COUNTY AUDITOR

By


Deputy Auditor

SLC HUMAN RESOURCES
JUN 10 10:20 PM '20

